Edited Transcript
Report to the Community
Charles R. Bantz
Thursday, February 22, 2007, 12 noon-1:15 p.m.
University Place Hotel Ballroom

**Introduction: Jeff Cohen** 

Good afternoon, everyone. I have the privilege of introducing Charles Bantz to everyone today. I know a lot of people need to leave at one o'clock. And I know that sometimes Charles can be a little long winded, so I'm going to make this very brief. When I think about Charles, I think about a few things. He's done a fabulous job at elevating our public perception in the health and life sciences for our city and the state of Indiana. He's been critical at keeping undergrad and graduate students from IUPUI from leaving the state of Indiana and encouraging them to try to further their careers here in Indiana. He's a proponent of diversity and cares about diversity issues. He is a wonderful person to talk to and communicate with and really cares about his job. I feel like we are extremely privileged to have Charles as the Chancellor of the IUPUI campus. With that, I would like to welcome Charles to give you his Report to the Community. Thank you.

## **Charles R. Bantz:**

Thank you, Jeff, for those kind words, and your support, and the trustees' support.

I want to take a quick minute and introduce some people. This is a really tough audience in which to introduce anyone because everyone here is so involved in the community in so many ways. Trustee Cohen you have already met. Trustee Eskew is also here. Dr. Eskew: thank you very much. Both of you, thank you for your service. We also have here a number of elected officials. I know we have the Mayor here and members of the City-County Council and legislators. I ask you all to stand and let us acknowledge you for the service you give to the state and your communities. Thank you very much. Superintendent White of IPS [Indianapolis Public Schools] has taken time out of an extraordinary difficult schedule. Thank you very much, again, for coming here.

I also want to acknowledge three of our graduate students who are here with us today. I'll ask you to stand. Jamie Huff is here. In addition, Khalilah Payne, and David Wynn, one of our law students. I'm asking them to stand because they are TV stars. They are not only students in law, education, and business, but they've given some time to help make TV commercials about the role IUPUI plays in professional education here in central Indiana. They illustrate the way in which we serve our community by making access available to the best possible programs at time and places that you can fit in with your very busy lives. So we want to thank you for not only being willing to study here and make us proud that way but for giving your time to help other students realize what opportunities are available for them. So, thank you very much.

I want to also thank all of you for being here. This is one of the traditions of this campus. I believe it is truly important to report back to our community about what we are doing and how

things are going and the challenges as well as the successes each year. It is, I am almost amazed to say, the fourth of these that I have given here. The years do go by rapidly, as we know. So much has happened in these years, and in 2006, so I'll go through this fairly rapidly so that I don't fulfill Jeff's fear. One of our staff here told me that could be true. I can be windy. So I'll move along.



I left on the screen here at the beginning photos of our Bepko Scholars. These are just six of our many Bepko Scholars. Some of the truly best students in the state of Indiana are on our campus as Bepko Scholars. This is a program that we created to provide opportunities for students to come here as undergraduates and continue to move on to graduate education or professional education with additional support from this program. It's obviously in honor of Chancellor Emeritus Jerry Bepko, who is, of course, a law professor. I celebrate them because of

who they are individually, but I also celebrate them because they have helped change the character of education at IUPUI. They raised the bar for other students and for our faculty, so that, in fact, everyone on the campus, I think, is better because of their presence here. We really enjoy having them. It's one of the treats of the year when Sandra [Petronio] and I go to the Scholars Welcome Reception because of the energy level of these students. It's just tremendous. So we celebrate them as here we start this review of 2006.



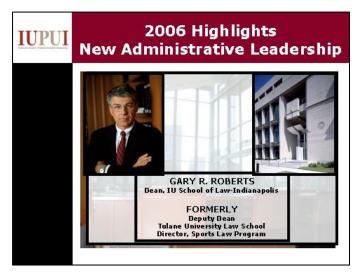
I'm going to talk briefly about a number of the highlights of the last year. Frankly, it has been an amazing year in terms of recognition for IUPUI. Recognition in ways that those of you who were here back in 1968, when Mayor Richard Lugar had the vision that you cannot be a great city unless you have a great university, can only imagine. He articulated that belief and the two universities [Indiana and Purdue] came together to create IUPUI. That vision has driven this campus. There are those of you in this room, as I look out, who helped move us

along that path. I see Glenn Irwin, the second Chancellor of this campus and former dean of medicine.

