MINUTES
INDIANA UNIVERSITY BOARD OF TRUSTEES
BUSINESS MEETING

MADAM WALKER LEGACY CENTER
617 INDIANA AVENUE
INDIANAPOLIS, INDIANA 46202
GRAND CASINO BALLROOM

Friday, December 2, 2022
10:00 am – 11:00 am

Trustees Present: Kelsey E. Binion, Harry L. Gonso, Catherine A. Langham, Cynthia L. Lucchese, Michael J. Mirro, Jeremy A. Morris, Donna B. Spears, Vivian H. Winston

University Representatives and Other Attendees Present: Pamela Whitten, Sabria Abufares, Mark Canada, Susan Elrod, Philip Goff, Kartikay Gulia, Andrea Havill, Mary Hogsett, Madeline Horne, Michael Huber, Ben Hunter, Sue Sciame-Giesecke, Jay Hess, Ken Iwama, Andrew Klein, Kristen Lentsch, Nancy Paton, Anthony Prather, Julie Payne-Kirchmeier, Xavier Ramirez, Todd Richardson, Lia Roudebush, Michelle Malott, Tom Morrison, Mike Santa, Jordan Saunders, Brad Seifert, Rahul Shrivastav, Kyle Seibert, Steve Solie, Ginger Slisher, Margie Smith-Simmons, Brenda Stopher, Anthony Warner, Joe Wert, David Zack

I. GENERAL BUSINESS

Vice Chair Harry Gonso called the meeting to order at 10:00am.

1. *Action Item:* Approval is requested for the minutes of the meeting on August 12, 2022

Unanimously approved on a motion duly made and seconded.

II. CHAIR'S REPORT

1. Remarks from Vice Chair Harry Gonso

Vice Chair Gonso noted he was filling in for Chair Quinn Buckner, who was unable to attend. He remarked that he began the role of vice-chair in August 2022, but that he had also served as a trustee on two separate occasions for over 23 years, and believed he held the record as the longest serving trustee, serving under four different presidents. He expressed it was a blessing to have our current president.

Vice Chair Gonso mentioned that "the heart and soul of our institution" has remained the same, but the landscape has greatly transformed in Indiana and for all colleges and universities across the country while facing unprecedent times like the pandemic, enrollment changes and more. He noted the duty of trustees is to provide guidance through challenges and find opportunities to propel the university to the next level. He expressed optimism seeing the good work of students, student leaders and faculty in initiatives like the climate Change Planning Committee. He also expressed his appreciation for having President Whitten as a partner to move to the next level.

III. PRESIDENT'S REPORT

1. Remarks from President Pamela Whitten

President Whitten began with a student highlight, focusing on Addison Misch, an IUPUI junior from Indiana. President Whitten noted some of her accomplishments including her being a scholarship recipient yet is working to fund 25% of her education costs, she is a member of the Executive Board of Jagathon and of the IUPUI Dance Marathon, and who earlier in life, received a life-saving surgery at Riley Children's Hospital. She plans to pursue a master's degree and become an art therapist at a children's hospital.

President Whitten also spoke about Kiese Layman, an alumnus of the College of Arts and Sciences who was recently awarded a MacArthur fellowship.

President Whitten commended faculty who have engaged in research that has the potential to save and improve people's lives, and who attract federal funding to support their work. She mentioned the School of Medicine who recently received the second largest federally funded research grant of $48.8 million to fund Alzheimer's disease research. She also mentioned that the NIH, through their National Institutes on Aging, renewed a grant for Alzheimer's disease research worth $9.8 million a year through at least 2026, with the lead principal investigator for that grant being Bruce Lamb, the Roberts Family Chair of Alzheimer's Disease Research, and Executive Director of the Stark Neurosciences Research Institute, located in the School of Medicine. She congratulated him and his team of researchers.

She then identified the three pillars of Indiana University's strategic plan framework:

- to provide broad access to an education for all students,
- to pursue world class research and scholarship and creative activity, and
- to contribute in major ways to improving the quality of life for all Hoosiers.

She focused on the third pillar, mentioning IU's teaching and research missions, like the $5.1 million NIH grant that will support research as part of the HEAL Data2Action Initiative to reduce opioid deaths in Indiana. Matthew Aalsma, a professor of Pediatrics in the School of Medicine, is a co-leader on this project. Other project leaders are Khairi Reda, Associate Professor in the IU School of Informatics, and Computing at IUPUI, and Brad Ray, a senior researcher at RTI International.

President Whitten discussed Vision 2024, the transformation of the IUPUI campus to IU Indianapolis, which includes 10 task forces that involve hundreds of people meeting regularly to work out operational details as well as the services that will continue to the Purdue students. She mentioned a big task force-wide meeting on December 6 to combine and collaborate all the issues that have been identified and work toward next steps. The Vision includes a Dream Team of Indianapolis area businesses and civic leaders to provide their insight and expertise to complement the work of the task forces. That team is being co-LED by Julie Manning Magid, the Executive Dean for Kelley in Indianapolis, and Nate Feldman of IBJ. Their work will include exploring what other successful and impacting urban universities have done in recent decades to look for opportunities to borrow and expand upon.

Also related to the transition to IU Indianapolis, President Whitten spoke about the upcoming Indiana University Indianapolis, IUI, Science and Technology Corridor—also called IU Indianapolis SciTech, located at Michigan and West Streets, one of the main entrances to the campus. It will house IU and Purdue programs together. She views this new SciTech

Corridor as central to IU and serving Indianapolis and beyond. By collaborating with state and business partners, IU will advance certificates and research programs that meet targeted regional workforce needs and will further establish Indiana University as a cornerstone partner to the state, and to the business community in reaching economic and workforce development goals. Victor Smith, a partner at Bose McKinney, and Evans, and the former Indiana Secretary of Commerce, and former CEO of the Indiana Economic Development Corporation, was hired to help coordinate the creation of the Science and Technology corridor. The new joint Biosciences Engineering Institute is an example of plans to establish, together with Purdue, and leverage the health sciences strengths of IU, along with the engineering strengths of Purdue.

President Whitten also spoke about IU 2030, a framework for the development of strategic plans for each campus. Completed plans will be debuted in March of 2023, with implementation from July 2023 to June 2030.

President Whitten reintroduced Michael Huber as the newest member of her leadership team. Huber earned his MBA from the Kelley School of Business and served as President and CEO of the Indianapolis Chamber. He now serves as the new VP for University Relations, succeeding Bill Stephen, who retired in October. With his experience in economic development, Michael will be a vital asset to the IU 2030 Strategic Plan.

President Whitten also spoke about the arts at Indiana University mentioning several performances by IU students and added: "I don't know why Broadway is not located here. I'll just put it that way."

She spoke of upcoming Bloomington Winter Commencement at which we will grant 2,224 degrees, a record number for December, with graduates from 72 Indiana counties, all 50 States and the District of Columbia and Puerto Rico, and 58 countries around the world. Diptanshu Rao will be the student speaker. Rao is graduating from the Kelley School of Business with a major in finance and has a major in Japanese as well from the Hamilton Luger School of Global and International Studies.

President Whitten ended her report by introducing three students from the IU School of Medicine. Each then provided more information about themselves, their studies and future plans. The issue of the State's abortion ban and the possible implications for students was also raised.

- Sabria Abufares, who completed her bachelor's degree at IUPUI and is in her second year at the IU School of Medicine—Gary.
- Jordan Saunders, who completed his undergrad at the University of North Carolina, and did his first two years of medical school at the IU School of Medicine—South Bend and came to Indianapolis for his third and his fourth years.
- Kristen Lentsch, who completed her undergraduate degree at Notre Dame, is in her third year in Indy after studying on the West Lafayette campus for her first and second years.

President Whitten invited the trustees to ask questions and then asked the students to identify a staff member with whom they had a good experience. Kristen Lentsch identified Dr. Emily Walvoord who was a real asset to her. Sabria Abufares conferred with Kristen in mentioning Dr. Walvoord and also mentioned Medical Student Council Advisor Niki Messmore. Jordan Saunders mentioned a "tremendous mentor in my life," Dr. Chandru Sundarum.

Trustee Langham added comments on President Whitten's report, mentioning her excitement about the IU Indianapolis project. She commended President Whitten in putting together the A-team that is thinking this through in partnership with the State of Indiana, the business community and Purdue. She loved the fact that the "Dream Team" is studying best practices.

Trustee Mirro agreed with Trustee Langham adding that he feels the IU Indianapolis project is a of the "transformational event" in the history of, not only Indiana University, but the city of Indianapolis and the State of Indiana. He mentioned the great need for the Sci-Tech Corridor not only for our state but the nation as well. He thanked President Whitten for working with our partners at Purdue University to see this vision come to fruition.

IV. FACULTY REPORT

1. Remarks from Philip Goff and Joe Wert, Co-Chairs, University Faculty Council

Co-Chair Joe Wert reported that the East and Southeast campuses are deep in the search for new chancellors, and Kokomo has completed their search selecting Mark Canada. He offered belated congratulations to Chancellor Canada and mentioned the shared excitement on the Kokomo campus. The day he was installed, members of Kokomo campus wished everyone a "happy Mark Canada Day."

Wert mentioned work on the new IU strategic plan, and also that credit hour enrollment was up at the Southeast campus for spring. He also spoke of progress establishing a common calendar for the regional campuses and said a third proposal is now being evaluated with a final proposal to be voted on in the early part of the next semester. And finally, Professor Wert said they are at the beginning stages of working on a priority of Vice President Sciame-Giesecke, that being to create a seamless as possible, general education transferring from one campus to another.

Co-Chair Philip Goff shared Interim Chancellor Klein's pride in his colleagues who are leaning into the headwinds facing higher urban education and moving the campus to a new future as IU Indianapolis. He spoke of progress with reaffirmation of accreditation taken in site visits from The Higher Learning Commission, a process which recurs every 10 years. Commission members summarized what they saw as the strong arguments for reaffirmation of our accreditation, and reported no concerns.

With regard to the IU-wide strategic plan to serve the State, Goff mentioned a recent publication, *Climate Change and Resilience in Indiana and Beyond*, with one of the contributors being Gabe Philipelli, a Professor of Earth Sciences at IUPUI, and Janet McCabe, of McKinney Law School, who is now the deputy administrator of the US EPA in Washington. Goff also spoke of how IUPUI's new Clinical Psychology and Mental Health Center that provides real-world clinical training for these second-year students, and also low-cost mental health treatment services for IUPUI students seeking help.

Goff shared a concern of faculty in Indianapolis relating to colleagues who are transitioning to Purdue University as part of the IUPUI realignment. Longtime tenured faculty must apply for membership in West Lafayette departments, and if not accepted, they will exist without a disciplinary home. Three dozen non-tenure track faculty are also affected since lecturers in our engineering and technology and computer science programs will not be considered as academic appointments at Purdue, but rather as staff without the rights and protections of faculty, answering to HR and not to Academic Affairs We would appreciate your behind-the-

scenes help in protecting our colleagues who have helped graduate thousands of IU students, brought in many millions of dollars in grants that counted on the IU ledger, and served the State proudly as part of the IU system.

Professor Cathrine Reck provided an introduction of herself since she missed the last meeting. Reck is a clinical professor in the Department of Chemistry in her 22nd year of teaching an IU. She has taught over 20,000 students in 20 different course preps and has chaperoned nearly 500 students on Medical Service Brigades to South America and Latin America. Her husband worked as an IU staff member for 15 years, then became a full time IU student. So, within their home, they have been faculty, student, and staff at IU, and have a vested interest in making sure that IU is as successful as possible in all areas. Reck also expressed appreciation to her mentors, past President Marietta Simpson, and the previous past President John Walbridge, and to the members of BFC's Executive Committee.

Reck reported on progress on strategic planning on the Bloomington campus, which is organized into three pillars: student success and opportunity, transformative research and creativity, and service to the State and beyond. She spoke of 25 working groups and nearly 500 faculty and staff in focus groups working on IU 2030. Planning committees for each pillar will then synthesize a document for the Executive Committee that meets end of January to formalize, finalized, and present to the campus in town halls in February, with the final document coming to you early March-late March.

Reck also reported on the priority of maintaining a strong research mission. To help improve the research environment at Indiana University, the UFC constituted the Research Affairs Committee (UFC-RAC) last spring, charged to oversee matters pertaining to or connected with research policies and practices throughout the IU system.

Reck addressed how the BFC leadership has been working with graduate student professional government to continue to help improve graduate student issues on campus through the Student Appointee Academic Affairs Committee (SAAAC). SAAAC will evaluate existing problems of SAAs, attempt to anticipate future problems, and help in the implementation of changes.

Vice Chair Gonso added to Professor Goff’s comments that this transition going on in Indianapolis is a big one, an important one, and a complex one. He thanked Goff for bringing the concerns to Trustees attention.

V. REPORTS AND PRESENTATIONS

1. Academic Affairs & University Policy Committee

Chair Jeremy Morris called the meeting to order and invited President Whitten to present any personnel items.

President Whitten put forth Michael Huber as Vice President for University Relations beginning October 17, 2022. Provost Shrivastav and Chancellor Klein highlighted additional personnel. See the appendix to the business meeting for additional personnel approvals. All personnel items were unanimously approved.

Chair Morris invited Vice President Sciame-Giesecke forward who presented two new degrees for approval: Education Specialist in School Psychology (IU East, IU Kokomo, IU South Bend – online collaborative degree) through the School of Education, and Bachelor of Science in Forensic Science from IU Northwest through the School of Public & Environmental

Affairs, in collaboration with Chemistry, Biology, and Anthropology departments. See the appendix to the business meeting agenda for full degree details. The committee unanimously approved all three degrees.

Next, Vice President for Information Technology and CIO Rob Lowden, Executive Vice President Shrivastav, Interim Vice President Klein, Vice President Sciame-Giesecke presented Fall Enrollment Reports. Vice President Lowden presented data for all campuses. See Attachment A for the full presentation.

Next, Chair Morris invited Dr. Victoria Garcia-Wilburn forward. Dr. Garcia Wilburn is an assistant professor of occupational therapy in the School of Health and Human Sciences at IUPUI. She provided a Faculty Spotlight presenting on *Creating Connectedness, Cultivating Community*. See Attachment B for her full presentation.

No old business was presented.

Under new business, University Faculty Council Co-chair Joe Wert provided the University Faculty Council Policy Updates, wherein he introduced proposed amendments to UFC policies from the Faculty Affairs Committee. Co-chair Wert requested approval of the proposed amendments. See the appendix to the business meeting agenda for the requested amendments. Proposed amendments were unanimously approved.

Chair Morris adjourned the meeting.

