

<b>Project Name:</b>	Expansion of L&S Faculty Lines in Chemistry
<b>MIU Round(s):</b>	1 & 2
<b>Sponsor(s):</b>	College of Letters and Science
<b>Coordinator(s):</b>	James Weisshaar
<b>Partner(s):</b>	Gary Sandefur, Nancy Westphal-Johnson
<b>Report Date:</b>	Year 1, July 2011

<b>Project Goal and Measures</b>	
<b>Project Impact Measure(s)</b>	<ul style="list-style-type: none"> <li>• Enhance the laboratory component of introductory Chemistry courses.</li> <li>• Expand intensive research opportunities for both Chemistry and non-Chemistry majors.</li> <li>• Develop new faculty-taught topical, interdisciplinary courses.</li> <li>• Enhance the undergraduate experience in large, 100-300 level introductory courses.</li> </ul>
<b>Project Impact Data Source(s)</b>	Department of Chemistry and APA data.
<b>Baseline Measure(s)</b>	2009-10 staffing and resource levels.

<b>MIU Impact Measures</b>	
C	<p>Increased capacity for high-impact practices</p> <ul style="list-style-type: none"> <li>• Develop structured research experiences in the form of new laboratory experiments for introductory lab courses.</li> <li>• Help connect students to research opportunities in Chemistry labs.</li> </ul>
D	<p>Increased student learning and teaching excellence</p> <p>Use “super TA” positions to provide administrative support to General Chemistry faculty instructors enabling them to spend more time with students.</p>
E	<p>More tenured, tenure-track faculty teaching undergraduate courses</p> <p>Covered in project goals. Progress was not able to be measured in 2010-11 due to unsuccessful faculty searches.</p>
F	<p>Decreased achievement gaps</p> <p>Since 2009, the Department of Chemistry has been engaged in ongoing work with the Vice Provost for Teaching and Learning in a large-scale experiment in Chemistry 103 called “Closing the Achievement Gap”. The project is designed to understand the genesis of the achievement gap in Chemistry 103 and implement high impact practices to ameliorate the gap.</p>

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G Attention to diversity in new hires	Faculty positions were advertized in <i>Chemical and Engineering News</i> and <i>Diversity</i> magazines in the hopes of attracting women and under-represented minority applicants. Around 25 members of the Chemistry Department participated in and NIH workshop aimed at retention and advancement of outstanding women faculty, a follow up to an earlier WISELI workshop. Although the posting resulted in many applicants, only 9% were from women (down from the usual 29%). All but one offer in 2010-11 were unsuccessful.
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### Progress Reports

Year 1	<ul style="list-style-type: none"><li>• Searches for the five funding faculty lines were unsuccessful in 2009-10. Year 1 progress reported reflects the goals that were able to be addressed by the hiring of an Undergraduate Research Coordinator and the use of 5 new 50% TA lines.</li><li>• Conducted faculty searches for the 2011-12 academic year.</li><li>• Hired an Undergraduate Research Coordinator to work in collaboration with the lab directors for general, analytical, and organic Chemistry courses.</li><li>• Implemented four new lab experiments into the curriculum and began development of additional ones.</li><li>• Organized three different events (with 280 total student participants) to connect students with research opportunities. Efforts resulted in an 18% increase in the number of undergraduates who did Chemistry research in Spring 2011 compared to past spring semesters.</li><li>• Strengthened connections with companies who host research interns and developed a new web page linked from the Chemistry web site for students interested in research internships.</li><li>• Developed method of tracking student internship activity in order to measure participation.</li><li>• Utilized three "super TAs" in four sections of Chemistry 103, Chemistry 344, and five sections of Chemistry 104.</li></ul>
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