

## ***STATE OF THE COLLEGE ADDRESS – 2004***

I am honored to have this opportunity to provide you with my perspective on the state of the College of Arts and Sciences at Kansas State University.

Over the past three years all of us have been acutely aware that the College has been severely impacted by budget reductions. At the same time our budgets have been reduced and tenure track faculty positions have declined, our enrollment continues to grow. Keeping within the spirit of a presidential election year perhaps it is appropriate to ask the question...is the College better off today than it was four years ago? My response is that in some ways the answer is no, but in many ways the answer is yes.

First let me focus on the positive; after which I will discuss some challenges, priorities, and strategies for positive change.

### ***Administration Matters***

In many ways the Deans' Office is better prepared to lead the College and help our departments achieve. With the addition of Associate Dean Beth Montelone and Assistant Dean Juanita McGowan, the Deans' Office staff is at full strength for the first time since Dean Nicholls departed. Please keep in mind that we continue to have fewer staff in the deans' office than other universities of our size. In response to additional staffing, the assigned areas of responsibility have been reorganized and expanded. Larry Rodgers' duties include curriculum oversight, the honors program, freshman seminar, enrollment management, and summer school coordination among others.

Beth Montelone oversees space planning, research compliance issues, safety,

and our connections with the VP for Research, Graduate School, the IT side of the University, as well as the Division of Continuing Education. Alison Wheatley continues to supervise student advising and other important student services matters. Juanita McGowan serves as director of American Ethnic Studies and the Tilford Group Initiative. In addition, she will assume some college-level responsibilities with respect to short term and long term diversity planning and implementation. Shirley Olson continues to oversee the budget, coordinate with office specialists throughout the College, and supervise the College office staff. Annette Maggio keeps me on schedule and headed in the right direction even on my “bad hair” days. In summary, our job is to do all that we can to help department heads, faculty, and our students achieve success.

We have a very dedicated group of department heads and program directors and they continue to turn water into wine - performing miracles with their meager budgets. I can't emphasize enough how much I appreciate what they have been able to accomplish during these very difficult budgetary times. I am tremendously heartened by the very classy manner in which they have handled the stresses and constraints and the constructive way they have responded to our many challenges.

New departmental and program leaders in the College include: Dr. Angela Powers, the Director of the A.Q. Miller School of Journalism and Mass Communication; Dr. Lloyd Thomas, Head of the Department of Economics; Dr. Eric Maatta, Head of the Department of Chemistry; and Dr. Mark

Parillo, Director of the Institute for Military History and 20<sup>th</sup> Century Studies.

### ***Faculty Accomplishments***

Obviously, our faculty members are ultimately responsible for the College's successes and we should feel very proud of all of the very positive things that are happening in our College.

Our faculty members continue to receive major accolades. A few examples follow. It was a great year for physicists. Sanjay Rebello was honored at a White House ceremony where he received the Presidential Early Career Award for Scientists and Engineers. This honor is extended to 57 of the nation's most promising young scientists. Dean Zollman, physics department head, won the National Science Foundation Director's Award for Distinguished Teaching Scholars. He is one of only eight people who received this honor. As if that wasn't enough, Lew Cocke received the Higuchi Award for research excellence. Four faculty members, Professors Yoshi Ikeda (Art), David Hartnett (Biology), Vince Ortiz (Chemistry) and Hongxing Jiang (Physics), became University Distinguished Professors. Dale Herspring, Political Science received the University's Distinguished Graduate Faculty Award. Many other faculty members received national and international recognition.

Our faculty continue to gain recognition for their teaching. Professor Charles Sanders (History) received the Commerce Bank Award. Jeff Smith (Geography) received a Presidential teaching award and Larry Williams

(Biology) for outstanding advising. Keith Bates a GTA in History also won the Presidential award. Harold Prins was recently announced as the Coffman Chair for University Distinguished Scholar. He follows Jana Fallin, a professor in our outstanding Department of Music.

