

Department of Chemistry
Faculty Meeting Minutes
November 4, 2004

Present: Babler, Becker, Boerger, Boyd, Chiarelli, Crumrine (Chair), Dias, Fitch, Florian, Freitas, Graham, Hall (Secretary), Olsen, Thomas, Nancy Tuchman (ORS), Angelica Vaca (ORS)

Absent: Herlinger, Schmeling

APPROVAL OF MINUTES OF October 7, 2004

The minutes were approved with one abstention.

Chair's Announcements:

Congratulations!

- **Jan Florian** Student Complaints to Prentice Hall resulted in money back to students and pizza party.
- **Mary Boyd** NSF REU review panel.

Thank you!

- **Angie Boerger** for assisting with Senior and Transfer Open Houses on Oct 16 & 30.
- **Dan Graham** agreed to write first draft of Core application for Science Literacy for Chem 101
- **Dan Graham** helped conduct Schmitt Application Workshop.
- **Dan Graham, Denise Hall, Bert Kuelhorn, and Tim Thomas** for help with Chemistry Day Oct. 23. (937 students attended)
- **Denise Hall** for arranging the pop and snack machines.
- **Tim Thomas** has agreed to be a member of Pre-Health Professions Committee.
- **All** for Research Infrastructure Suggestions!

Events:

- **Fri 5 Nov.** 4 pm Herbert Roesky, ACS Inorganic Award Seminar at NWU Lecture RM 3
- **Sat 6 Nov. 8-5** Chicago Area NMR Discussion Group (CANMRDG) at LU, FH-133 Open but \$12 with catered lunch
- **Sat 6 Nov** 1 pm Next Cumulative Exam
- **Tue 9 Nov SAS**, 'Student Night' 6 to 9 pm at La Mirage in Rolling Meadows, Four Presentations on HPLC with ICP-MS, Surface Enhanced Raman for a Glucose Sensor, etc.
- **Wed. 10 Nov 4-5:30 pm** "Conversations in the College, "The Science and Policy of Happiness" J. D. Trout, McCormick Lounge, Coffey Hall
- **Thur. 11 Nov. 7pm** FH-105 ACS Affiliate Talk H. J. Lenox and E. Blumenthal "Business, Grad School or Big Pharma"
- **Mon. 15 Nov.** Spring Registration begins
- **Wed. 17 or Thur 18 Nov.** GSO Thanksgiving lunch
- **Fri 19 Nov. ACS Stieglitz Lecture Dr. Eloy Rodriguez**, "Chemical Novelty from the Amazon and the Caribbean" Cornell University, at Drury Lane, Oakbrook Terrace
- **Tue. 23 Nov** Snack machine arrives
- **Wed 24 Nov-Sun 28 Nov.** Thanksgiving Break
- **Multiple Dates for Peoplesoft & Blackboard training** –

Future:

- **Thur. 2 Dec.** Next faculty meeting
- **Sat 4 Dec** pm Next Cumulative Exam
- **Fri. 10 Dec.** ACS Meeting
- **Tue. 14 Dec.** Dean's holiday party McCormick Lounge, Coffey Hall
- **Wed 15 Dec.** Christmas Party combined with Biology Dept
- **Wed. 22 Dec.** University Christmas Party

Questions:

- Should we upgrade the FH-133 computer to XP? IT spent ca. 3 hr Wed and it now runs well with local applications, but is very slow ca. 1/10 as fast as it should be for all internet applications (They don't know why.) MOTION: Upgrade to XP Approve = 8 Opposed = 0
Dr. Olsen suggests to check with Dr. Pavkovic to see if he has any files on the computer. Dr. Olsen asked if we can upgrade the computer. Dr. Crumrine will check.
- Will you please send me any Grants Funded or Books you have published during calendar 2004 (for Garanzini).

- Are you ready to upgrade computers, or would you prefer after term ends? Dr. Crumrine will call IT today to begin upgrades. Backup issues? For those who have a lot of information to save you can ask IT to temporarily transfer your files to the network and then they will transfer it back from the network to your desktop. Dr. Fitch has a portable CD burner. If you'd like to use it please contact her.
- Second semester Graduate Classes (esp Jean Walsh)

Administrative Issues:

- Ads are out to Science (10/29) and C&E News for Tenure Track Biochemist. We already have two applications.
- Second position is non-tenure track with up to 5 year contract. Negotiations are underway. (1-2 yr, etc). Dr. Graham feels this is not the way to run a science program. We do not need a part-time faculty member. We need tenure track, research oriented, commitment. Dr. Freitas feels we shouldn't accept anything more than a two year commitment. Drs. Becker, Babler, and Olsen agree with Dr. Graham. Mr. Thomas wants to know if 5 year contracts for non-tenure positions are available can he have one. Dr. Crumrine will investigate.
- Waste Accumulation Logs Weekly initials needed for each one.
- Obtain LU Universal ID and Password at www.luc.edu/is/forms/idrequest.shtml for entering grades in Locus.
- We will apply for Core approval for Scientific Literacy for Chem 101
- First meeting with Head hunters for VP for Research.