A symbol of that success was the recognition that came to us last August. We got an email, out of the blue, about a report done by Evan Dobelle, who studied how universities contribute to their cities. It was titled "Saviors of Our Cities." IUPUI was one of 25 institutions selected on a set of quantitative criteria in the United States. Without our knowledge of the study even being under way, IUPUI was number 4 in this ranking. Some of you have heard about that. [Applause]. Thank you very much.

Some of you have heard that I don't like the term "Saviors of Our Cities" because IUPUI did not come here to save the city. IUPUI is a partner with our city. We have made each other stronger together as we have gone forward. That was evident from the moment I came here. The first week here on the campus I had lunch with Mayor Peterson. Bart came into the place. He and I were having a private lunch, and he said, "You can't have a great city without a great university and the life sciences are the most important thing you can do." I'd never met him before. So I controlled myself and didn't do what I intended to do, which was jump up and cheer. Now that I know him better, I know he would have actually liked that. But the commitment that he's expressed, and all the mayors since the '60s have expressed, is the partnership reflected in this recognition. So this was truly one of the highlights and has brought a great deal of renown to the campus and to our city.

We've also had a terrific year in terms of people. We have brought to the campus a new Executive Vice Chancellor and Dean of the Faculties and Professor of Physics, Dr. Uday Sukhatme. Uday came to us from Buffalo, New York, the State University of New York. He's also been at [the University of] Illinois, Chicago. He has brought a level of energy and academic focus, which is so important to the future of this campus. He hit the ground running in the very best sense of the word and began a series of efforts called an "action plan." One of the first things he worked on was a competition to name signature centers, asking the faculty for their best ideas of how to build interdisciplinary projects that go across the campus and enhance the research on the campus of IUPUI. He put that call out and got 70-plus submissions. They reviewed exhaustively and selected 19 centers. We've committed investment money not only from the campus, but each of the deans had to match what we gave from the campus. All of this has happened since July 1<sup>st</sup>. This is the kind of action in the academic realm that we are going to see for the future, and the leadership that Uday has brought us, and the demand for the quality of academic effort that this campus will continue to produce in the decades coming forward.



I know a number of you are interested in the law school. The law school has just been successful in identifying a new dean. His name is Gary Roberts, and this was announced last month. Gary will be coming to us from Tulane in New Orleans. He's been there for many years. He's been a vice dean and now the deputy dean of the law school there. He was the person who had to place all of their law students when Katrina struck the campus, and place them around the country when

they couldn't have classes in the first part of that year. Gary's specialty is sports law. One of the reasons that IUPUI appealed to him is, of course, because Indianapolis is a headquarters for sports. He's been here regularly for NCAA consultations and testified in various issues related to sports law, including anti-trust hearings in Washington. He knows well a number of the famous sports figures in town. Some of you have heard of Peyton Manning. Well, guess who actually called his high school football games? It was Gary. In addition, he knows Peyton's parents from living in New Orleans. He will be an important addition to the campus. He has enormous energy as well as scholarly expertise. He will be a tremendous partner in fund raising because, coming from a private institution, he assumes that it is his job to help advance his law school.



In addition, we have had a series of recognitions for our undergraduate education. Even as we always will be so proud of our professional graduate education, it's important that we have strong undergraduate education. We continue to be leaders in this area. I tell people over and over again because it has the virtue of truth. This is as clear a mission-oriented campus as there is in America. We are the seventh largest grantor of health degrees in America. I hold two degrees from the University of Minnesota, which has nearly 20,000 more

students than IUPUI. We have 30,000; they have roughly 50,000. They have pharmacy and veterinarian medicine and a large public health school that we don't have. We give more health degrees than the University of Minnesota. This is a core part of who we are. Many of you in this room, in fact, are graduates of programs related to this. In addition, not surprisingly, we are very large in professional degrees—law, medicine, business, social work, and nursing. We rank in the top 20 in the country in professional degrees. We rank in the top 20 in engineering and technology. This is a core part of what we do.