2. Finance, Audit and Strategic Planning Committee

Chair Cindy Lucchese called the meeting to order and invited Executive Vice President Pinkney, Associate Vice President & University Controller Anna Jensen and Katie A. Thornton, Partner, Plante Moran to present the Review of Audit Opinion and Financial Statements. Vice President Pinkney Fiscal Year 2022 Financial Report. See Attachment C for the full report.

Chair Lucchese then called Executive Vice President Pinkney, University Treasurer Don Lukes, to present the Indiana University Operating Funds Investment Portfolio Overview. See Attachment D for the full report.

Chair Lucchese then called Vice President for University Human Resources Todd Richardson to present the IU Human Resources 2022-2023 Update and Employee Healthcare Program Annual Report. See Attachment E for the full report. Vice President Richardson also presented a resolution including Amendments of Retirement Plans. See the appendix to the business meeting agenda for the language of the amendments. Proposed amendments were unanimously approved.

Under new business, Chair Lucchese announced that the Finance, Audit & Strategic Planning Committee will now be called the Finance & Audit Committee. While strategic planning is a core responsibility of the board, it is something that is and will continue to be addressed by the full board. The change will better reflect the committee's current charge and work.

No old business was presented. Chair Lucchese adjourned the meeting.

3. Facilities & Auxiliaries Committee

Chair Donna Spears called the meeting to order and welcomed Vice President for Capital Planning and Facilities Thomas A. Morrison, who presented on Bradford Woods, Demolition of Cherokee Cabin, Kickapoo Cabin, and Caretaker Trailer (Project Only), and on the Demolition of Golf Clubhouse (Project Only). Vice President Morrison also presented the Declaration of Surplus Property and requested approval of each of these projects.

Vice President Morrison then presented as an informational item, the IU Climate Action Planning Committee Update. See the appendix to the business meeting agenda and Attachment F for the full description of the projects.

Proposed projects were unanimously approved.

No new or old business was presented. Chair Spears adjourned the meeting.

4. Student Relations Committee

In Chair Kelsey Binion's absence, Vice Chair Donna Spears called the meeting to order and gave an overview of the Student Trustee Search and Screen Committee Update. She explained the requirements for student trustee, the deadline to apply (December 2, 2023), the selection process, and stated that the new student Trustee will be announced mid-June for the term of service July 1, 2023 through June 30, 2025.

Vice Chair Spears then introduced officers of the All University Student Association (AUSA), Chair Kartikay Gulia and Vice Chair Mary Hogsett, who presented. Vice Chair Mary Hogsett introduced herself as a senior, the president of Student Government at IU Kokomo, and vice chair of AUSA. Kartikay Gulia introduced himself as a senior at IUPUI serving as chair for the AUSA and president for Undergraduate Student Development at IUPUI.

Vice Chair Hogsett reported that AUSA consists of student presidents from IUB, IUPUI, and all regional campuses who meet once a month with the purpose of intercampus discussion on university-wide student issues.

Chair Gulia provided an update on AUSA. First, he noted a general lack of student participation and discussed the need to seek greater involvement of students. He also spoke about the student activities fee and the need for student representation regarding the distribution of these fees. And finally he spoke of the concern regarding the increase of mental health issues since the pandemic, and mentioned their efforts to share information about helpful resources that are available to students.

Vice Chair Hogsett reported that Vice President Payne-Kirchmeier, who had been present for all AUSA meetings, had been a helpful and dedicated support and resource to AUSA, making each member feel better supported.

Trustee Langham asked if they had ideas to better engage students. Chair Gulia mentioned they have a list of best practices to create events to encourage participation of students who live on campus, so now as more students return to campus, these will help entice more students to get involved with student government. Trustee Langham asked if they are using technology to communicate with students. Chair Gulia mentioned AUSA has a director of communications committee that creates social media posts, like short Tik-Tok videos that spread the word. Vice Chair Hogsett mentioned they are now moving from having no students on campus or AUSA membership, to working now to create visibility of student government and working to fill every position. To that end, they have hosted town halls and

posted meetings on campus Student Life sites. They also hired a social media intern to assist who posts on Instagram and Tik-Tok, which has triggered engagement. Hogsett said this semester they hope to put together a comprehensive list of strategies that have worked to boost engagement across the whole student body.

President Whitten thanked them for their work and for acknowledging Vice President Julie Payne-Kirchmeier, whose position was created to fill a void, so she was pleased to hear that the position has had an impact. She mentioned that Vice President Payne-Kirchmeier also raves about the students at IU, so it is a mutual admiration.

Vice Chair Spears then introduced three students to report on Student Success: Campus Program Spotlights from Bloomington, Indianapolis, and Kokomo.

First, Vice Chair Spears introduced Madeline Horne and Xavier Ramirez, of Bloomington, Co-directors of the IU Funding Board to give a report on their activities. See Attachment G for the full report.

Trustee Mirro asked them about the process of approving grant funding. Co-director Horne mentioned they have a team of faculty advisors, graduate students, Associate Director of the Student Involvement and Leadership Center Jim Johnson, and Vice Provost for Student Affairs and Dean of Students Dave O'Guinn, who use criteria within their bylaws to determine if they are allowed to fund the event.

Trustee Mirro also asked about their mentoring efforts, if they utilize professional assistance from the Kelley School of Business. Co-director Ramirez mentioned they engage the O'Neill School of Public and Environmental Affairs which helps focus on professional development of students, not only to equip them to handle the challenges of the Board, but also to prepare them to take on the next steps in life after graduation.

Trustee Langham stated that if there is anything trustees can do to help down the road, she looks forward to helping. She also asked the co-directors how they learned of this organization. Co-director Horne said an undergraduate advisor serving at the Civic Leaders Center was on the board of the IU Funding Board and helped connect them. Co-director Ramirez added that he hopes more word-of-mouth efforts will increase the competition to achieve the highest caliber of student on the Board.

Vice Chair Gonso reminded them that President Whitten, seated before them, could help with anything they needed, so he opened the opportunity for them to ask the president for help with regard to obstacles hindering their work. Co-directors Horne and Ramirez mentioned the greatest inhibitor in helping students get funds is the BuyIU and the Jaggaer Supplier Network. They hoped for a collaboration with the Finance Office and funding advisors to find a better solution.

Vice Chair Spears then invited Women in Business, Kokomo, President Ginger Slisher and Vice President Lia Roudebush to present. See Attachment H for their full report.

Trustee Langham commended them for being busy with outside jobs and being fulltime students and asked why they are so passionate about this effort. Vice President Roudebush mentioned her love for the organization, the fulfillment she gets from it, and the personal and professional connections she makes with students, faculty advisors, professors in School of Business, and others outside the campus community. The networking helped her obtain a summer internship. President Slisher added that with IUK being a commuter

campus, there is not as much of a community feel there unless students choose to get involved, so it is important for student groups to host events for the entire campus and to show students there is a student support system with resources available. She mentioned that there are many things IUK and student orgs have to offer that she never knew about before attending IUK.

Trustee Langham commented that usually one must reach their 40s before they realize that "as much as you give, you get back more." She commended the presenters for discovering that early, noting that it will impact their whole career.

Trustee Winston asked how many people are in the organization and how many are active? The student officers responded indicating that there are about 100 who receive the announcements on the campus page and there are about 20 members that come to almost every event.

Next, Vice Chair Spears introduced MD PhD. candidate, Olivia Bednarski, the Chair-elect for the IU Student Outreach Clinic, Indianapolis, to present remarks. See Attachment I for her report.

Trustee Langham asked if there are any screening criteria a patient must pass to be seen or do they take everyone who walks in? Chair Bednarski responded that, while there is no screening requirement and everyone is welcome, if a patient has health insurance, they try to connect them to a primary care physician.

Trustee Mirro commended their work as being critical for medical students to gain the experience of working in multidisciplinary teams and in partnering with other schools like Butler School of Pharmacy. He asked if they have nursing students and if the School of Social Work is also involved? Chair Bednarski affirmed they are involved adding that they use a wholistic approach. Trustee Mirro asked Chair Bednarski what her PhD discipline concentration was. Bednarskii responded microbiology and immunology, with her project in malaria and gut microbiome.

Trustee Lucchese asked Bednarski what are the top two challenges for the organization? Bednarski said the challenges are big, adding that the main issue we the difficulty in getting health insurance for patients. She said that students who volunteer as a patient navigator must invest much time to walk patients through all the necessary paperwork, and find it was hard to motivate students to commit that time. A bigger issue was how to obtain health insurance for those who are not legal immigrants, for they cannot handle that problem. She added that getting volunteers was not among their challenges for they always have plenty of volunteers, including some who drive from other campuses on Saturday mornings to volunteer. Bednarski mentioned that although they receive grant funding, a challenge they face was they overspend four times as much as they are supposed to for labs, for it was important to have a comprehensive view of the patient so they can make a proper medical decision.

President Whitten added her personal plea, stating that with their personal training in combination with their leadership skills, "We really need you to stay and practice medicine in Indiana when you are done."

Vice Chair Gonso suggested that she make the same presentation to the IU Foundation and the IU Health Foundation as they would recognize this great service to our students and society, and it might be a great opportunity to spread the good work.

Vice Chair Spears thanked all the student presenters for their remarks and leadership and passion. She also gave special recognition to Trustee Kelsey Binion as a tremendous asset on the Board and to the students she serves as student trustee.

There was no old or new business presented. Vice Chair Spears adjourned the meeting.

VI. COMMITTEE ACTION ITEMS

1. *Action Item:* Approval is requested for all action items recommended by the standing committees and per the appendix to the agenda.

   Unanimously approved on a motion duly made and seconded.

VII. APPROVAL OF CONFLICT-OF-INTEREST STATEMENTS

1. *Action Item:* Approval is requested for conflict-of-interest statements.

   Unanimously approved on a motion duly made and seconded.

VIII. AWARD OF DEGREES

1. *Action Item:* Approval is requested for the awarding of degrees as of August 31, 2022, September 30, 2022, October 31, 2022, and November 30, 2022.

   Unanimously approved on a motion duly made and seconded.

IX. OLD BUSINESS

None.

X. NEW BUSINESS

1. *Action Item:* Approval is requested for the Amended Delegation of Authority.

   Unanimously approved on a motion duly made and seconded.

Vice Chair Gonso asked Secretary Havill to read the amendment in the record.

Approval by the Compensation Committee of all hiring or appointments to the positions of Provost, Chancellor, Vice President, Athletic Director of the Bloomington Campus, as well as approval by the full Board of Trustees of the appointment and promotion to tenured faculty positions and titled Professors.

The second is also in Section 2, under G. The proposed amendment is approval of salary, increases, performance bonuses, or other forms of compensation for the President and those head coaches making more than a dollar amount designated annually in writing by the Trustees to the President.

XI. NEXT MEETING

February 2-3, 2023 at IU East
Special Meeting on Promotion and Tenure on April 7, 2023 at IUPUI
Tuition Forum on June 7, 2023 at IUPUI

XII. ADJOURNMENT

ANDREA HAVILL
THE TRUSTEES OF INDIANA UNIVERSITY

XIII. APPENDIX A – ACTION ITEMS

BUSINESS MEETING APPENDIX – ACTION ITEMS

December 2, 2022
10:00 a.m. – 11:00 a.m.
Madam Walker Legacy Center
IUPUI

I. ACADEMIC AFFAIRS & UNIVERSITY POLICIES COMMITTEE

A. Personnel

Action Item: Approval is requested for the following personnel items:

INDIANA UNIVERSITY – President Pamela Whitten

For Michael Huber, Vice President, University Relations, beginning October 17, 2022.

IUB - Provost and Executive Vice President Rahul Shrivastav

Initial Appointments

College of Arts and Sciences

For Shobhana L. Chelliah, Professor of Linguistics, with tenure, beginning January 1, 2023.

Eskenazi School of Art, Architecture + Design

For Silvia Acosta, Professor with tenure, and McRobbie Professor of Architecture effective August 1, 2023.

Jacobs School of Music

For Kyung Sun Lee, Professor of Strings, with tenure, beginning January 1, 2023.

Reappointments and Changes in Status

College of Arts and Sciences

For Brea Louise Perry, Professor of Sociology, Associate Vice Provost for Social Sciences, Interim Vice Provost for Research, and Interim Associate Vice President, Office of the Vice Provost for Research, the additional title as Allen D. and Polly S. Grimshaw Professor for the period July 1, 2022 to June 30, 2027.

For Jordi Cat, a change in title from Associate Professor to Professor of History and Philosophy of Science and Medicine, effective December 2, 2022.

Jacobs School of Music

For Brandon Jules Vamos, a change in title from Professor of Practice to Professor of Strings, with tenure, beginning August 1, 2022.

Kelley School of Business

For Kyle David Cattani, Professor of Operations and Decision Technologies, a change in title from SungKyunKwan Professor to Ming Mei Chair in Business for the period July 1, 2022 to June 30, 2027, the additional title as Chairperson of the Department of Operations and Decision Technologies for the period June 1, 2023 to August 14, 2026, and reappointment as Chairperson of the Full-time MBA Program for the period August 1, 2022 to December 31, 2022.

For Patrick E. Hopkins, Professor of Accounting, the additional title as Conrad Prebys Professor for the period August 1, 2022 to July 31, 2027, and a change in titles from Glaubinger Chair and Chairperson of the Undergraduate Program to Executive Associate Dean for Academic Programs for the period August 1, 2022 to July 31, 2025.

For Brad Wheeler, Rudy Professor of Operations and Decision Technologies, the additional title as SungKyunKwan Professor for the period July 1, 2022 to May 31, 2027, and the additional title as Chairperson of the Department of Operations and Decision Technologies for the period September 1, 2022 to May 31, 2023.

For Ken Merkley, Professor of Accounting, the additional title as Conrad Prebys Professor for the period June 1, 2022 to May 31, 2027.

For Sophie Bacq, Associate Professor of Management and Entrepreneurship, the additional title as Larry and Barbara Sharpf Professor for the period July 1, 2022 to June 30, 2027.

For Bridget Marie Stomberg, Associate Professor of Accounting, the additional title as Glaubinger Chair for Undergraduate Leadership, and Chairperson of the Undergraduate Program for the period August 1, 2022 to July 31, 2025.

For Wenyu Wang, Associate Professor of Finance, the additional title as Peterson Chair in Investment Banking for the period July 1, 2022 to June 30, 2027.

For Eric Zhao, Associate Professor of Management and Entrepreneurship, the additional title as Samuel and Pauline Glaubinger Professor of Entrepreneurship for the period July 1, 2022 to June 30, 2027.