William L. Stamey Teaching Award Recipients were Kristen Nicolaysen, Geology; Philip Nel, English; Bonnie Bressers, Journalism and Mass Communication; Tracy Turner, Economics; John Maginnis, Math; Jennifer Bonds-Rack, GTA, Psychology.

After three years of decline in the total number of tenure track positions, the College hired 28 new faculty members who arrived this fall; thus decreasing our total number of tenure track vacancies by nine. Since 2000, the number of women who are budgeted faculty increased from 28.9% to 34.1%.

Minority faculty members increased from 16.0% to 18.9 percent over the same period. The number of women in the College who are a head, director, or dean has increased from 3 to 9 since 2000.

### ***Student Accomplishments***

Likewise, our students continue to achieve great things. Brooklyn Lippelmann, a political science major, is a 2004 Truman Scholar and currently studying in Cairo. Ethan Baughman, a biology major, received a Goldwater Scholarship. As an institution we are very proud of our students' remarkable success at attaining Truman, Goldwater, Marshall and Rhodes scholarships and we recognize these accomplishments as a standard of excellence, especially when compared with other institutions, and rightly so.

However, many of our students receive other scholarships that are also extremely competitive. For example, Seth Bridge is a Boren Scholar and received \$15,000 to study in Irkutsk, Siberia and in Moscow. Patrice Holderbach is a journalism major and editor of the Collegian. She won a Scripps Howard Top Ten Scholarship – an award given to the ten top journalism students nationwide. Brad Hammerschmidt, a geography major received the Department of Homeland Security Fellowship; a \$27,000 award for graduate study.

Women comprise a significant majority of the College's undergraduate student body – 55%. Since 2000, our minority students have increased from 12.4% to 13.5%. During FY04 we had approximately 6,500 majors, 800 graduate students and graduated 1056 bachelor degree recipients, 151 master's recipients and 41 Ph.Ds.

Our student credit hour production has remained relatively stable over the past two years. During FY04 we taught 298,154 student credit hours (54% of the University total). We provided more than 75% of the total lower division credit hours.

### ***Other Positive Events***

The Department of English moved to a new location where they have bigger and brighter offices that are cool in the summer and warm in the winter. This is in stark contrast to Denison Hall where the heat often came on in the summer and air conditioning in the winter. It was a place where the mold

and broken water pipes frequently distracted the faculty from thinking about the heat or cold.

Denison Hall was razed and Larry Rodgers now has the best view of the library.

The development staff, with your help, was responsible for bringing in a total of \$7.5 million last fiscal year; a College record.

Extramurally funded, competitive research grants totaled \$25,395,141 a 42% increase over that of four years ago.

Recently we have made some modest gains in GTA stipends; a 3 percent increase last year and an 8.2 percent increase the year before.

However, there is much more that we need to do.

### ***Future Challenges and Opportunities***

While we have worked hard to maintain excellence in research and teaching there is much that we have yet to accomplish.

The College continues to fall behind in faculty salaries and professional development funds. During the 2003-2004 academic year, the College lagged 14.3% behind NASULGC peers with respect to salaries for all ranks and 19.6% for full professors. I will continue to support the need for additional targeted salary enhancements and equity funding for the College.

GTA stipends continue to lag behind other Big 12 universities with the exception that a few of our departments fare better than Oklahoma State and the University of Oklahoma.

Over the past three years of budget reductions, my priority has been to protect the positions of teaching and research faculty. This is an important step to meet our instructional mission but we have very little money for instructional equipment and no equipment fee from which to supply basic needs in our classrooms

We are all acutely aware that there is a tremendous space crunch. Associate Deans Rodgers, and now Montelone, are working hard to pull rabbits out of a hat, but we need more hats.

