

**IU Northwest Council Meeting Notes**  
**Meeting Held Tuesday, February 11, 2020**

**Strategic Priorities & Objectives:**  
**#1 Student Success; #2 Valuing People; #3 Leveraging Diversity for Inclusive Excellence;**  
**#4 Building & Sustaining Community; #5 Financial Stewardship & Infrastructure**

Chancellor Lowe asked if there were comments or questions about the January 14, 2020 meeting notes and, hearing none, he advised Council members to contact Kathy Malone with any changes, and thanked Kathy for keeping a good record of Council deliberations.

**I. Enrollment Management & Student Success – Strategic Priority #1**

- **Enrollment Management Update (*enrollment statistics cited were effective February 11, 2020*)**  
Dorothy Frink reported that admitted student numbers for Fall 2020 are up 1.8%. Staff in the Office of Admissions, in an effort to strengthen community relations, will be involved in neighborhood tours in the Gary area for three days in March, and they are hosting academic exploration days in March and April on campus. Admissions is providing free bus transportation for students to come to campus for the exploration days and, to date, 80 students have indicated that they will attend. Salesforce software company is hosting a conference in Indianapolis, and Dorothy will provide additional information for those interested.

Executive Vice Chancellor Vickie Román-Lagunas reported that retention efforts for Summer and Fall 2020 are beginning, and the Strategic Enrollment Group will meet to continue strategies and efforts to retain students, review progress and identify next steps. The “Pizza and Parking” initiative in Fall 2019 was very successful and helped to move student registrations forward, enrolling more students earlier, which encourages better planning for students and units. During the three-week time frame, 1,945 students were enrolled. The planning group will reconvene to discuss strategies for the Fall 2020 semester.

Based on the Spring 2020 enrollment census, the campus did very well in comparison with Spring 2019, but efforts must continue to sustain enrollment and retention. With continued attention to students and enrollment the campus is on the verge of stabilization, but remains under university scrutiny with regard to the budget and enrollment. While there have been revenue and enrollment challenges in recent years, IU Northwest budgets have always been balanced.

**II. Updates – Finance and Human Resources – Strategic Priority #2, #4 and #5**

Vice Chancellor Dickerson thanked all who met with the Fiscal Affairs team to review General Fund trends, and to determine where expenses can be realigned. She also reminded all that other income (non-instructional fees) and credit hour projections were due in February.

In Miantá Diming’s absence, Vice Chancellor Dickerson reminded Council members that Employee Performance Evaluations were due February 28, and nominations for the Employee Recognition Awards program were due February 24. A performance development skill session, “Lunch and Learn,” was scheduled on February 28, designed to address performance management from the employee’s perspective. A senior grant writer position has been filled, and an enrollment coach position was partially filled. A candidate has been identified for the Fiscal Administrator position in the Office of Administration, and a candidate has been hired for the position of Administrative Assistant in the Office of Equal Opportunity and Affirmative Action Programs.

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**III. Student Government Association (SGA) Update**

Laila Nawab reported the following:

- Students are concerned about the distance fee applied for online classes, even though the classes are taught at IU Northwest. She has informed them that there is an overall agreement to assess fees for online courses on all regional campuses.
- Student Government was asked by Purdue Northwest to host a congressional candidate who is beginning campaign efforts. The candidate was not invited to come to campus, and all clubs will be informed about requirements that stipulate, if one candidate is invited, all must be invited.
- Students are concerned that people are smoking closer to campus. The sidewalks surrounding the campus, where people tend to smoke, are city property and cannot be restricted by the campus, but the university is considering a stricter approach to smoking on campus.
- There are requests to update vending machines with healthier options, possibly a veggie machine.
- Students from the art studio and ceramics classes would like hours extended, in those areas, to work on their assignments and projects. Accommodations will be made for students needing extra time.
- A committee recently met to move forward with plans for a game room on the first floor of the Library, adjacent to the Little RedHawk Café. Proposed game equipment includes ping pong, foosball, and pool tables.

**IV. Updates – Facilities and Operations – Strategic Priority #5**

• **Status of major projects**

Andy Kapocius reported on the status of the following projects:

- Anderson Library – mostly complete, hanging artwork and other wall décor. Balancing is complete and air handling units should be operating as designed. Temperature concerns should be reported through the Facilities Work Request system to be reviewed on a case-by-case basis, and individual office heating or cooling units should not be necessary.
- Marram Restrooms – Work is ongoing on the South and North ends of the building and, when complete, will incorporate an all-gender restroom facility and a wellness room.
- Savannah Center 203/204 Athletic Resource Room – Seating has been ordered and work is progressing.