Maurer School of Law

For Christiana Ochoa, Class of 1950 Herman B Wells Endowed Professor, a change in title from Interim Dean to Dean beginning November 1, 2022, and dropping the title as Academic Director, IU Gateway in Mexico City, Mexico, Office of the Vice President for International Affairs, effective October 31, 2022.

School of Public Health

For Carrie Docherty, Professor of Kinesiology, the additional title as Interim Vice Provost for Strategy and Innovation, Office of the Vice President/Academic Support, beginning August 1, 2022.

For Patricia Silveyra, a change in title from Associate Professor to Associate Professor of Environmental and Occupational Health, with tenure, beginning December 2, 2022.

IUPUI – Interim Executive Vice President and IUPUI Chancellor Andrew R. Klein

Initial Appointments

School of Dentistry

Sylvia Frazier-Bowers, Professor, Department of Orthodontics and Oral Facial Genetics, with tenure, effective October 1, 2022, Associate Dean for Diversity and Student Affairs, for the period October 1, 2022 to June 30, 2027.

Fairbanks School of Public Health

Christopher A. W. Harle, Professor, Department of Health Policy and Management, with tenure, effective October 1, 2022.

Reappointments and Changes of Status

IUPUI Graduate School

For Janice S. Blum, Chancellor's Professor, Professor, Department of Microbiology and Immunology, School of Medicine, Associate Vice Chancellor for Graduate Education, a change in title from Associate Dean of University Graduate School to Dean, Graduate School, IUPUI, and drop the title of Interim Vice Chancellor for Research and Graduate Education, effective September 1, 2022.

Research Development

For Marc S. Mendonca, Professor, Department of Radiation Oncology, Adjunct Professor, Department of Medical and Molecular Genetics, School of Medicine, the additional title of Interim Associate Vice President for Research, Indiana University, a change in title from Associate Vice Chancellor for Research to Interim Vice Chancellor for Research, for the period September 1, 2022 to August 31, 2023.

SCHOOL OF MEDICINE - Executive Vice President and Dean Jay Hess

Initial Appointments

Kirstan K. Meldrum, Professor, Department of Urology, with tenure, effective September 1, 2022.

B. New Degrees

Action Item: Approval is requested for the following new degrees:

a.

Title of Degree: **Education Specialist in School Psychology**

Campus(es) Offering Degree: **IU East, IU Kokomo, IU South Bend (Online Collaborative degree)**

Academic Unit(s) Proposing Degree: **Schools of Education**

Department(s) Hosting Degree: **Education Leadership**

I. Academic Features

Goals/Objectives *(2.a-d. Rationale for the Program):*

The proposed program will be aligned to the graduate preparation standards of the National Association of School Psychologists (NASP) which have been adopted by the Indiana Department of Education for the preparation and credentialing of school psychologists for Indiana P-12 schools. The program will prepare school psychologists to:

1. Utilize assessment methods to make data-based decisions that result in positive educational outcomes for children and youth.

2. Work collaboratively with educators and professional colleagues to design and deliver instruction, services, and programming that promote academic, social, cognitive, and emotional competencies for children and youth.

3. Apply knowledge and skills to advocate for and provide school psychological services that are responsive to the needs of diverse children and youth and their families.

4. Develop, implement, and evaluate systems-level programs that enhance the capacity of a school building or district to provide a safe, supportive, and responsive environment of all students.

5. Develop an attitude of and competence in a social justice and multicultural framework that guides one's delivery of school psychological services.

6. Utilize reflective practice for continual professional learning and the delivery of services that are ethical, legal, and informed by research and evidence.

Principal Components (7.a.):

To earn the Education Specialist degree, students must complete the 65 hours of required coursework and a supervised internship that includes a minimum of 1,200 clock hours as well as at least six hundred hours in a school setting as required by the National Association of School Psychologists.

Relation to Existing Programs (5.a-b.):IU Bloomington offers a seated Ed.S. in School Psychology, which will merge into this collaborative program. The format will include synchronous and asynchronous online coursework, which will greatly reduce barriers to participation tied to students' place of residence and schedule.

Coherence with Campus Mission (2b):

Communities and regions across Indiana rely on IU to provide undergraduate and professional education that addresses regional needs. This collaborative program provides efficiencies of scale while respecting the unique characteristics of the participating campuses and expertise of IU faculty.

Benefits of the Program for Constituents (2.a-c.):

Students (2.c,g.)

As a hybrid program, the collaborative Ed.S. in School Psychology provides working professionals with a flexible program of study they can integrate into their already busy schedules.

IU (2.a,b.)

Extending access to education is a cornerstone of Indiana University's mission, and the online format of the collaborative Ed.S. in School Psychology will support the participating campuses in their efforts to diversify the student population.

State (2.c,d.)

The IU Online collaborative program for Education Specialists in School Psychology will provide a high-quality curriculum and flexible program of study that will boost the number of qualified professionals available to work in Indiana schools and thereby addressing a critical shortage.

Opportunities for Degree Recipients (6.a. & 7.f) Inclusive of Any Credentials:

This hybrid collaborative graduate program delivers the educator preparation coursework required to take the Indiana's Department of Education's identified assessment to obtain the school psychology credential. THE IDOE also offers an independent practitioner endorsement (IPE) that students who complete the education specialist in school psychology coursework will be eligible to pursue; additionally, the graduate level teacher preparation coursework may also allow out-of-state students to meet educational licensure in their respective states.

II. Implementation:

Steady State Enrollment/Degree Completion Projections (year five) (Section 8. enrollment spreadsheet):

Headcount:	**100**
FTE:	**60**
Degree Recipients:	**36**

Steady Resources (year five):

Faculty Resources (4.a.i.)

No additional faculty resources are required for this degree.

Capital Equipment (4.a.iii.)

No additional capital equipment is required for this degree.

Facilities (4.a.ii.)

No additional facilities are required for this degree.

b.

Title of Degree: **Bachelor of Science in Forensic Science**

Campus(es) Offering Degree: **IU Northwest**

Academic Unit(s) Proposing Degree: **School of Public & Environmental Affairs, in collaboration with Chemistry, Biology, and Anthropology departments.**

Department(s) Hosting Degree: **School of Public & Environmental Affairs**

I. <u>Academic Features</u>

Goals/Objectives *(2.a-d. Rationale for the Program):*

1. Retain current students who want to become forensic analysts, technicians, or forensic experts.
2. Recruit new students interested in forensic science for criminal investigation.
3. Provide students with new career opportunities in the field of forensic sciences.
4. Provide students with new opportunities to prepare for graduate school in forensic sciences.
5. Support the work of criminal justice agencies in solving crimes by training new students in the field of forensic science for criminal investigation.

Principal Components (7.a.):

The proposed program is a Bachelor of Science in forensic science. It is comprised of three tracks (or areas of concentration):

1. Forensic Chemistry
2. Forensic Biology
3. Criminalistics

Relation to Existing Programs (5.a-b.):

The proposed program draws directly from three four existing programs:

1. SPEA Criminal Justice program
2. Chemistry and Biochemistry programs
3. Biology program
4. Anthropology program

The program is an interdisciplinary program that uses existing resources.

Coherence with Campus Mission (2b):

The mission of IU Northwest is to enhance the quality of life of the most diverse, urban, industrialized region of the state of Indiana. More specifically, the campus engages the community in high-quality teaching and scholarship. The forensics studies program we are proposing is very rigorous. Students will complete both science-based courses and policy-based courses to fulfil the degree requirements. Our instructors are experts in each field of studies.
Because many of the students who want to study Forensics are unable to move away from home and would not have an opportunity to pursue a career in Forensics if it was not for IU Northwest. Finally, the campus aims to inspire and empower a diverse body of students to be active citizens who apply their knowledge to transform their communities and the world. The Forensics program was designed in response to the needs of the community as indicated by several community partners in the adjacent communities.

Benefits of the Program for Constituents (2.a-c.):
Students (2.c,g.)

Students will have more opportunities for specialization in a career-oriented field. Students will be able to find long-term employment and pursue highly paid careers.

IU (2.a,b.)

IU will be able to retain students who are leaving to pursue forensic program at other universities. IU will also be able to recruit more students. IU will also contribute to the needs of the region and the state to have more graduates trained in forensics.

State (2.c,d.)

The State of Indiana will benefit by having more specialized graduates who will be able to contribute to the work of forensic agencies and the criminal justice system.

Opportunities for Degree Recipients (6.a. & 7.f) Inclusive of Any Credentials:

More opportunities for graduate school and for career options.

II. <u>Implementation</u>:

Steady State Enrollment/Degree Completion Projections (year five) (Section 8. enrollment spreadsheet):

Headcount:	**72**
FTE:	**48**
Degree Recipients:	**18**

Steady Resources (year five):

Faculty Resources (4.a.i.)

We do not need to hire more faculty.

Capital Equipment (4.a.iii.)

The equipment for the laboratories is covered by the Chancellor's Innovation Grant.

Facilities (4.a.ii.)

The program will utilize existing facilities.

C. University Faculty Council Policy Updates

Action Item: Approval is requested for the following policy changes:

A. ACA-18, Regulation of Clinical and Lecturer Appointment. Section B.3 [Appointment and Advancement], is amended by adding a new subsection (b) as follows:

3. Appointment and advancement

a. Initial lecturer/teaching professor appointments should be at the level appropriate to the experience and accomplishments of the individual. The process for appointment with probationary status or a long-term appointment shall go through the ordinary procedures for faculty appointments. Lecturers shall be promoted to Senior Lecturers upon their being appointed to long-term appointments following a probationary period, and Senior Lecturers will be promoted to Teaching Professor as appropriate.

b. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings

should not be used as the primary source of data for evaluating teaching. Each campus and unit faculty governance organization shall have a policy for evaluating teaching that provides for qualitative student feedback and other sources of information.

B. ACA-19, Regulation of Professor of Practice appointments. Section A [Use of Professor of Practice Appointments] is amended as follows:

A. Use of Professor of Practice Appointments

1. The primary responsibility of Professors of Practice is teaching. Appointees may be assigned research and service responsibilities, but these activities must be in support of teaching, student development, and placement. Appointments of Professors of Practice are restricted to those who have achieved distinction in their chosen field of practice, and who bring to the university unique practical experiences and talents that will benefit our students. Appointees shall hold the terminal professional degree in the field or give evidence of equivalent capabilities by virtue of experience.

2. Academic units who use this rank must develop policies that define expectations for "excellence" in instruction. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings should not be used as the primary source of data for evaluating teaching. Each unit faculty governance organization shall have a policy for evaluating teaching that provides for qualitative student feedback and other sources of information.

3. The Professor of Practice title may be preceded by Visiting or Adjunct.

C. ACA-21, Faculty and Librarian annual reviews. Section H is amended as follows:

H. Each campus may adopt its own policy for reviewing and setting salaries consistent with these guidelines. Each academic unit may adopt its own salary policy consistent with these guidelines and campus policy.

1. Salaries shall be based on merit, inflation, recruitment, retention, and remedial equity, if appropriate. Merit has primacy among these.

2. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings should not be used as the primary source of data for evaluating teaching. Each campus and unit faculty governance organization shall have a policy for evaluating teaching that provides for qualitative student feedback and other sources of information.

3. ~~2~~. The setting of salaries shall always balance two principles: rewarding comparable performance, distinction, and experience with comparable salary, and providing the support necessary to achieve the missions of the university.

4. ~~3.~~ Salary resources may be used to remedy past inequities resulting from changing market conditions, inappropriate merit judgments, inadequate funding, discrimination, or other good cause.

5. ~~4.~~ Annual salary increments may be made in percentages, fixed-dollar amounts, or a combination. However, salary decisions should avoid inappropriate widening of the disparities between low and high salaries that may result from the use of percentage increments.

6. ~~5.~~ Salary policies at every level should be written and available for inspection and other appropriate uses. A unit shall report annually on salary policy implementation to the faculty in the unit.

D. ACA-22, Reappointment and non-reappointment during probationary period. Section 2 [annual review] is amended aby adding a new subsection c) as follows:

2. Annual review

a. During the period of probationary appointment, the faculty member or librarian shall receive an annual review of professional performance under procedures adopted by the faculty within the department, school, program, division, or library unit in which the individual holds his or her appointment. At that time the faculty member or librarian shall be informed, customarily by the principal administrative officer of the unit of the University in which the individual holds his or her appointment, of all matters relevant to the eligibility for reappointment and the award of tenure.

b. The faculty member or librarian shall cooperate with the principal administrative officer to ensure that the file on which such a review is based contains all relevant materials. A written statement summarizing the substance of each annual review shall be kept in the file, and a copy given to the faculty member or librarian.

c. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings should not be used as the primary source of data for evaluating teaching. Each campus and unit faculty governance organization shall have a policy for evaluating teaching that provides for qualitative student feedback and other sources of information.

E. ACA-37, Faculty and Librarian tenure. Section on "Criteria for Tenure," is amended as follows:

Criteria for Tenure

1. After the appropriate probationary period, tenure shall be granted to those faculty members and librarians whose professional characteristics indicate that they will continue to serve with distinction in their appointed roles. The criteria

for tenure and the criteria for promotion are similar, but not identical. (See above for Reappointment and Non- Reappointment during the Probationary Appointment Period.)

2. Each campus on which tenure is held (and other units as appropriate, e.g., school, college, department) shall have a document that states with reasonable specificity the standards that will be used to evaluate whether candidates meet the criteria for tenure. The document(s) must comply with the standards of the University and should make their application more specific. The chief academic officer on each campus is charged with the responsibilities of (a) reviewing such documents with respect to whether they are consistent with such documents at higher levels, and (b) maintaining a current file of such documents. Each campus (or other unit) shall provide each probationary faculty member with a copy of the document at the beginning of the probationary service.

3. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings should not be used as the primary source of data for evaluating teaching. Each campus faculty governance organization shall have a policy for evaluating teaching that provides for qualitative student feedback and other sources of information.

4. If the document changes during the faculty member or librarian's probationary period, the faculty member or librarian may choose to be evaluated for tenure under the written standards in effect at the time of appointment.

5. Tenure considerations must recognize the diversity of the missions and the contexts of the campuses of the University and must not ignore the mission of the particular unit as defined in its statement of criteria and procedures and the individual's contribution to that mission.

6. Tenure will generally not be conferred unless the faculty member or librarian achieves, or gives strong promise of achieving, promotion in rank within the University.

F. ACA-38, Faculty and Librarian Promotions. Section titled "Criteria for Promotion," subsection on Teaching, is amended as follows:

1. The prime requisites of any effective teacher are intellectual competence, integrity, independence, a willingness to consider suggestions and to cooperate in teaching activities, a spirit of scholarly inquiry which leads the teacher to develop and strengthen course content in the light of developments in the field as well as to improve methods of presenting material, a vital interest in teaching and working with students, and, above all, the ability to stimulate their intellectual interest and enthusiasm.