While we have made some slight gains with respect to increasing diversity among our faculty and students but much more needs to be done

As we look ahead, I have identified several goals that I wish to accomplish during the 2004/2005 academic-year. In particular, I want to place greater emphasis on making progress in the areas of diversity, alumni relations, and securing donations from alumni and friends of the College. In addition, we will also continue to strive and make progress with respect to funding faculty development, GTA stipends, and faculty salary enhancements. I know that Provost Nellis strongly supports each of these objectives as well.

## *Diversity*

When I interviewed for the regular dean position a little more than a year ago, I received a very consistent message from almost every group I met. “The College of Arts and Sciences needs to be the role model for diversity.” The sentiment was that some positive change has occurred but there is much more to do. One important step was the appointment of Dr. Juanita McGowan as the College’s Assistant Dean of Diversity and Director of American Ethnic Studies. Her addition to the Deans’ Office Staff provides the College with a very talented, highly visible person who can promote diversity within the college as well as collaborate with departments and other colleges with respect to diversity initiatives.

An immediate goal is to re-institute a strong, action-oriented College Diversity Committee. I am delighted to inform you that Professor Marcelo Sabates, head of the Department of Philosophy, has agreed to chair this 16-member committee. Dean McGowan will serve on the committee in an ex officio capacity. The Committee will be charged with developing a long-term strategic plan for diversity. The plan will include strategies for 1) the recruitment and retention of minority faculty, and students, 2) developing opportunities to fund diversity scholarships and diversity programmatic initiatives, 3) connecting with corporations through the Tilford Group to cultivate their expertise and resources, 4) coordinating with other units on campus to help us to strengthen diversity through study abroad, and agreements with institutions of higher education in foreign countries, and 5) serving as a forum for gathering information and promoting constructive

discourse with individuals and diversity organizations across the entire university.

A major diversity issue is that of gender. Recent College level initiatives include Associate Dean Beth Montelone's role as a co-principal investigator on the National Science Foundation ADVANCE Program. This \$3,500,000, five-year grant provides us with the opportunity to develop a wide spectrum of initiatives within the Colleges of Arts and Sciences, Engineering, Agriculture, and Veterinary Medicine to recruit, retain, and change the climate for women. Nine Arts and Sciences departments participate in this program.

In addition, the Women in Engineering and Sciences Program has a new director, Dr. Kimberly Douglas. Dr. Douglas and I are committed to the notion that WESP should play an even greater role in supporting Arts and Sciences programs in the future. Importantly, the major for the Women's Studies Program was fully approved by the Kansas Board of Regents and implemented this past summer. Dr. Cia Verschelden did an exemplary job of making this major a reality.

### ***Alumni Relations and Development***

As the state's share of the total university budget declines, we must adapt and develop strategies that provide us with the necessary funding to achieve and maintain excellence.

In some ways our K-State Foundation development efforts are in a very early stage of maturity. Only recently have we expanded our development staff to three people: Mike Harders, Llewellyn Crain, and Sheila Walker. Frequently, our outstanding development officers visit with alumni and friends who want to maintain stronger ties to the university but have never been asked to do so. This is not necessarily a bad thing. The truth is that we have over 37,000 alumni in our College and our three hard working development officers barely have time to scratch the surface of opportunity. We need your help. It is essential.

College development goals for this year include:

Establishing a College-level Alumni Advisory Committee; promoting the need for, and increasing, the number of departmental level alumni advisory boards; publishing a college newsletter; and providing department level workshops for those interested in increasing our efforts in alumni relations and development.

My goal over the next year is to encourage greater participation of department heads or their representatives in development activities. In addition, we need to revisit the College's current development priorities and expand our contacts with corporations that can help us better achieve our instructional and research goals.

Finally, I am very optimistic about the future our College. We have weathered three years of budgetary hurricanes with some significant damage. However, we have also proven that we are a very strong

community of scholars who continue to excel in teaching research and creative endeavors while accomplishing what is in the best interest for our students - even when the budgetary times are tough.