

**PUBLIC SUMMARY OF THE REVIEW OF
IU KOKOMO CHANCELLOR SUSAN SCIAME-GIESECKE
April 28, 2020**

As required by the Indiana University policy [ACA-13 Review Procedures for Chancellors and Provost](#), the following document summarizes the final report of the Review Committee and the executive vice president's response concerning the review of Indiana University Kokomo Chancellor Sue Sciame-Giesecke.

The Chancellor Review Committee was established to conduct a five-year review of Chancellor Sue Sciame-Giesecke. The Committee was appointed by IU Executive Vice President for University Academic Affairs John Applegate, as delegated by IU President Michael McRobbie, and to whom Chancellor Sciame-Giesecke directly reports. The Committee members represented a diverse group of IU Kokomo faculty, staff, community members and a student representative. The Committee was co-chaired by Judith Palmer, Retired Indiana University Vice President and Chief Financial Officer, and Kathryn Holcomb, Chair, and Associate Professor of Psychology, School of Humanities and Social Sciences. Members of the review committee included: Awny Alnusair, Associate Professor of Informatics and Computer Science; Todd Bradley, Associate Professor of Political Science; Mary Bourke, Associate Dean of Graduate Programs and Associate Professor of Nursing, School of Nursing; Christina Downey, Associate Vice Chancellor for Academic Affairs and Student Success, and Professor of Psychology; Kim Evans, Advisor for Allied Health Sciences and Nursing, Office of Student Success and Advising and President, IUK Professional Staff Council; Bob Hayes, Member, IUK Chancellor's Advisory Board; Alan Krabbenhoft, Dean, Professor of Economics, School of Business; Lee Ann Salmons, Executive Administrative Assistant, Office of Student Affairs and Enrollment Management and President, IUK Staff Council; Madeleine Tom, President, IUK Student Government Association; Gabby VanAlstine, Lecturer in Business; and Paul Wyman, IUK Alumnus. The review committee was supported by William McKinney, IU Senior Advisor for Regional Campus Affairs, and Jo Ann Bush, Office of the IU President.

EVP Applegate charged the Committee on May 31, 2019, and the Committee met eight times through January 2020. The Committee reviewed a variety of information including strategic plans, materials provided by the Chancellor, and financial and enrollment data from university reports. The Committee also met with groups from different constituencies on campus, in IU administration, and externally in subcommittee meetings. In these subcommittee meetings, members of the Committee met with representatives from Administrative Council, Department Chairs, Directors, Deans, Adjunct Faculty Leadership, Students, Professional and Staff Council, and the Chancellor's Advisory Board. Additionally, the full Committee met with the Chancellor's Cabinet and Faculty Senate Leadership. Group interviews were also held with members of Indiana University Administration, Executive Vice President for University Academic Affairs Staff, and the Regional Campus Chancellors. The Committee requested written responses from several individuals who interact with the Chancellor, including superintendents from area school districts, business, community, and government leaders, and individuals from IU administration who were unable to meet during the subcommittee meetings. Informative responses were received.

The Committee worked with the IU Center for Survey Research (CSR) to utilize a survey to gather information from faculty and staff; all faculty and staff were invited to participate over three weeks in October 2019. The survey was distributed to 402 individuals, of whom 190 participated for a response rate of 47.3%. The survey questions were based on previous chancellor reviews, and modified by the

Committee to fit with the leadership context and issues of IU Kokomo. The demographic and descriptive data provided by the CSR regarding the survey results were quite extensive.

On the Committee's recommendation, EVP Applegate appointed Dr. Sandra Jordan, Chancellor of the University of South Carolina Aiken, as the peer reviewer. Dr. Jordan received information about the Chancellor and the Kokomo campus, and visited campus for interviews on Monday, November 4, 2019. We received her report on November 22, 2019. Dr. Jordan wrote a thorough report which highlighted the Chancellor's strengths as well as the challenges faced by the campus. Dr. Jordan describes the accomplishments of the Chancellor and campus regarding the IU Kokomo Strategic Priorities. The Committee particularly notes Dr. Jordan's descriptions of the Chancellor's strengths in leadership and connections to external constituencies, including community leaders and colleagues in the IU System. Dr. Jordan also describes the focus on campus morale by the Chancellor.

Chancellor Sciamé-Giesecke provided a written overview of her administration to the Committee at the beginning of the review process; the Committee met with Chancellor Sciamé-Giesecke on January 17, 2020; and it followed up shortly thereafter with a letter and a draft of the committee's report.

Overall, the Committee found widespread support for the progress and state of the campus under the leadership of the Chancellor. She clearly has a passion for the IU Kokomo campus as well as supporting the IU System more broadly. She works tirelessly for the campus and deserves recognition for her focus on bringing the campus together when she took office during a difficult time for the campus.

Despite the challenges to enrollment in the service region of the campus, the campus has achieved consistently steady enrollments and is improving the retention and graduation rates for students, although these rates remain an area for improvement. The Committee, based on information collected in the survey and subcommittee meetings, noted that the growth in athletics and the KEY, and the Chancellor's support for these areas, are strengths for the campus under the Chancellor's leadership. Based on the information gathered for this review, the Chancellor and the campus has been focused on student success. The KEY program emphasizing experiential learning and high impact practices that support student learning and success provides a good example of the campus prioritizing student success, as do the Chancellor's support for the Associate Vice Chancellor for Academic Affairs and Student Success position, the advising center and student success coaches, and increasing access to counseling and creating a resource navigator position. The Committee does recommend that additional information be made available regarding the processes used to make final decisions impacting the campus, particularly related to budget matters. We commend the increased level of openness that the Chancellor has provided about the budget, including the budget conferences open to the campus where budget requests are made, and the budget presentations by the Vice Chancellor of Finance after the decisions are made.

The Committee found widespread agreement within and outside of campus that one of the Chancellor's greatest strengths is her connections to the community. Her ability to use those connections to both support the community as well as grow campus initiatives is commendable. The Chancellor and her team have succeeded in fundraising, meeting and exceeding the Bicentennial Campaign goals, and leading to a new campus building. She has worked with the government of the city of Kokomo to find locations to host athletic events in facilities throughout the city, and serves on the Board of numerous community

agencies. She has leveraged her long career at IU Kokomo to facilitate agreements that benefit both the community and the campus.

EVP Applegate expressed strong agreement with the committee's positive assessment of the Chancellor's energetic leadership style. In particular, he applauded her tireless advocacy for IU Kokomo with external and internal constituencies, concurring with the committee's recommendation that she continue to emphasize this active engagement with all of IU Kokomo's internal and external constituencies. He agreed with the findings and conclusions of the Committee's report, and noted that he looked forward to working with her in the years to come.