2. The quality of teaching is admittedly difficult to evaluate. This evaluation is so important, however, that recommendations for an individual's promotion should include evidence drawn from such sources as the collective judgment of students, of student counselors, and of colleagues who have visited other

classes or who have been closely associated with his or her teaching as supervisor or in some other capacity, or who have taught the same students in subsequent courses. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings should not be used as the primary source of data for evaluating teaching.. Each campus and unit faculty governance organization shall have a policy for evaluating teaching that provides for qualitative student feedback and other sources of information.

G. ACA-80, Trustees Teaching award. Section 6, is amended as follows:

6. The chancellor/provost of each campus, after consulting with elected faculty representatives, shall:

a. determine whether the awards shall be given at the campus level by schools.

b. establish rules so that the method of selecting the winners is fair. Because numerical summaries in student course evaluations may reflect cultural biases, and low participation rates may skew results, numerical ratings should not be used as the primary source of data for evaluating teaching. The evaluation of teaching shall include qualitative student feedback and other sources of information.

c. disseminate widely the availability of the award and the criteria for selection.

d. provide a means to recognize the winners, which shall, at a minimum, include a permanent plaque.

II. FINANCE & AUDIT COMMITTEE

A. Retirement Plan Amendments

Action Item: Approval is requested to amend the university's retirement plan per the following resolution:

WHEREAS, Indiana University ("University") sponsors and maintains the Indiana University Retirement Plan ("Retirement Plan"), a defined contribution plan under Internal Revenue Code ("Code") Section 403(b), to which the University makes employer contributions on behalf of eligible employees;

WHEREAS, the University sponsors and maintains the Indiana University Retirement and Savings Plan ('Retirement and Savings Plan"), a defined contribution plan under Code Section 401(a), to which the University makes employer contributions on behalf of eligible employees;

WHEREAS, the University sponsors and maintains the Indiana University Replacement Base Plan ("Replacement Base Plan"), a defined contribution profit sharing plan under Code Section 401(a), to which the University makes supplemental employer contributions on behalf of eligible employees;

WHEREAS, the University sponsors and maintains the Indiana University 457(b) Retirement Plan ("457 Plan"), an eligible deferred compensation plan under Internal Revenue Code ("Code") Section 457(b), to which eligible employees can voluntarily make pre-tax elective deferrals;

WHEREAS, the University sponsors and maintains the Indiana University Tax Deferred Account Plan ("TDA"), a defined contribution plan under Code Section 403(b), to which eligible employees can voluntarily make pre-tax elective deferrals;

WHEREAS, the University sponsors and maintains the Indiana University Supplemental Early Retirement Plan ("SERP"), a defined contribution money purchase pension plan under Code Section 401(a), to which the University makes supplemental employer contributions on behalf of eligible employees.

WHEREAS, the University sponsors and maintains the Indiana University Replacement Retirement Plan ("Replacement Plan"), a defined benefit plan under Code Section 401(a), to which the University makes supplemental employer contributions on behalf of eligible employees.

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the Retirement Plan to the Vice President for Human Resources in accordance with Section 15.01 of the Retirement Plan, provided, however that, unless an amendment is legally required under federal or state law, any amendment that materially increases the cost of the Retirement Plan or significantly changes the structure of the Retirement Plan shall be subject to the approval of the Board of Trustees;

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the Replacement Base Plan to the Vice President for Human Resources, provided, however that, unless an amendment is legally required under federal or

state law, any amendment that materially increases the cost of the Replacement Base Plan or significantly changes the structure of the Replacement Base Plan shall be subject to the approval of the Board of Trustees;

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the Retirement and Savings Plan to the Vice President for Human Resources, provided, however that, unless an amendment is legally required under federal or state law, any amendment that materially increases the cost of the Retirement and Savings Plan or significantly changes the structure of the Retirement and Savings Plan shall be subject to the approval of the Board of Trustees;

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the 457 Plan to the Vice President for Human Resources, provided, however that, unless an amendment is legally required under federal or state law, any amendment that materially increases the cost of the 457 Plan or significantly changes the structure of the 457 Plan shall be subject to the approval of the Board of Trustees;

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the TDA to the Vice President for Human Resources, provided, however that, unless an amendment is legally required under federal or state law, any amendment that materially increases the cost of the TDA or significantly changes the structure of the TDA shall be subject to the approval of the Board of Trustees;

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the SERP to the Vice President for Human Resources, provided, however that, unless an amendment is legally required under federal or state law, any amendment that materially increases the cost of the SERP or significantly changes the structure of the SERP shall be subject to the approval of the Board of Trustees;

WHEREAS, pursuant to resolution dated December 7, 2018, the Board of Trustees delegated the right to amend the Replacement Plan to the Vice President for Human Resources, provided, however that, unless an amendment is legally required under federal or state law, any amendment that materially increases the cost of the Replacement Plan or significantly changes the structure of the Replacement Plan shall be subject to the approval of the Board of Trustees;

WHEREAS, the University desires to amend the Retirement Plan to (i) make changes required under the Setting Every Community Up for Retirement Act of 2019 ("SECURE Act"), (ii) reflect the new job framework adopted by the University, (iii) permit in-service distributions to certain retirees who return to work, and (iv) remove provisions that no longer apply;

WHEREAS, the University desires to amend the Retirement and Savings Plan to (i) make changes required under the SECURE Act, (ii) reflect the new job framework adopted by the University, and (iii) permit in-service distributions to certain retirees who return to work;

WHEREAS, the University desires to amend the Replacement Base Plan, 457 Plan, TDA, SERP, and Replacement Plan, respectively, to make changes required under the SECURE Act;

RESOLVED THAT, the Board of Trustees approves the Second Amendment to the Indiana University Retirement Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees approves the Third Amendment to the Indiana University Retirement and Savings Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees approves the First Amendment to the Indiana University Replacement Base Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees approves the Third Amendment to the Indiana University Tax Deferred Account Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees approves the Third Amendment to the Indiana University 457(b) Retirement Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees approves the Fourth Amendment to the Indiana University Supplemental Early Retirement Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees approves the Fourth Amendment to the Indiana University Replacement Retirement Plan, in substantially the form attached hereto, effective as of the dates set forth therein.

RESOLVED FURTHER THAT, the Board of Trustees does hereby authorize and direct the Vice President for Human Resources to execute the Second Amendment to the Indiana University Retirement Plan; Third Amendment to the Indiana University Retirement and Savings Plan; First Amendment to the Indiana University Replacement Base Plan; Third Amendment to the Indiana University Tax Deferred Account Plan; Third Amendment to the Indiana University 457(b) Retirement Plan; Fourth Amendment to the Indiana University Supplemental Employees Retirement Plan; and Fourth Amendment to the Indiana University Replacement Retirement Plan, in substantially the form attached hereto, effective as of the dates set forth therein, on behalf of and in the name of the Board of Trustees, and to take any additional actions that may be necessary or appropriate to implement the foregoing resolutions and administer the provisions of these plans.

III. FACILITIES & AUXILIARIES COMMITTEE

A. Project Approval

IUB – BRADFORD WOODS – DEMOLITION OF KICKAPOO CABIN, CHEROKEE CABIN AND CARETAKER TRAILER (PROJECT ONLY)

Action Item: Approval of the Board is requested to proceed with the demolition of Kickapoo Cabin, Cherokee Cabin and the Caretaker Trailer at Bradford Woods. Kickapoo and Cherokee Cabins opened in 1965, and the Caretaker Trailer opened in 1978. All three buildings have accumulated significant deferred maintenance such that renovation is not feasible.

IUB – DEMOLITION OF FORMER GOLF CLUBHOUSE (PROJECT ONLY)

Action Item: Approval of the Board is requested to proceed with the demolition of the Golf Clubhouse located on the Indiana State Road 45/46 Bypass in Bloomington. This building has accumulated significant deferred maintenance such that renovation is not feasible. As a replacement, the new George Thomas Clubhouse was built at the north end of the course near the new driving range with the construction of The Pfau Course at Indiana University and the Regional Academic Health Center.

B. CONSENT ITEMS

IUB – DECLARATION OF SURPLUS PROPERTY

Action Item: Approval of the Board is requested to declare real estate in Monroe County, Indiana, as surplus to allow the transfer of the property to the Indiana Department of Transportation (INDOT). This conveyance is to support upgrades along 10th Street between the State Road 45/46 Bypass and East Discovery Parkway. The improvements will enhance vehicle and pedestrian safety, as well as provide more efficient traffic flow to the Regional Academic Health Center and other IU related services along East Discovery Parkway.

The conveyance total is 4.109 acres, inclusive of the presently existing right of way which contains 1.085 acres. INDOT currently holds an easement for the conveyance area, and this action will authorize the University to transfer full ownership (fee interest) to INDOT. The legal descriptions of the conveyance areas are on file with the Secretary of the Board of Trustees.

It is further requested that the administration of the University be authorized to take such action as is necessary and convenient to complete the transfer pursuant to the procedures established by statute IC 21-36-3-7 and that the Treasurer be authorized to execute any and all documents to give effect to this declaration and the disposition of the real estate and to include such restrictions and reversionary interests as may be appropriate.
It is requested that The Trustees adopt the following resolution to authorize a prospective transfer for this purpose.

RESOLUTION OF THE TRUSTEES OF INDIANA UNIVERSITY

WHEREAS, the fee simple title to the subject real estate located in Monroe County, State of Indiana, is now vested in The Trustees of Indiana University; and

WHEREAS, the title to said real estate was acquired by purchase or gift from previous owners by The Trustees of Indiana University, and

WHEREAS, said real estate is not needed for future purposes of Indiana University, and

WHEREAS, it is the considered opinion of The Trustees of Indiana University that said real estate should be declared surplus to the purposes of Indiana University and disposed of in accordance with applicable statutes and policies,

NOW, THEREFORE BE IT RESOLVED, that it will serve the best interests of Indiana University to dispose, sell and convey the real estate described above in accordance with the law of the State of Indiana, subject to such restrictions and reversionary interests as may be appropriate and the administration and Treasurer of Indiana University are hereby authorized to take all actions necessary to give effect to this resolution.

XIV. ATTACHEMENTS

ATTACHMENT A - Fall 2022 Enrollment, Retention and Completions Update

Fall 2022 Enrollment, Retention and Completions Update

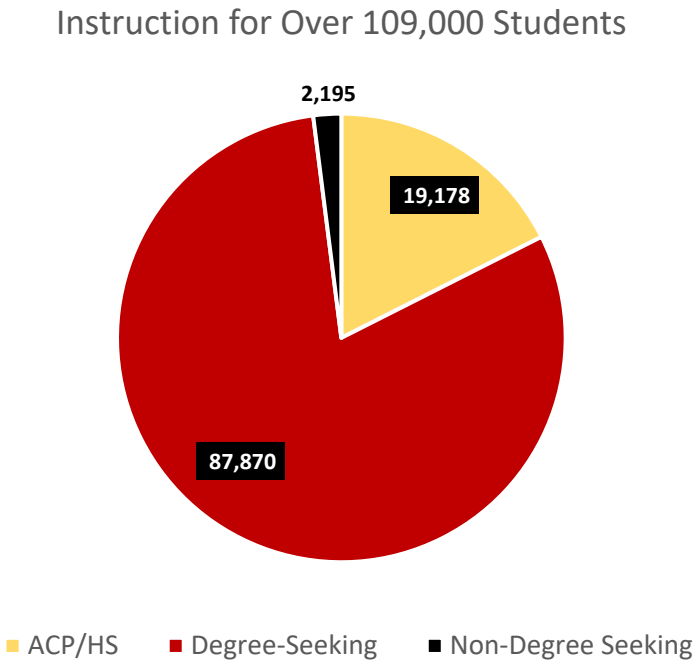
Board of Trustees
December Meeting, 2022

Rob Lowden
Vice President for Information Technology and CIO

Fall 2022 Enrollment Figures

- Campus Figures
- Retention
- Graduation Rates & Degree Completion
- Online Programs & Enrollments
- Diversity

IU Enrollment – Fall 2022



ACP/HS student enrollments are not reported with IU's official enrollment

Headcount & Credit Hour Trend

CAMPUS	Headcounts					Credit Hours				
	Fall 2020	Fall 2021	Fall 2022	1-YR % CHG	2-YR % CHG	Fall 2020	Fall 2021	Fall 2022	1-YR % CHG	2-YR % CHG
Total IU	**92,536**	**91,084**	**90,065**	**-1.1%**	**-2.7%**	**1,177,271.0**	**1,153,576.5**	**1,153,042.0**	**0.0%**	**-2.1%**
Bloomington	43,064	45,328	47,005	3.7%	9.2%	577,256.0	604,834.5	634,502.0	4.9%	9.9%
IUPUI Total	29,390	27,690	25,979	-6.2%	-11.6%	368,434.5	344,778.0	326,386.5	-5.3%	-11.4%
IUPUI only	27,127	25,713	24,141	-6.1%	-11.0%	339,528.0	319,724.0	302,511.5	-5.4%	-10.9%
IUPUC	1,275	1,051	925	-12.0%	-27.5%	15,530.5	12,738.0	11,383.0	-10.6%	-26.7%
IUFW	988	926	913	-1.4%	-7.6%	13,376.0	12,316.0	12,492.0	1.4%	-6.6%
Regional Total	20,082	18,066	17,081	-5.5%	-14.9%	231,580.5	203,964.0	192,153.5	-5.8%	-17.0%
East	3,434	3,111	3,039	-2.3%	-11.5%	36,020.0	31,681.0	30,566.0	-3.5%	-15.1%
Kokomo	3,227	2,995	2,846	-5.0%	-11.8%	39,628.0	36,360.0	33,853.0	-6.9%	-14.6%
Northwest	3,801	3,460	3,198	-7.6%	-15.9%	43,993.0	39,268.0	35,657.0	-9.2%	-18.9%
South Bend	4,942	4,449	4,326	-2.8%	-12.5%	58,733.0	51,795.5	50,943.5	-1.6%	-13.3%
Southeast	4,678	4,051	3,672	-9.4%	-21.5%	53,206.5	44,859.5	41,134.0	-8.3%	-22.7%