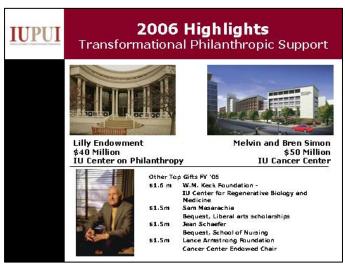
We are also recognized for quality by *U.S. News*. Two of our undergraduate programs are ranked in the top five. In addition to that, we see year after year, five years in a row, the work we do with our first-year students, the work we do with service learning, the work we are doing with learning communities, all rank among the best in the nation in *U.S. News & World Report*, and we received two awards for our Principles of Undergraduate Learning in the last year—national

awards, highly competitive awards.

We have also received a stunning award this year for our service learning. Many of you know our effort in service learning is nationally known. I read my email on my Blackberry—like many of us. One of the things you Blackberry users know is that,



when you open an attachment, the logo does not appear. So you don't know exactly where it's from, at first. You've got to read the letter. So, one of the big surprises, this year, as I was going about my business—I'm reading the letter on my Blackberry and it says you've won the President's Award for Service Learning. Well, that's good. President of what? It turned out it was the President of the United States. It is the President of the United States' Higher Education Community Service Honor Roll. This campus was one of only three campuses in America, the only four-year public institution in America, selected for an award for our service learning. This recognizes the work that thousands of students, faculty, and staff have done to participate in our community. It is a central part of what we do. It is, in fact, truly a recognition of great merit. It is one all of you should be proud of because this tradition on this campus reflects our community and the connection to our community that we have. So it was an amazing year.



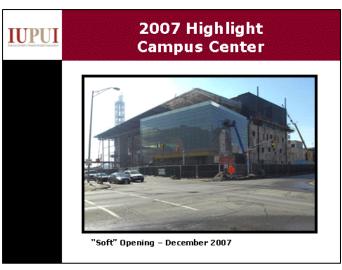
We also had a spectacular year in terms of donors and the quality of work that goes on. People often don't think about this, but when a donor entrusts us with a significant amount of their treasure they are recognizing us for the quality they believe we show in what we do. So in one week last fall, Mel and Bren Simon announced a \$50 million gift to support the Cancer Center—\$25 million to support the new facility that is being built right across the street and \$25 million to support the work that is going to be done in that facility and in the Research III

building. That reflects their judgment about the quality of the work we do in cancer, and it challenges us to continue to do better.

Similarly, the Lilly Endowment gave us \$40 million as an endowment for the Center on Philanthropy, to underwrite the daily operations of the center. That is a recognition that the Endowment had concluded what we already know: that the Center on Philanthropy is the world's best place to study philanthropy. Through the leadership of [Executive Director] Gene Tempel and all his colleagues across the state, this kind of quality lead to a major gift.

But we've had experience of other gifts, as well. This again reflects a judgment. You have no reason to know that the Keck Foundation is one of the most competitive foundations in America to get support from. David Stocum, who is the former Dean of [our School of] Science, is the head of the Regenerative Biology and Medicine Center. That's his focus in research and has been for years. The Keck Foundation gave David \$1.6 million to support his research, which is at the very cutting edge of the work that's being done on the idea that we can actually regenerate parts of the body rather than needing to replace them. If you think that this sounds a little bit like Dr. Frankenstein, David always points out what we learned in biology— that salamanders and tad poles are capable of limb regeneration. This is not so far out, but it is a very challenging area.

Similarly, I hope some of you know about the Masarachia Scholarships. Sam Masarachia gave \$1 million dollars to establish these scholarships because he believed in support for our students. In his will, he added another million and a half dollars. And these gifts were from a United Steel Workers organizer. He entrusted us by recognizing what we do to support our students. Jean Schaefer supported our School of Nursing, similarly, in a bequest. Lance Armstrong gave a million and a half dollars for the Armstrong Chair, which Larry Einhorn sits in. I hope all of you know that Larry and his team developed the cure for testicular cancer, which saved Armstrong's life. All of these represent our donors saying. "You have done well. We recognize the work that you've done."



view that you see.