OFFICE OF RESEARCH SERVICES - Nancy Tuchman

- **Research Services has recently been restructured.** The pre-award (submitting grants) and post-award (financials) has been divided where the post-awards are now handled by Sponsored Program Accounting (SPA) at Water Tower Campus. Both units, to a great degree, have been re-staffed. Angelica Vaca has been appointed the research administrator for the chemistry department faculty. She'll be the person to contact if you are trying to submit a grant, if you have questions about a grant that is already funded, or if you want to find out types of funding opportunities that you may be eligible for. Ms. Vaca (ext 8-2480) is working with Benji Loanzon (Director of SPA) who is the counterpart person in SPA.
- **We're trying to change the culture of research at Loyola.** There is a capital campaign that will be going on for the next seven years. It will be launched in just a few months. The budget for this campus is 5 million. We are requesting a list of infrastructural needs from each department which should include equipment, space, employees/technical support, anything that would fit the needs of the department mission and long term goals. An actual dollar amount needs to be included with your list. (What is really needed is an endowment.)
- **The Centers of Excellence** (also trying to endow) – We are currently working on identifying the “Centers”. Departments/faculty are preparing proposals. The motivation for the centers is to supply areas of expertise and to help make Loyola more interdisciplinary to bring our best scholars together. Faculty members participating in a Center would maybe have a split position. The contribution to chemistry would become less and the work in the center would be built into the faculty member's position.
- **Increased Number of Summer Research Awards** – We had 70 applicants this year and are trying to fund 50. Out of the other 20 they'd like to fund 10 of those. The CAS will also have 5 teaching release stipends for the Spring. Dean Crawford will ask the chairs for one or two nominations and will chose 5 from the College. ORS is trying to enable faculty to do research.
- **Matching funds** - Dr. Chairelli asked if there are still matching grants. Dr. Tuchman replied that matching is something they are trying to get away from. Dr. Olsen stated that a lot of the educational programs require a match. Dr. Tuchman said that she knows and that is difficult. You have to realize that in order to build research we can't keep bleeding. The University is bleeding like crazy because we don't bring in enough indirect dollars. Many of our grants go out with 10% or 12% or no indirects. Chemistry, Psychology, and Biology who are applying to places like NSF and NIH are supporting all the other research that goes on in both campuses. Matching draws us down even further. We'd like to plug up all the holes where we're bleeding so we have more money.

We've implemented a policy where if faculty put a portion of their academic year salary, that's proportional to the amount of their effort, on that grant during the academic year then 100% of that money goes back to Dean Crawford. Dean Crawford then gives 50% to the department chair where the money can be used to stimulate research in the department, splitting it with the PI, or do a number of things that will build info structure back in the department. We're trying to do that with indirects. Indirects are much more difficult because we don't get very many indirects and many of them ask for cost sharing so that just sort of erodes the whole indirect pile right back down to zero and not only that, it goes into the negative.

Dr. Tuchman said she understands the need for matching but what they're trying to do is titrate how much can we really give back versus not being able to put money back into the departments and colleges to further stimulate research. Dr. Olsen replied that there are some programs that absolutely demand some sort of a match for example the GAANN grant has a match that is 25% and a lot of the equipment programs has a 50% match. If we don't have some resources for matching we are going to miss out on huge opportunities which are, in fact, to the long term benefit of the University.

Dr. Tuchman said that thinking went into this idea of asking you to tell us what kind of instruments you need. Give us the dollar amount. If you need \$200,000 to buy a new mass spec, we could get an endowment or gift that would pay \$100,000 and then you can get the other \$100,000 which means you asked for \$200,000, we only gave you \$100,000 but we have the other \$100,000 over there because we thought you really needed \$200,000. In other words we're asking you tell us what the bottom line dollar amount is that you need. If you're able to use that amount that we can bring to you and leverage it to use as matching other instruments you can get much more than what you originally asked for. But, this is going to be a slow process.

Dr. Olsen said that the difficulty in some of this is certainly research equipment. Most of the NSF programs are 50% match on research equipment and 25% - 50% match on teaching equipment. We realize you're talking about research info structure but teaching info structure is getting to the point where it is breaking down in our department because of, approximately now, twelve - fifteen years of lack of support for teaching info structure. We're willing to write grants, the CCLI grants and things like that. Several of us have been successful at that, probably four or five people in the room have successfully written those types of grants. They're a great way to build up our teaching program but if we're not going to get the matching we're dead in the water.