Census Record

Undergraduate & Graduate Headcount Trend

CAMPUS	Undergraduate Headcounts					Graduate Headcounts				
	Fall 2020	Fall 2021	Fall 2022	1-YR % CHG	2-YR % CHG	Fall 2020	Fall 2021	Fall 2022	1-YR % CHG	2-YR % CHG
Total IU	**72,047**	**69,596**	**68,682**	**-1.3%**	**-4.7%**	**20,489**	**21,488**	**21,383**	**-0.5%**	**4.4%**
Bloomington	32,986	34,253	35,660	4.1%	8.1%	10,078	11,075	11,345	2.4%	12.6%
IUPUI Total	20,966	19,197	17,727	-7.7%	-15.4%	8,424	8,493	8,252	-2.8%	-2.0%
IUPUI only	18,796	17,311	15,966	-7.8%	-15.1%	8,331	8,402	8,175	-2.7%	-1.9%
IUPUC	1,182	960	848	-11.7%	-28.3%	93	91	77	-15.4%	-17.2%
IUFW	988	926	913	-1.4%	-7.6%					
Regional Total	18,095	16,146	15,295	-5.3%	-15.5%	1,987	1,920	1,786	-7.0%	-10.1%
East	3,200	2,887	2,786	-3.5%	-12.9%	234	224	253	12.9%	8.1%
Kokomo	3,016	2,817	2,669	-5.3%	-11.5%	211	178	177	-0.6%	-16.1%
Northwest	3,414	3,063	2,860	-6.6%	-16.2%	387	397	338	-14.9%	-12.7%
South Bend	4,375	3,865	3,753	-2.9%	-14.2%	567	584	573	-1.9%	1.1%
Southeast	4,090	3,514	3,227	-8.2%	-21.1%	588	537	445	-17.1%	-24.3%

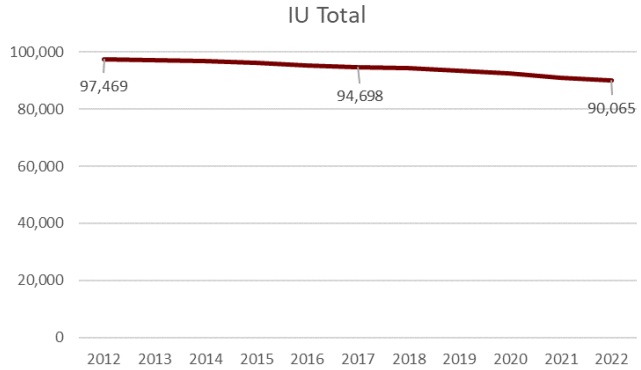
Census Record

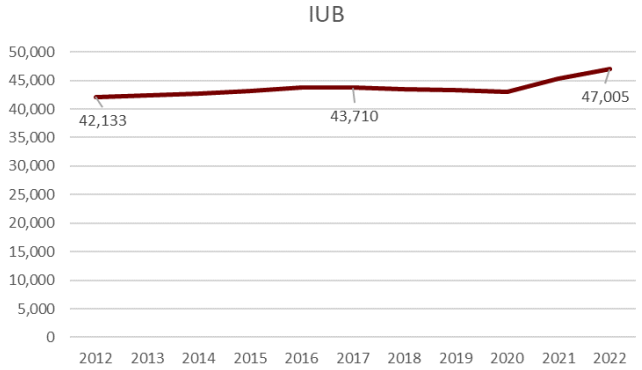
Fall 2022 Campus Projections vs Actual

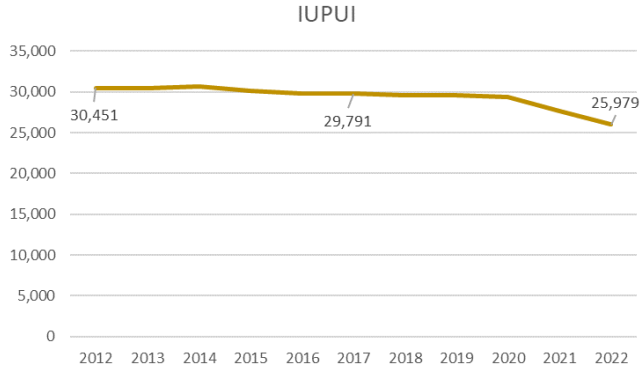
	Overall			
	* Campus Projected Headcount	Actual Headcount		
CAMPUS	Fall 2022	Fall 2022	Change from Projected	
Bloomington	45,879	47,005	1,126	2.5%
IUPUI	27,261	25,979	(1,282)	-4.7%
Regional Total	**17,425**	**17,081**	**(344)**	**-2.0%**
East	2,916	3,039	123	4.2%
Kokomo	2,912	2,846	(66)	-2.3%
Northwest	3,460	3,198	(262)	-7.6%
South Bend	4,205	4,326	121	2.9%
Southeast	3,932	3,672	(260)	-6.6%

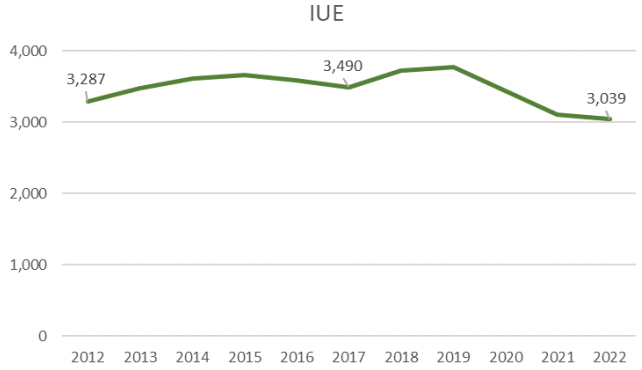
* Campus projections are based on the Fall Enrollment Study (early projections).