Another highlight that will come to us this coming year, you saw right across the street as you were sitting at the light, no doubt, waiting to come here. It is the Campus Center. This is going to open—they call it a soft opening—in late fall, this year. This is the most overdue building on campus. It's been about 30 years we've been waiting for this. It's going to help transform the quality of our life for the campus. It's going to make a major architectural contribution. It is truly a spectacular piece of architecture, especially, I believe, from this particular



So, it's been quite a year in terms of these kinds of highlights, but as we think about highlights, we need to think about how we got there and how we continue. I want to talk very briefly about six paths or steps that I believe we have to do. One is, as I've already said, we have to focus on our mission. We cannot be all things to all people. We also have to invest always in our talent—our talented students that I've talked about, our talented faculty, and our talented staff. We have to always find ways to partner—intersecting partnerships

as I call it—across the community, across the nation, across the campus. We are a place for health and life sciences. We want to be, as I say it, the destination not only for the students in Bedford. We want to be the destination for students from Bangor, Maine, and the destination for students from Bangalore, India. We want to be the place in the world you think to go when you think about health and life sciences. That will happen as we invest in talent and do our work. We also have to think about how we translate research into practice. That's a fundamental characteristic of this campus. Finally, and always, we have to partner with you in our community for the future. That's how we got here. That's the only way, I believe, we will continue to succeed.



Our mission. We do have to focus. Some of you have seen this. I refer to it affectionately as "the cube." I know it overwhelms people the first time they see it. Those of us who like graphics think this is just a wonderful graphic. I think others go, "Oh, man, how can you read this?" An easy answer is just simply to say we have three core goals on this campus always—teaching and learning; research, scholarship and creative activity; civic engagement. Those are core. Cutting through that, of course, is our commitment to diversity. We have to be

aware of that in all of those areas, always. We build that on best practices. One of the things this campus is famous for is that we find something good elsewhere and we'll take it. It's the best practice. We'll put it to work. Now I want you to know that I mentioned this in a speech one day away from here, and someone looked at me and said, "You do understand that you are the best practice in service learning in the country." I sort of tried not to totally cheer. Collaboration. Anybody whose name is IUPUI, we're believers in collaboration. Over here you see the five cores of economic development that IUPUI is focusing on: health and life sciences; information technology; advance manufacturing; arts, culture, and tourism; nonprofit management and philanthropy.

Then we look at how these connect. That's the focus. We have to constantly focus on our mission and make decisions and investments in that area. That is what we have done with the signature centers. That's what we've done with the resources that we have.

The key to success, secondly, is investing in talent. These are just five examples—six examples, because Linda [Malkas] and Bob [Hickey] are both there—of people with the kind of talent we have to have in order to do what we do. They illustrate talent in each of these economic development areas. Linda Malkas, I hope that you've seen a lot. She's



been on billboards. She's been in our commercials. She's in fliers. She's photogenic, and she wears the Vera Bradley lab coat because she's the Vera Bradley Chair of Oncology. She and her husband, Bob, are leading researchers in breast cancer. They've spun out a company that is a series A venture capital, if I've got the terminology correct. Terrific researchers. Frankly, I find them terrific teachers. They manage to explain very well to others the kind of work they are doing. All of you, I hope, know Gene Tempel and his leadership in the Center on Philanthropy. Roger Schmenner is one of our leading faculty in the Kelley School of Business. He's an operations expert, a world expert, in that area. Our curator of the Herron Gallery. One of the great gifts of our campus now is that we have a gallery right here on campus, part of our contribution to arts and culture. We have a relatively new faculty member, Karl MacDorman, who honest to God works on robots that look like people. And I'm not making this up. They really do look like people. He believes that one of the aspects of the future is that we will have human-looking robots providing services in a variety of places. This kind of talent—five examples of more than 2,000 faculty on this campus—who make such a difference in what we do—is a key to our success.