Dr. Tuchman said that we have a unique situation. Most departments and schools have teaching needs but their needs are met by computers and Peoplesoft. So that is what the university is investing in. They do not understand the teaching needs that go into lab oriented courses. We need to advocate more for that. Dr. Tuchman said she'd be happy to advocate for us.

- **Research Support Grants** – Internal Awards: We're trying to evaluate the process. If anyone in this department is interested in sitting on this committee please let Dr. Tuchman know. Ms. Vaca distributed handouts regarding Internal Awards.
- **Incentives** - Dr. Olsen mentioned that a long time ago we had a biomedical research support grant. At that time, research services was using those funds to basically award people for writing grants. That is if you submitted a grant and got two NIH or NSF you got X number of dollars to use for research on the submission of that grant. It was a program that encouraged people to submit grants because you knew it wasn't an all or none situation at the grant agency. You'd get at least a small amount of money, \$500 - \$1000 to use to support your research if you submitted a proposal. Dr. Olsen said he was sorry to see that program go away. It was funded by indirects but that was before the federal government changed rules on indirects. Dr. Freitas recalls that there was some specific money coming directly from NIH. That program stopped all together and that is when the incentive program stopped. Dr. Olsen said it is a good idea to think about a program of that type.

Dr. Tuchman stated that she just returned from a meeting, National Council of Research Administrators. People were trying to brain-storm on how to incentivize faculty while being careful of financial compliance regulations. Dr. Crumrine believes that, after a faculty member has brought in salary money from grants exceeding 30% of his/her salary, the LUMC incentive plan gives back to the Department a portion of that money. Dr. Freitas feels that is a true incentive. Dr. Tuchman said that maybe we'd want to try it on a trial basis say a two year contract.

Dr. Tuchman said she needs input on just how to creatively do this so it doesn't backfire. Dr. Olsen stated that he'd be more concerned about new employees. Dr. Freitas said if it is properly justified and written he thinks it would be a very nice incentive. He adds that it is a great idea and worth pursuing. Dr. Fitch said the problem with the Medical School is the person who sets your base academic salary is the same person who's running research, who tells you what percent you're supposed to get on top of that. The comments from the people out at the Medical School, on faculty council, is that he's setting their base salary lower and requiring them to make a higher contribution. They feel it is a conflict of interests that they have the same person setting both those policies. Dr. Freitas' understanding is that typically a PhD at a Medical Institution is paid higher for the first three years with the understanding that after three years they will only be paid 60% of that amount and they have to procure the difference or even supplement that. They can even go beyond the 100% such as the NIH ceiling which they are encouraged to apply for. So it is a totally different situation because they know that after three years their salary is going to drop. We're not hired under those circumstances. Dr. Tuchman said that if you look at it from the other angle, the faculty at this university has been at that point where we're really only being paid about 40% (low ball figure) of what we should be getting paid and for us to say we are not willing to try to fulfill this incentive because we're afraid, we're already there. We're paid way below the faculty at the Medical Center. Maybe it's a risk we have to take but thinks it's a good idea to implement on a two/three year basis. Dr. Tuchman said she'd like to build a committee who's advisory to her and if anyone is interested in that please e-mail her. Dr. Freitas said he'd be interested. Dr. Crumrine stated that the committee needs someone experienced with NIH procedures or from the law school to worry about the details of how the contract is written and to worry about NIH regulations.

COMMITTEE REPORTS

Graduate Studies – Dr. Olsen

- **GSO Announcements:**
 - Pre-Thanksgiving celebrations will be Wednesday 11/17 or Thursday 11/18.
 - Thursday 11/11 - ACS Affiliate Talk H. J. Lenox and E. Blumenthal "Business, Grad School or Big Pharma" – The undergraduates are asking the faculty come and join them. Dinner (pizza) will be served.
 - Late Friday afternoon coffee, tea, and donuts (3:30 – 4:00) – would the faculty be interested in participating?
 - Breakfast on December 12/15/04/
- **Schmitt Dissertation Fellowships:** Due to the Department by 1/4/05. This is for graduate students who will be finishing up no later than 5/06. The workshop has already taken place.
- **Academic Planning and Review:**
 - Every Department will be reviewed every five years by a team from the administration.
 - The Graduate Dean or his representative will be added to the review team for programs that have graduate programs.
 - The Chemistry Department will be reviewed next year.
- **Centers of Excellence:** We should begin thinking about this now.

Mr. Thomas asked if there will be any new graduate students coming in the Spring. Dr. Olsen said there are interested students but we may not have funding.

ADJOURNMENT: 1:00