• **Food Service transition**

Work-study students have been hired to staff food service areas, but additional students are needed. Contact Andy Kapocius to recommend work-study students who wish to be considered for Food Service positions. Food options have been enhanced and now include a salad bar and daily food specials. Pricing was revised, there is more efficiency and less waiting for service, and better customer service at food stations and cash registers. Laila provided positive feedback from students and remarked that more students are using the RedHawk Café, and they would like smoothies and protein shakes available. Council members agreed that the changes have been well-received.

- Environmental Health and Safety personnel meet daily, among campuses, to continue discussions about world health situations, including Coronavirus.
- Chancellor Lowe presented information regarding a renewed effort for the Tamarack Green project, which was inspired by two SPEA students, Melissa Borter and Kelly Clemens, who provided the initial framework, as a senior project near the time when Tamarack Hall was demolished, for the green alternative use of the space in 2013-14. The project was approved and some donations were received.

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A major element of the original plan for Tamarack Green (the amphitheater) was incorporated in the Library Plaza Project. Recently, the original plan was reviewed, and a revised draft plan, Phase I of Tamarack Green, was provided by IU landscape architects for consideration. An IU Northwest consulting group was convened to review the plan and provide perspectives on the proposed design. Currently, the plan is moving forward, with a tentative completion date of June 30, 2020. The area to be developed is the space North of the police station and West of Moraine Student Center. Elements of the area will be movable, and include tables and chairs, a fire pit, space for art pieces, trees, a crushed stone surface, brick pavers, and a planting bed. Outdoor electricity will be available in the flexible space, which can be used for outdoor events. The area will be called Tamarack Terrace.

**V. University Advancement Update**

Vice Chancellor Gabbert announced that the deadline to order faculty regalia for Commencement on May 14 is March 16. On April 2, the IU Northwest Alumni Association will be celebrating their 60 year anniversary with an event at Byway Brewing Company in Hammond. Tickets are \$60 per person, and the proceeds will benefit the IUNAA Scholarship endowment. IU Day will be celebrated on April 23, 2020, and will include many campus activities. Additional information will be forthcoming.

**VI. Council Annual Survey Results – Improvement Initiatives**

- Rotate “pressing issues”/dean/division/office/program updates/profiles at alternate meetings
  - **Issue/Profile Schedule: February, April, June, September, November**  
**“Forging Pathways to Purposeful Work: The Role of Higher Education”**  
[https://www.bates.edu/purposeful-work/files/2019/05/Bates\\_PurposefulWork\\_FINAL\\_REPORT.pdf](https://www.bates.edu/purposeful-work/files/2019/05/Bates_PurposefulWork_FINAL_REPORT.pdf)

A Bates College-Gallup report was reviewed, “Forging Pathways to Purposeful Work: The Role of Higher Education,” which addressed finding purpose in what students do after they graduate. Only 40% of college graduates have found a meaningful career, and only 26% like what they do each day. The report represents the views of more than 2,000 college graduates, 600 hiring managers and 1,000 parents of students who are college bound, in college or who recently graduated from college, and the study measures the extent to which college graduates seek and find purpose in their work. The study suggests good ideas about how campuses can help students and graduates find purpose, and Council members reviewed and discussed the suggestions provided, and the possible campus effect if students find their work purposeful. In any career, a person can find meaning in helping others and doing things that enhance their life and the lives of others, on the job and outside in communities. Laila remarked that a liberal arts education opens your eyes for many opportunities.

Council members questioned if universities are talking enough to students about the path to success through employment and internship opportunities, and applying their education to these pursuits. Some majors have built into their coursework high impact practices and opportunities for employment that improve student success. A suggestion was offered to include in curriculums and class activities, opportunities to help students make connections and get involved in activities and interests outside of class. The IU Northwest General Education Committee is currently engaged in a project that addresses several of the issues and enhancements mentioned, and would make General Education more meaningful and valuable to students.