10 Year Fall Enrollment Trends

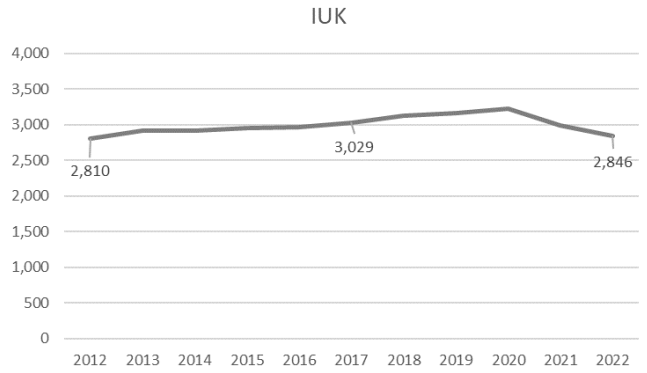


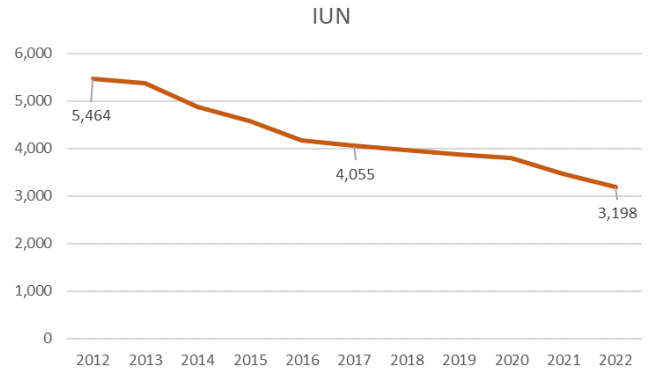


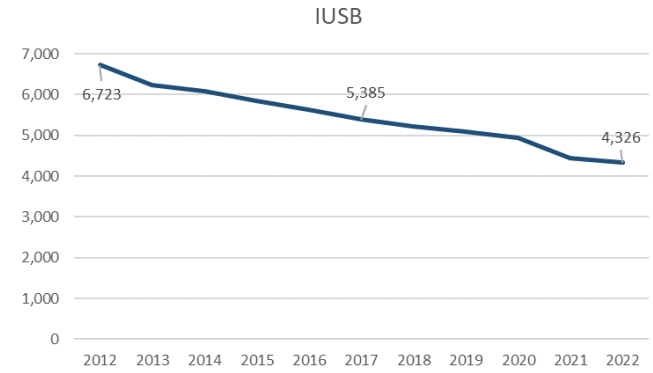


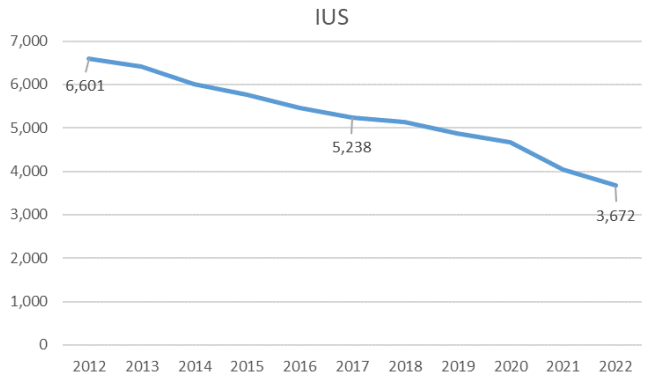


10 Year Fall Enrollment Trends

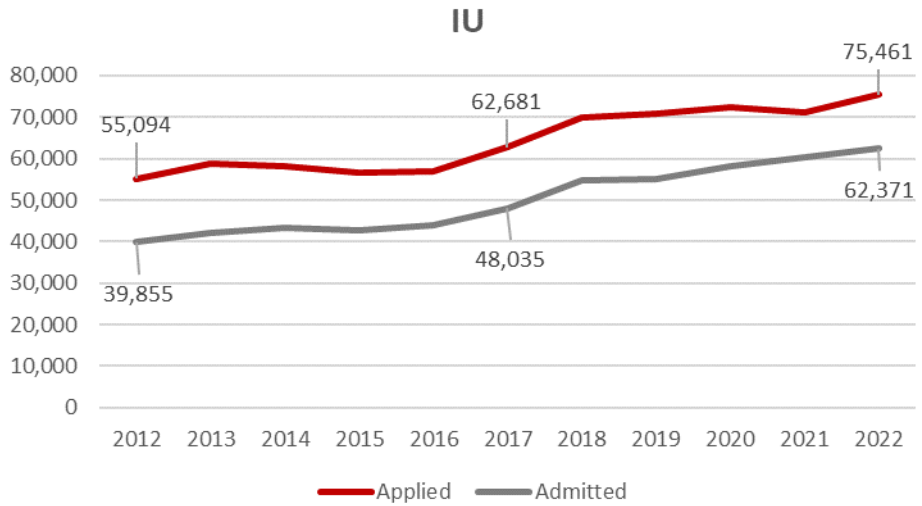


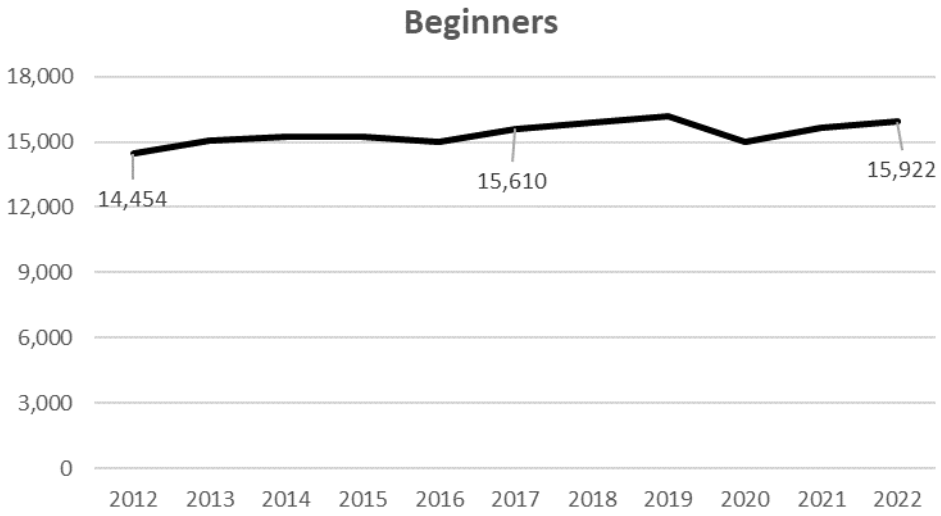




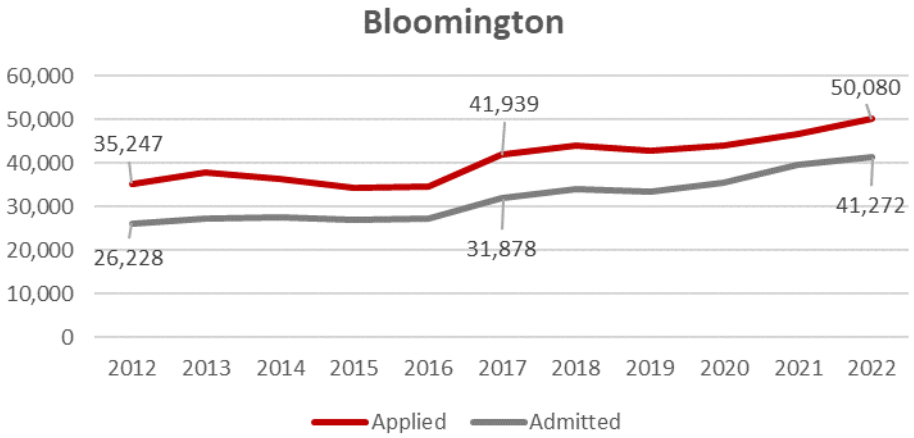


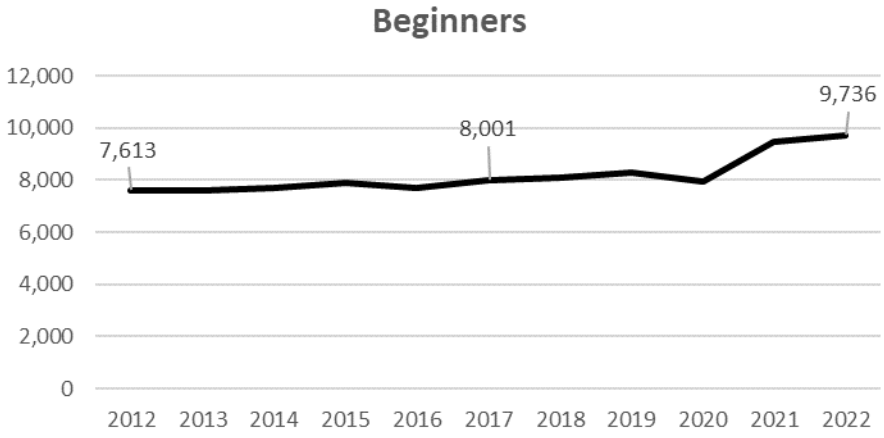
10 Year Fall Freshman Trends



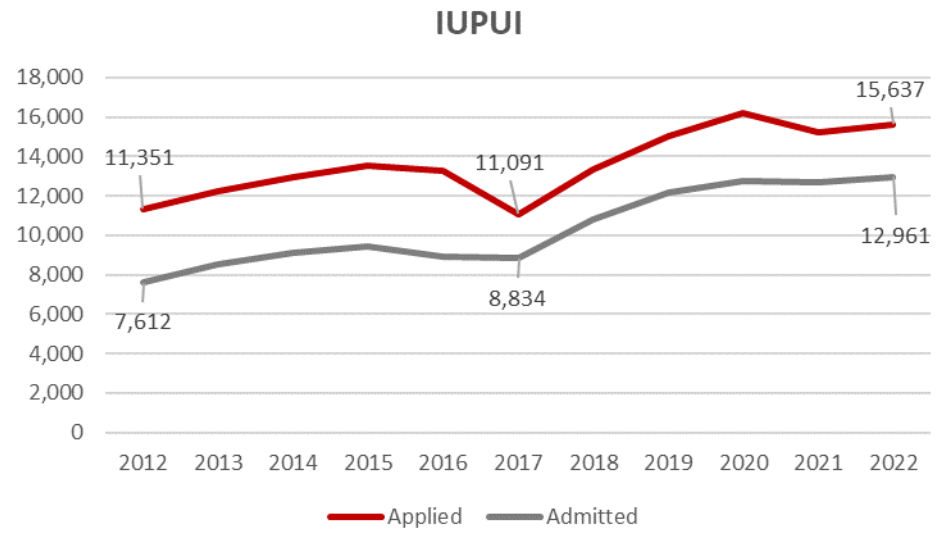


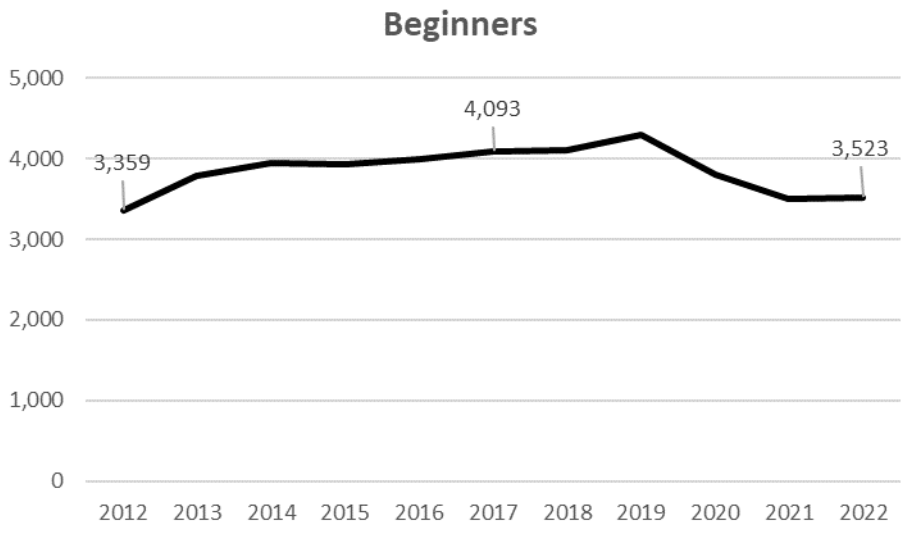
10 Year Fall Freshman Trends



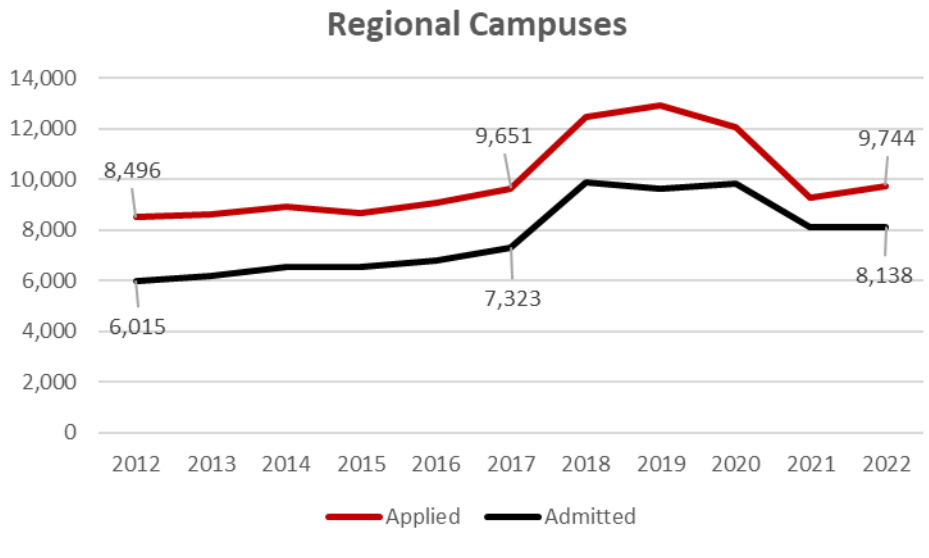


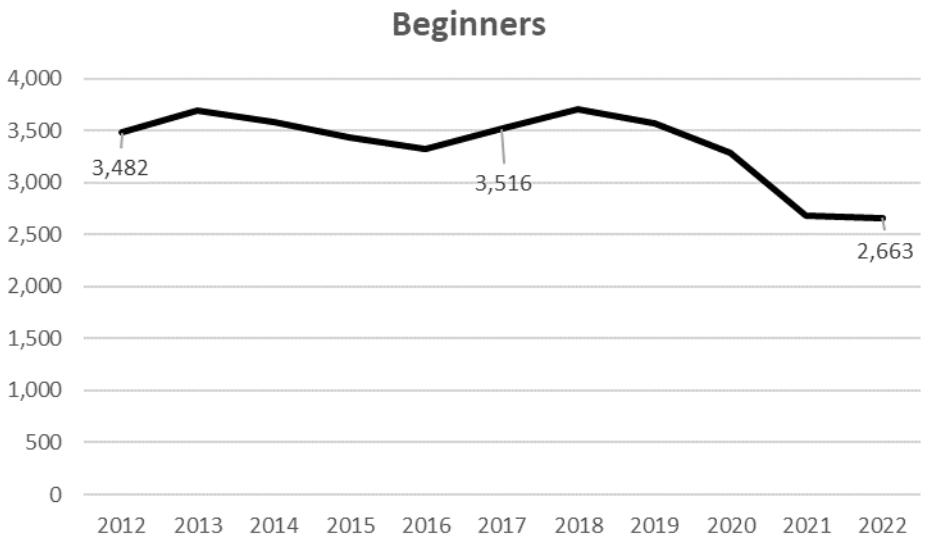
10 Year Fall Freshman Trends





10 Year Fall Freshman Trends



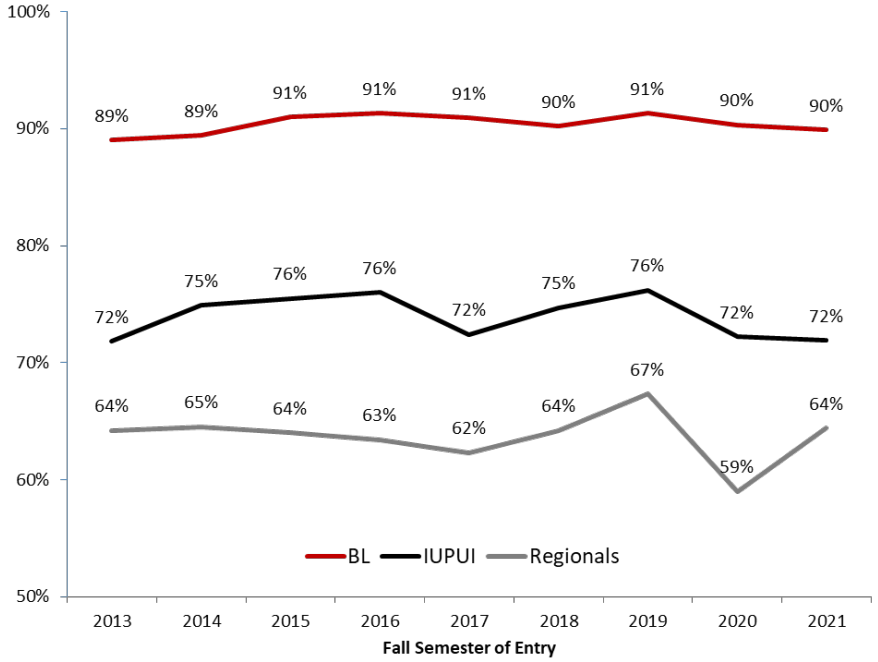


UNDERGRADUATE DEGREE-SEEKING BEGINNER AND TRANSFER HEADCOUNTS

CAMPUS	Beginner					Transfer				
	2020 COUNTS	2021 COUNTS	2022 COUNTS	1-YR % CHG	2-YR % CHG	2020 COUNTS	2021 COUNTS	2022 COUNTS	1-YR % CHG	2-YR % CHG
Total IU	**15,021**	**15,661**	**15,922**	**1.7%**	**6.0%**	**3,732**	**3,524**	**3,314**	**-6.0%**	**-11.2%**
Bloomington	7,928	9,482	9,736	2.7%	22.8%	609	612	670	9.5%	10.0%
IUPUI Total	3,811	3,496	3,523	0.8%	-7.6%	1,475	1,531	1,246	-18.6%	-15.5%
IUPUI only	3,331	3,121	3,147	0.8%	-5.5%	1,335	1,344	1,072	-20.2%	-19.7%
IUPUC	210	176	190	8.0%	-9.5%	74	92	98	6.5%	32.4%
IUFW	270	199	186	-6.5%	-31.1%	66	95	76	-20.0%	15.2%
Regional Total	3,282	2,683	2,663	-0.7%	-18.9%	1,648	1,381	1,398	1.2%	-15.2%
East	385	329	349	6.1%	-9.4%	435	342	350	2.3%	-19.5%
Kokomo	629	587	517	-11.9%	-17.8%	239	196	213	8.7%	-10.9%
Northwest	663	482	420	-12.9%	-36.7%	315	292	251	-14.0%	-20.3%
South Bend	805	697	771	10.6%	-4.2%	360	300	311	3.7%	-13.6%
Southeast	800	588	606	3.1%	-24.3%	299	251	273	8.8%	-8.7%