We also have to have intersecting partnerships. Obviously, IUPUI itself is an example of an interinstitutional partnership. We've got Purdue in black and gold and IU's crimson and cream, depicted on the slide with the two grand marshals who lead IUPUI's commencement procession. We partner with the city. We partner with corporations. We partner with the Indianapolis Public Schools. We partner across the campus. International partnerships. Last fall, Sandra [Petronio] and I led a team of 17 people to Moi

University in Eldoret, Kenya. We signed an agreement across the entire campus between Moi University and IUPUI to grow more partnerships from an amazing partnership that was established in medicine. Our School of Medicine helped found the Moi University School of Medicine and there is the work they've done in AIDS with the AMPATH Program, partnering with the Kenyans. This will be the best program on AIDS treatment in Africa. We are now partnering with social work and nursing and education, in liberal arts, all across the campus. This, I believe, is going to be one of our strongest relationships that we will have had. It provides a really important example of intersecting partnerships.

We've also had partnerships on the campus. This year, as many of you know, our students launched the Black Student Initiative. They raised, in a very effective and a very challenging way, concerns they had about student success on campus and about issues of race and issues of opportunity. They did so in



an extremely professional, effective way. It created a dialogue on our campus that I believe was critically important. I flew back from Kenya on Saturday night, and on Sunday night they had their public forum at the Walker Theatre, which was exceedingly well done. Then the next two days I held seven hours of public meetings with individuals on campus, and hundreds of people came. This slide is from, I think, the first meeting. It was a four-hour meeting over in the library. People just kept coming and talking about issues related to the campus. From that, we developed a strategy, building on what the students raised with us, and moving forward with planning a Multicultural Center, moving forward with hiring a campus diversity officer. In addition, we also told the students about things that they didn't know were going on. We were already, for example, engaged with hiring three faculty in African American Studies at the time they raised their concerns, but they didn't even know that those searches were in process.

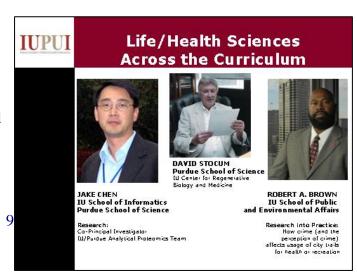
This is a good example, I believe, of where on a campus you can have, as I always say, a spirited dialogue about important issues. If there is some disagreement, that is part of the campus. That is what we do. That is one of the partnerships that I believe we have forged.



Our fourth key to success is this campus as a destination for life and health sciences. I want to emphasize the Indiana Life Science Initiative today because it's now before the General Assembly. I can stand before you today incredibly pleased because there is a bill out of committee in the Senate, and there's a bill out of committee in the House. The governor is supportive. The only thing that would be better is if they all were the same, but they are not. But this is the political process, and we are seeing significant support for what we are trying to do in life sciences. I

want to point out to you, you'll notice it says "Indiana Life Science Initiative." It does not say "Indiana University Life Science Initiative," and that's because this is another example of partnership across the state—all the way from Notre Dame, all the way down to Evansville. We will partner with other institutions in order to make Indiana stronger in the life sciences. I'll say some more about this later because this is an area in which we do need your help and support.

I want to say a few words about life sciences across our campus. I've already mentioned in the middle, David Stocum, and his work in regenerative biology. Jake Chen on the left side, in the School of Informatics and School of Science, works with analytic proteomics and is an information technology expert.



On the right, in one of the more creative policy projects is Robert Brown [School of Public and Environmental Affairs (SPEA)], who looks at how fear of crime affects people using trails. If you don't use trails and don't work out, you have health consequences like obesity and diabetes and so forth. So, he's trying to think through what the policy issues are related to perceptions of crime. It's a really interesting example of how we work across the campus, not just in the sciences but in the social sciences, as well.