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The study identifies four key undergraduate experiences that align with graduates finding purpose in work: (1) Having an applied internship or job; (2) Having someone who encourages students' goals and dreams; (3) Being given realistic expectations for post-graduation employment prospects; (4) Participating in a class/program that helps students think about pursuing meaning in work. The findings also show that employers endorse skills traditionally associated with a liberal arts education. Hiring managers value the following qualities when evaluating a job candidate's readiness for the workforce and feel colleges and universities should focus on developing in students: critical thinking, effective communication, collaboration and working effectively on a team, developing students' curiosity and interest in work that is meaningful to them.

➔ **Reading Schedule:** January, March, May, August, October, December  
**Topic:**

**VII. Institutional Effectiveness Update – J. Novak**

John Novak reported that the Student Success Team for the Higher Learning Commission (HLC) Quality Initiative is seeking detailed information about student success initiatives in an effort to build an inventory of campus initiatives. This information will be used at the HLC meeting at the end of March, with the possibility of integrating a new student success initiative into what is already being done.

Several IU Northwest campus colleagues will attend an HLC conference in April, and others interested in attending should contact John Novak or Dr. O'Dell. The conference will benefit those interested in serving the institution by assisting with accreditation efforts in the next several years. Teams will be developed and receive instruction on functioning under the new accreditation paradigm, and will be asked to provide a GAP analysis.

The Higher Education Research Institute Faculty Survey report (HERI) will be available in April. Processing of the Alumni Survey and Senior Survey results continue, and data from those surveys will be used to complete the National Association of Colleges and Employers (NACE) First Destination survey, due in March. The status of the Financial Wellness Survey has not been confirmed by Bloomington.

**VIII. Senior Survey Results**

- Dr. Cynthia O'Dell presented the 2018-19 Senior Survey results and commented that, going forward, the survey will be called the Graduate Survey to include the entire population of students who graduate. The survey is a collaborative effort between the offices of Academic Affairs, Institutional Research, Student Affairs and Career Services. For approximately eight years, the survey has been distributed via Qualtrics, and with the most recent survey there was a 49% response rate. Overall, 86% were satisfied with the quality of education at IUN and 95% were satisfied with their overall experience at IUN. Ninety-two percent of seniors would recommend IU Northwest, and 88% would enroll at IU Northwest if they could start over. When asked who had a positive impact on their experience at IU Northwest, 204 people were listed (some were listed multiple times), and Academic Affairs will send congratulatory letters to those named in the survey. Survey categories included future plans, employment, completion, text books, community engagement, Student Services satisfaction, high impact practices, overall satisfaction and demographics.

Chancellor Lowe thanked Dr. O'Dell for presenting the survey information.

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**IX. Bicentennial Update**

James Wallace reported that the IU Northwest Time Capsule Ceremony will take place on IU Day, April 23, 2020. The capsule will be buried near the North Library Plaza, just past the donor bricks, and will include an in-ground plaque. Most of the approved capsule contents have been collected. The campus historical marker will be dedicated on May 18.

**X. Campus Conversation on Diversity, Equity, Inclusion**

• **One Book update**

The English Department has reviewed selections from the National Endowment for the Arts (NEA) Big Read List, as a possible 2020-21 campus reading selection, and several of those books have been selected for campus voting in mid-February. Selecting from the NEA Big Read List provides an opportunity to apply for financial support from the NEA for One Book efforts. After the book selection, the grant proposal will be submitted.

- The Office of Diversity, Equity and Multicultural Affairs (ODEMA) invites the campus and community to submit proposals for the 2020-2021 Diversity Programming Series (DPS). Deadline for proposals is April 27. <https://www.iun.edu/diversity/office-programs/index.htm>
- Nominations are now open for the Diversity Awards at IU Northwest, and the deadline is March 13. There are three categories for which individuals can be nominated: Diversity Friend, Diversity Advocate, and Diversity Champion. Contact the Office of Diversity Programming for additional information.

**XI. Updates – Professional Staff, Clerical and Technical Staff, Police Officers, and Service Staff**

No updates from staff.

**XII. Chancellor's Report**

- Chancellor Lowe reminded all about the Colleague Fellowship Reception on Friday, April 17, 2020, 3:30 - 5 p.m.; Arts & Sciences Building, Theatre Lobby.
- Kathy Malone provided 2020 Census Information to the group, and all were urged to complete the Census which can be completed online, by phone or by mail (paper ballot). For additional information access <https://2020census.gov/en.html> .