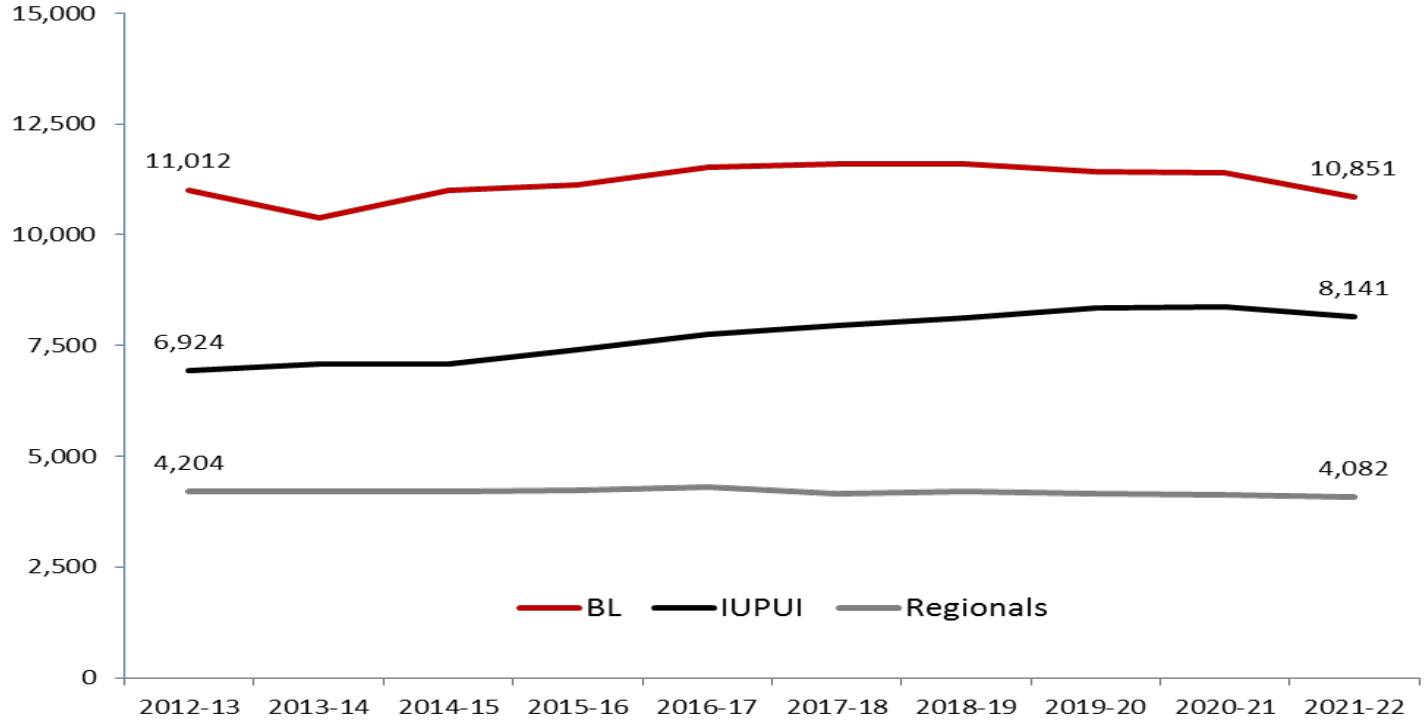
Census Record

Retention to the 2nd Year

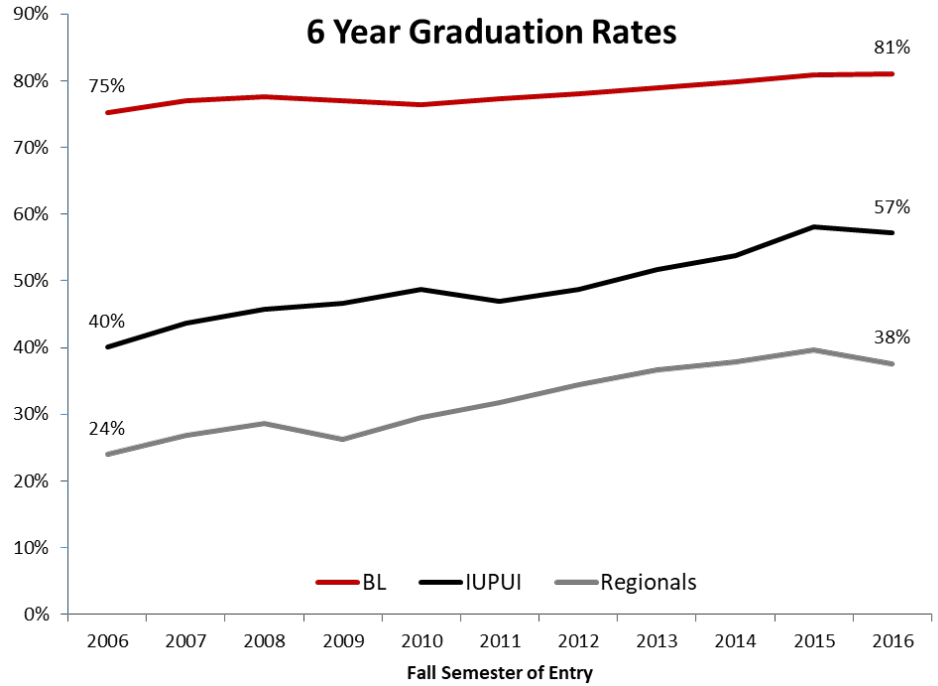


Full-Time, Beginner Bachelor's Degree Seekers Only

Degree Completions

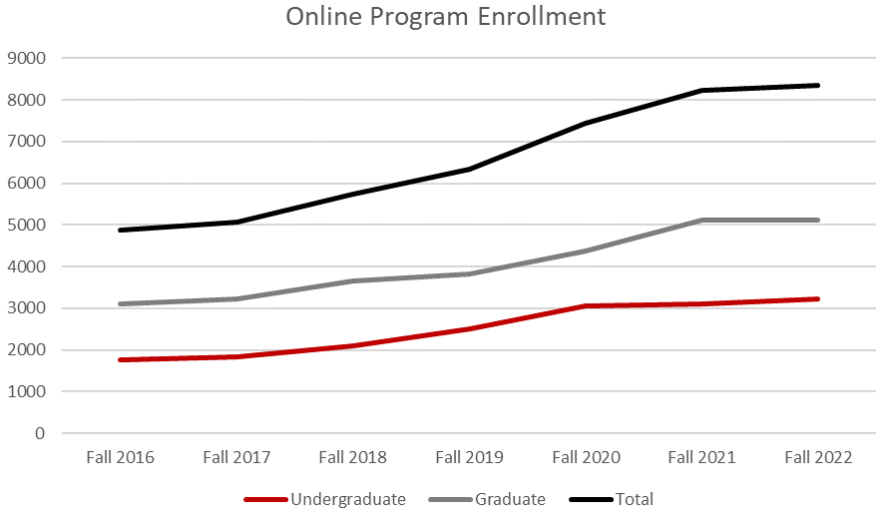


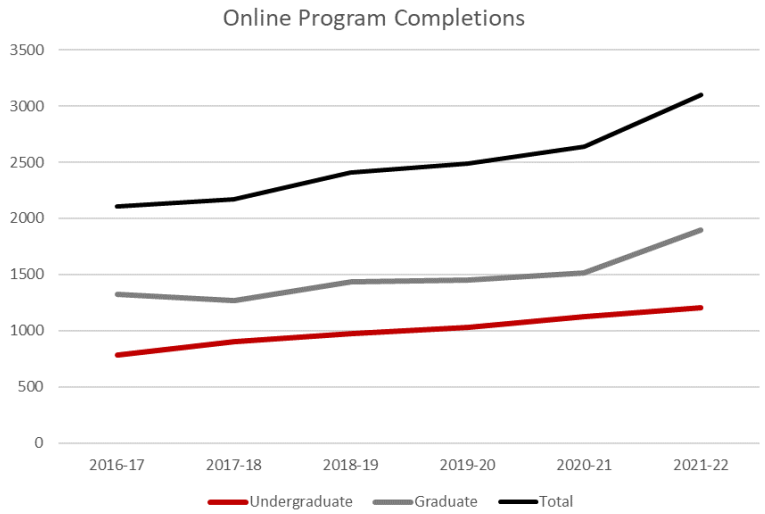
Graduation Rates



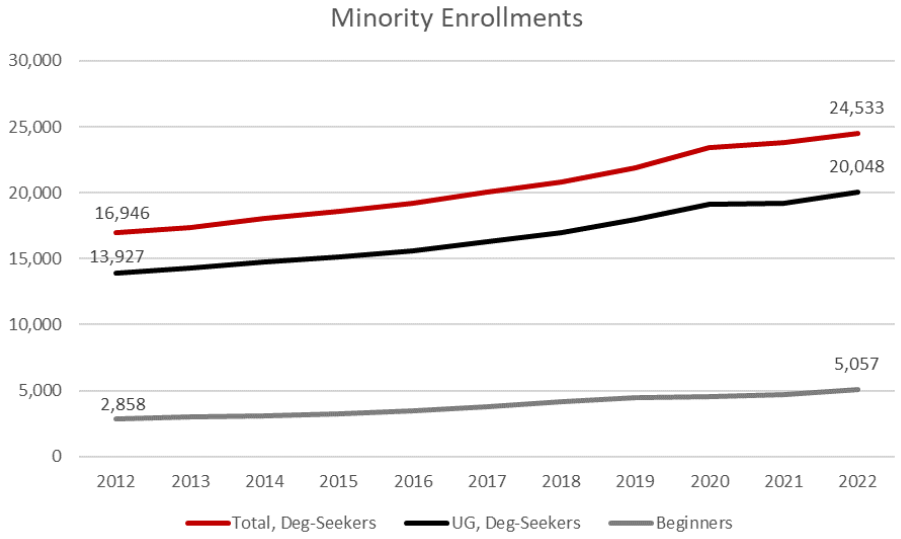
Full-Time, Beginner Bachelor's Degree Seekers Only

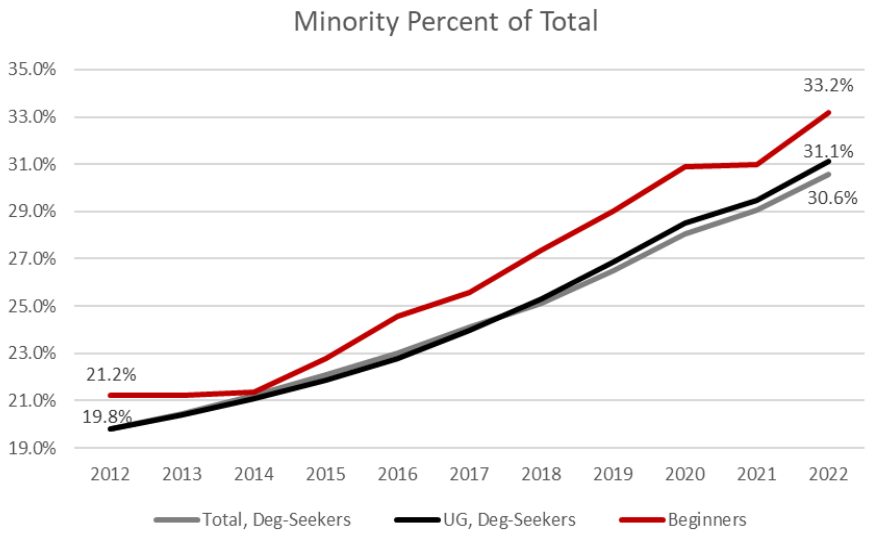
Online Education





Diversity

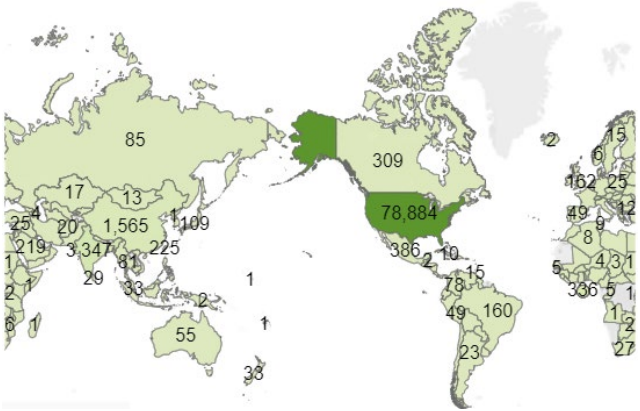




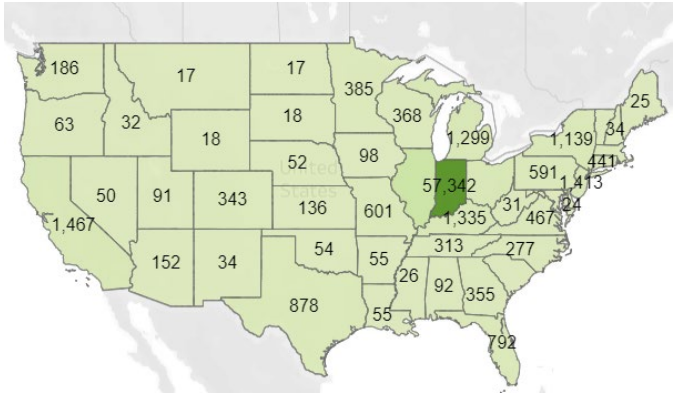
Minority enrollment and calculated percentages are provided for the categories of students of color. Students of color is defined by self-reported race/ethnicity classification as African American, Native American, Hispanic, Asian, Pacific Islander, and Two or More Races. The denominator in this ratio includes White but excludes International and unknown.

Student Origin

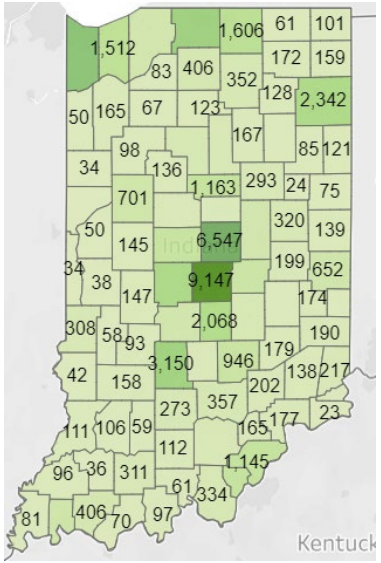
167 Countries



All 50 States and D.C.



All 92 Indiana Counties



Key Takeaways

- **Retention (Fall to Fall):** Retention rates appear to be rebounding after the COVID era, particularly on the regional campuses.

- **6-Year Graduation Rates:** Overall 6-Year graduation rates remained stable compared to last year. However, the regional campuses did have a slight decline.

- **Diversity:** Students of Color are steadily increasing and hit a record share of 30.6% this fall compared to 19.8% back in 2012.

Questions?

ATTACHMENT B - Creating Connectedness, Cultivating Community

Creating Connectedness, Cultivating Community

Victoria Garcia Wilburn, DHSc, OTR, FAOTA
School of Health and Human Sciences, Department of Occupational Therapy

IUPUI

Spirit of Gratitude

Thank you

- Indiana University Board of Trustees
- Deans Bahamonde & Keith
- Dr. Peter Altenburger, Chair & Dr. Julie Bednarski, Program Director
- EMPOWER Program
- Office of the Executive Vice Chancellor for Academic Affairs, the Office of Community Engagement, and the Office of the Vice Chancellor for Research
- Former IUPUI Chancellor Charles R. Bantz

Destined to be a Jag

Connecting to a Culture of “Firsts”

“First” accomplishments

1. Fellow, American Occupational Therapy Association
2. Board of Directors, American Occupational Therapy Association
3. Congressional Testimony, on behalf of the four allied health professional associations

Community is Contagious

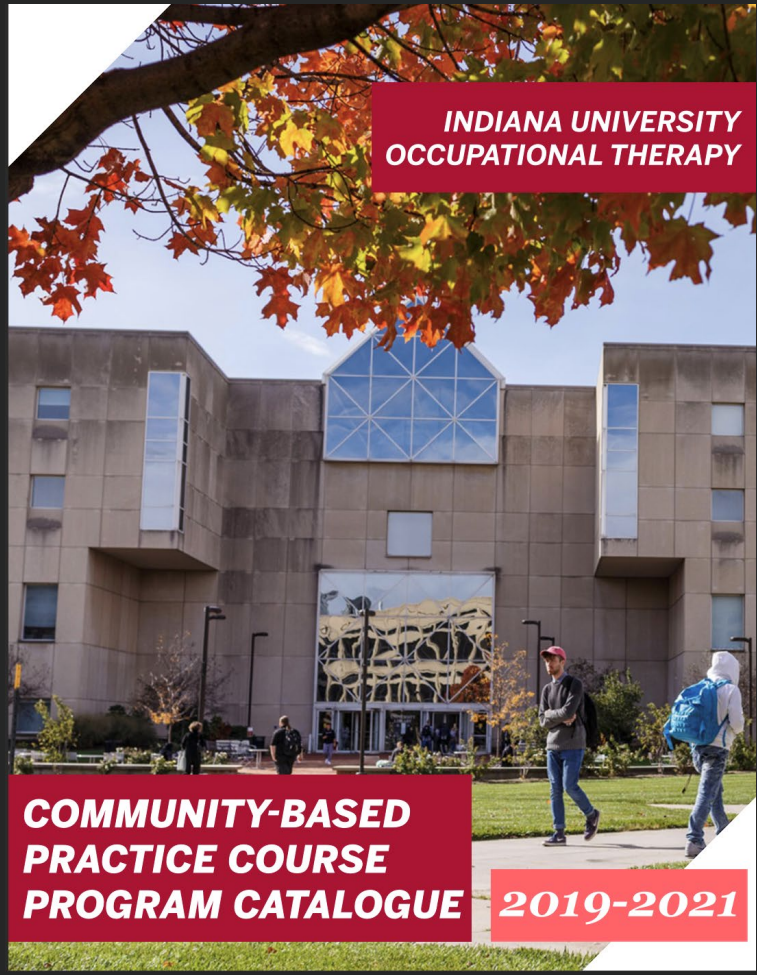
Finding success despite COVID-19

“The antidote to overdose is community”

1. Hope Academy Recovery High School
   - Curriculum Design, Qualitative Study
   - Ecological Momentary Assessment
2. Overdose Lifeline
   - Camp Mariposa, Healthcare Provider Training Collaborative
   - Innovative Approach to Harm Reduction

Connecting Communities

A new kind of lab



Thank you!

vwilburn@iu.edu

LinkedIN: Victoria Garcia Wilburn

ATTACHMENT C – Fiscal Year 2022 Financial Report

Fiscal Year 2022 Financial Report

December 2022

State of Higher Education

Moody's Investors Service – December 2021

Higher Education Sector Profile

Moody's Investors Services issued a stable outlook for the sector in 2022.

- Moody's outlook was upgraded after two years of negative forecasts, related to the pandemic.
- Return to in-person activities was expected to result in improved revenue streams.
- Operating revenue increases were expected to rise between 4%-6%, due to rebounding of tuition and fees, as well as auxiliary revenue, including housing.
- Labor shortages and inflation were expected to challenge institutional spending.