Obviously, we have to have facilities to be a life and health sciences campus. These photos are right off the press, to put it mildly, shot just this morning. I was tired of the photos, you know, the ones the architects give you. The first building is the Health Information and Translational Sciences Building. For those of you who don't want to say that, just think of it as the HITS Building. This is open on West Street at the head of the Canal. It's not fully occupied, but this will be the home of much of our work that's related to information in the health areas. Right

across from that, Clarian is building Fairbanks Hall, an education center. It's right opposite at the head of the Canal. With this project, as you can see, the steel is starting to come up. As you drive by, you might be able to see a little steel over the very big wood fence there on 10<sup>th</sup> Street. That building will have the Simulation Center for our medical school and nursing programs. That's going to be a key advance. Next there is the foundation for Riley Phase V. It doesn't look like much, but if we manage to build the entire thing it will be a \$350 million hospital building. So beware of Ora Pescovitz [Riley Hospital CEO] at your door and help her out. She is trying to raise significant money to make sure it is fully built out. It will replace virtually all the in-patient rooms in Riley.



I've talked about Research III and its role in cancer research. They've actually now got the supports for part of the roof up on that project. This will be the largest research building on this campus. It is an enormous building. It will cost \$83 million, and the state has only put in \$33 million of that. The rest is fund raising and the research effort paying for it.

The Cancer Center, you'll see here, from a direction you don't often see it, because

it's a one-way street (usually, you're driving the other way) is a view from the existing cancer facility. This project will be completed in about 12 months. At the bottom you see the phrase "from the bench to the bedside." That's terminology used in medicine. You go from bench research to the bedside, and you try to do that as fast as possible, especially in cancer. You do that because you want to invent new treatments and new drugs, and you want to get it into the patient as fast as possible. That's what is known as translational research. That is, you translate the basic research into practice.

I mention that because one of the characteristics of this campus is that it is a campus which was founded on professional schools, which were practice schools. Herron is a studio arts school. It is a practice school. Another older school, Physical Education, is a practice school. Medicine, which is older but not as old as those two, is also, of course, practice-based. So is nursing. So is dentistry. So is social work. They orient towards practice in the clinical realm. What this campus has developed over the last 30 years is a much stronger research effort. So, what we have found here at IUPUI is that much of our work is taking basic research and turning it into applied practice. That's called "translational research." This is going to become a key focus of what you hear about IUPUI over the coming decade because it is so central to the kind of work that is being done nationally and expected to be done on a campus like ours.



Sandra Petronio suggested to me about two years ago that we should talk more about this. She said, "Why don't we make it clear that this is what we do because it is?" It is a good example of mission congruence and message congruence. So what we are beginning is a project called the TRIP Initiative—Translating Research into Practice. You'll hear about this more often than you had in the past. What it is doing is effectively representing our ability and our strength on this campus to make a difference in the lives of individuals.

I want to give you some examples of that, beginning here with Greg Lindsey, our dean in SPEA, who studies trails. He studies the way people use trails for exercise and so forth. The latest in planning. So he takes some basic work and applies it in our community. Greg has been an

important contributor in this area.

We've got examples in the School of Science. Professor Silvia Bigatti, who does work on cancer victims and how that affects their families, is a good example of research carried



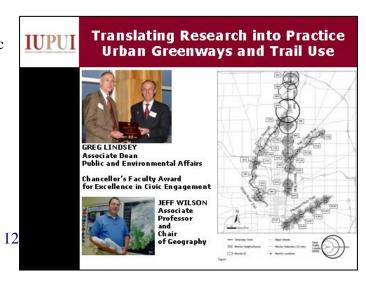
into the community. Tatiana Foroud, a genomics researcher who looks at the way in which heredity affects Alzheimer's disease, carries basic research into practice. Anna McDaniel, one of our nursing faculty, whose work is to prevent smoking, has developed video games for pre-teens to play that also teaches them about the dangers of smoking. It is a great example of information technology and basic research, as well.



John Krauss, who is here with us today, as well, with Neil Pickett and Jerry Conover, are working on a contract with the state of Indiana to build data bases. We don't have enough good data about Indiana. That's just a fact. John had the vision to start talking to the state about this, saying, "Couldn't we help you build a data system so that you can get information?" The slide shows just one example. It happens to be one I like, because it points out one of Indiana's challenges. I hope all of you know that Indiana ranks in the low 40s in the percentage of adults, 25 or

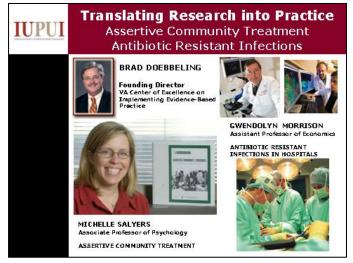
older, with baccalaureate degrees. This is why I challenged the campus to double the number of undergraduates who graduate with bachelor's degrees. This is how we want to help stop the brain drain. This chart is sort of fun. You can't read the detail, but you see the colors. The dark red shows you where in Indiana there is more than 25 percent of the population with a baccalaureate degree—northern Marion County, southern Hamilton County, part of Lake County, part of Porter County, not surprisingly a very specific part of Monroe County and Tippecanoe County—lots of Ph.Ds. But the scary part of this chart is in the white area, where fewer than 10 percent of the adults have baccalaureate degrees. That is our Achilles' heel. This is a perfect example of how these data bases help us deal with the very big policy issues.

Next is Greg Lindsey receiving his award for the Chancellor's Award for Excellence in Civic Engagement. Jeff Wilson did work on urban greenways and trail use, as well.





The museum. People often don't think about the fact that museums are a key part of our cultural landscape. Professor Wood translates her research about how children learn into strategies to help museums present their exhibits in ways that are more effective.



In the medical area, there are many, many examples. Brad Doebbeling heads an institute at the [Roudebush] VA [Hospital]. His focus is taking research on evidence about what treatments work and carrying that into practice.

Professor Morrison has worked on the scary issue of antibiotic resistance in infections in hospitals. Every time lay people read this, we get real nervous, but we're glad somebody is working on that.

Professor Salvers has done work on

Assertive Community Treatment. This is a strategy for working with individuals who have mental illness and help them to be more successful in their community.

Basic research work is carried into practice in each of these areas.



The sixth element of success is partnering for our future. This is always one of our themes at IUPUI because this is a campus created by our community. That's why we are here. That's why we have been, I believe, so successful.

Each year you ask me to say what is it you can do to help us be more successful. This is one of the areas, I believe, that is critical, and you can help us. We do need to communicate constantly the notion that economic development literally begins at home—in your home, in our community.

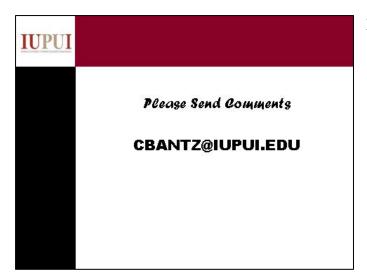
It does so by the value of education. The future is going to be the value of higher education and economic development in our children's lives. We must support that. We've got to find a way to support it financially, as well as with our words, which are important to encourage children to go to college, to pursue degrees, to pursue postbaccaluareate degrees, as well.



We also have to be willing to support strategic investment. This year, especially, that's true in the General Assembly. We need to support efforts which will enhance education in the state. Along with the Chamber of Commerce, we do support full-day kindergarten. We have to enhance the education of our children. We've got to start from the babes. We have to support efforts to reduce the brain drain. The Governor has put forward one solution. It's one that is very creative. It may not be the only solution, but we are going to look for the legislative process to

find a way to help us keep our students here. The Governor's Initiative, in which students would get rebated and not have to repay loans, \$5,000 a year, if they stay for three years, would be a tremendous way to encourage people to stay after a degree. In fact, it makes salaries here more competitive because, as one of my financial friends pointed out, excuse me, \$5,000, and it is after tax. It's really about \$7,000. So you pick up \$7,000 on your salary, and that's a good proposal.

The 21<sup>st</sup> Century Fund has been important, and, of course, the Life Science Initiative, and support for our basic budget. All of these are going to be important, I think, at this particular moment in time as the General Assembly works through the challenging task of deciding what's the best way to do things. But I emphasize that here because it is clear to me that how we got to these highlights today is because we have historically partnered with you and this community. That's how it happens. IUPUI could not have happened if just the university decided that they wanted a campus. We would not be here and as strong as we are today. You and the community, those of you who over years of leadership have made a difference for us, we want to thank you for that.



I thank you for being here today.