Indiana University Financial Performance & Outlook

- **F22 Results**
  - Strong balance sheet and increase in net position
  - Positive overall enrollment trends
  - Rebounding of auxiliary and other revenue
  - Controlled expense growth

- **Future Outlook**
  - FY2022 results reflect one-time gifts and stimulus funding
  - Pressures on enrollment and tuition will continue to constrain revenue
  - Inflationary pressure expected to continue into the next fiscal year
  - Continued focus on expense reduction and efficiencies to mitigate operating expense growth
  - Updated financial planning models, heading into biennium

Fiscal Year 2022 Financial Results

- **Increase in Net Position $451M[1]**
- **Return on Net Position 10.0%**
- **Statement of Revenues, Expenses, and Changes in Net Position**
  - Operating revenues increased $209M, 8.6%
  - Operating expenses increased $240M, 7.3%
  - Net non-operating and other revenues increased $38M[2], 3.0%

[1] FY22 performance includes the $416M gift from IUH, which will be offset by expenses in future periods.

[2] FY22 Net-nonoperating and other revenues include gifts from IUH $416M and IUF $150M, as well as additional federal stimulus funds of $135M. These increases were offset by investment losses of ($202M), including unrealized losses of ($248M) and realized gains of $46M.

Condensed Statement of Net Position

(In thousands)

	June 30, 2022	June 30, 2021	Change
Total assets (including deferred outflows of resources)	$ 7,002,446	$ 6,664,674	5.1%
Total liabilities (including deferred inflows of resources)	2,022,403	2,135,963	-5.3%
Net investment in capital assets	2,580,502	2,542,568	1.5%
Restricted net position[1]	928,679	505,674	83.7%
Unrestricted net position	1,470,862	1,480,469	-0.6%
Total net position	$ 4,980,043	$ 4,528,711	10.0%

[1]Growth in Restricted Net Position is primarily due to the IU Health Gift of $416M.

Statement of Revenues, Expenses, and Changes in Net Position 5-Year Trends

For the Fiscal Years ended June 30, 2018-2022 *(In thousands)*							
Financial Statement Category	**FY2022**	**FY2021**	**FY2020**	**FY 2019**	**FY 2018**	**5-yr $ Change**	**5-yr CAGR**
Operating revenues[1]	$ 2,640,092	$ 2,431,302	$ 2,523,577	$ 2,462,476	$ 2,385,536	$ 254,556	2.0%
Operating expenses[2]	(3,504,209)	(3,264,684)	(3,474,955)	(3,304,476)	(3,175,110)	$ (329,099)	2.0%
Operating loss	**(864,117)**	**(833,382)**	**(951,378)**	**(842,000)**	**(789,574)**	$ (74,543)	1.8%
State appropriations	592,635	563,929	589,746	582,403	576,597	$ 16,038	0.6%
Investment income	(201,918)	368,232	102,199	124,744	43,611	$ (245,529)	-235.9%
Gifts and all other[3]	924,732	344,821	452,915	245,271	281,921	$ 642,811	26.8%
Total net nonoperating revenue	1,315,449	1,276,982	1,144,860	952,417	902,128	$ 413,321	7.8%
Increase in net position	451,332	443,600	193,483	110,417	112,554	$ 338,778	32.0%

Return on net position	**10%**	**11%**	**5%**	**3%**	**3%**

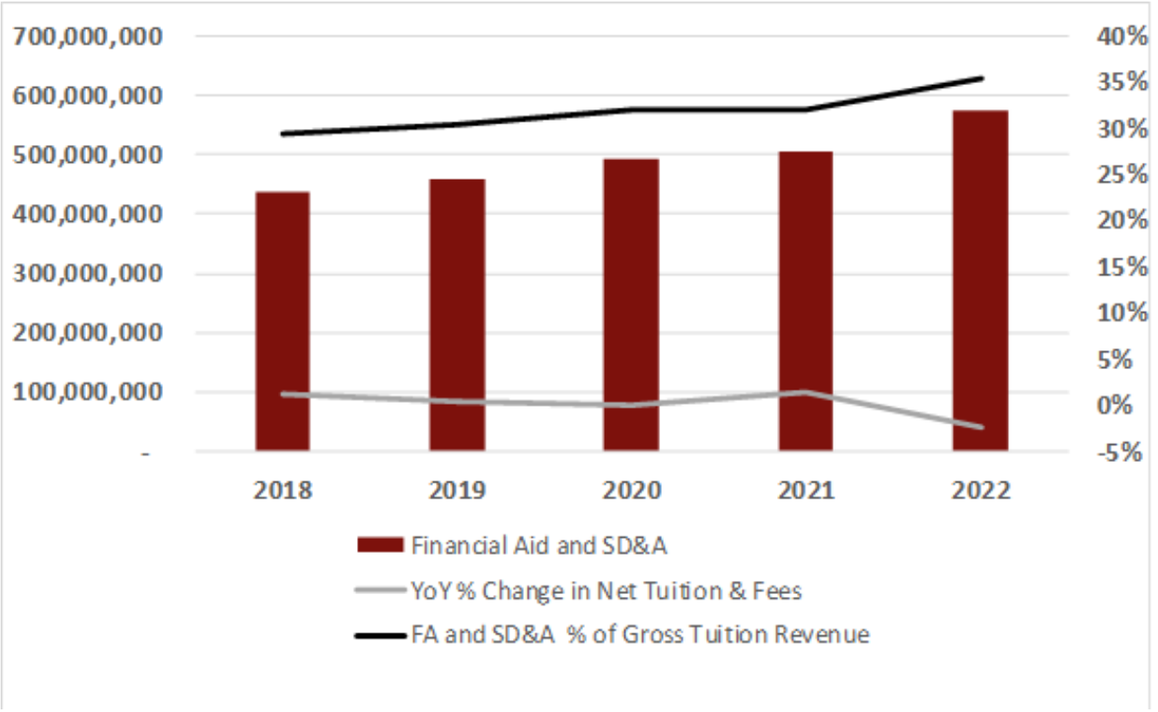
For comparative purposes, prior fiscal years above have not been restated

[1] Auxiliary revenue realized significant increases, returning to pre-pandemic levels. Auxiliary revenue exceeded FY19 by 1.9%.

[2] Operating expenses increased, however FY22 totals exceeded FY20 by less than 1%. FY22 Compensation still remains ($39M) or 1.7% below FY20 levels.

[3] Gifts and other nonoperating revenue includes gifts from IU Health $416M and IU Foundation $150M, as well as additional Federal Stimulus Funds of $135M.

Student Financial Aid and Scholarship Discount & Allowance funding increased by $137 million from 2018 to 2022



	2018	2019	2020	2021	2022[1]	5 Year CAGR
Tuition & Fees	$ 1,487,950,718	$ 1,514,262,592	$ 1,547,225,251	$ 1,573,780,000	$ 1,619,207,000	1.7%
Financial Aid and SD&A	437,852,597	459,884,671	493,664,176	504,220,000	574,470,000	5.6%
Tuition & Fees, net of SD&A & FA	1,050,098,121	1,054,377,921	1,053,561,075	1,069,560,000	1,044,737,000	-0.1%
YoY % Change in Net Tuition & Fees	1%	0%	0%	2%	-2%	
FA and SD&A % of Gross Tuition Revenue	29%	30%	32%	32%	35%	

[1] Excluding federal stimulus funds, the year-over-year percentage change in Net Tuition & Fees for FY22 would have been between 1-4%

Fiscal Year 2022 – Financial Statement Updates

Change in presentation of Discretely Presented Component Units
Note 16 for details

Indiana University
Statement of Net Position
(in thousands of dollars)

	Indiana University		Discretely Presented Component Units	
	June 30, 2022	June 30, 2021 (as restated)	June 30, 2022	June 30, 2021
Assets				
Current assets				
Cash and cash equivalents	$ 273,003	$ 278,680	$ 140,302	$157,401
Collateral under securities lending agreement	-	-	16,066	60,905
Accounts receivable, net	147,352	172,056	77,707	87,059
Current portion of notes receivable	11,948	12,197	-	-
Inventories	-	-	-	-
Current portion of lease receivable	1,906	1,989	-	-
Short-term investments	259,906	86,923	-	-
Other assets	49,400	51,125	344	230
Total current assets	**743,515**	**602,970**	**234,419**	**305,595**
Noncurrent assets				
Restricted cash and cash equivalents	17,882	49,249	-	-
Notes receivable	34,504	40,342	-	-

Fiscal Year 2022 – Financial Statement Updates

GASB 87 (Leases)

- ***Leases as financing arrangements with the right to use underlying assets.***
- ***Restatements reflected, as of July 1, 2020***
- ***GASB 87 Financial Statement impact, as of July 1, 2020***
  - Increase in assets of approximately $106M
  - Increase liabilities and deferred inflows of approximately $107M
  - Decrease in Net Position of less than $1M, as a result of the change

Indiana University

Board of Trustees

Presentation of the 2022 Audit Results

December 1, 2022

Katie Thornton, CPA
Partner
Plante Moran

Steve Bondar, CPA
Senior Manager
Plante Moran

Independent Auditor's Report

Plante Moran issued a “Clean” opinion on IU’s FY 2022 basic financial statements

Basic Financial Statements

University’s Financial Statements

Discretely Presented Component Units’ Financial Statements

Footnotes to the Financial Statements

IU Foundation
IU Medical Group Foundation
Riley Children’s Endowment
Regenstrief Institute

Audit Items

- Independent Auditor's Report
  - Unmodified “Clean” Opinion – Highest level of assurance
- Audit Process
  - Complete cooperation from management
  - No material weaknesses identified; One significant deficiency identified
  - Covered results in detail with Finance, Audit and Strategic Planning Sub-Committee
  - Report date – October 28, 2022
  - Submitted to the State of Indiana – October 31, 2022
- Other items
  - Radio & TV station departmental audits
  - Subsequent events update to State of Indiana
- Thank you for the opportunity to serve Indiana University!

ATTACHEMENT D – Indiana University Operating Funds Investment Portfolio Overview

Capital Cities

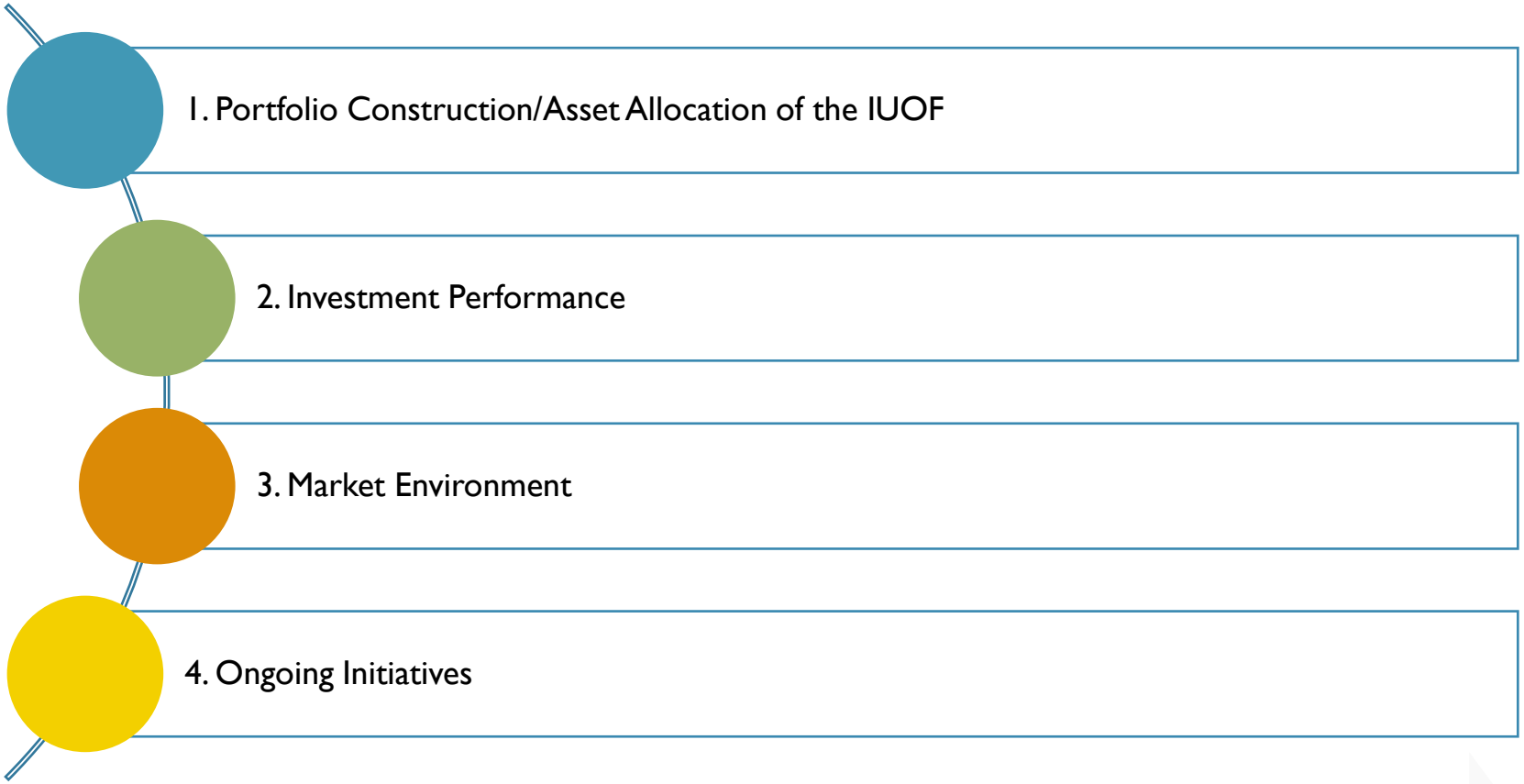
INSTITUTIONAL INVESTING MADE PERSONAL

Indiana University Operating Funds Investment Portfolio Overview

December 2022 *(Data as of June 30, 2022)*

Today's Goals

Investment Portfolio Overview



IUOF Portfolio Construction Overview

Tiered Structure Balances Liquidity Needs with Total Return

	Tier	Investment Style	Target Allocation	Rebalancing Range
Liquidity Tiers	I	Cash, Active Cash	$450 million	$300M - $700M
	II	Defensive Fixed Income	$200 million	$200M - $300M

	Tier	Investment Style	Target % of Tiers III/IV	Rebalancing Range
Total Return Tiers	III	Core Plus Fixed Income	52%	+/- 10%
	IV	Passive Equity	48%	+/- 10%

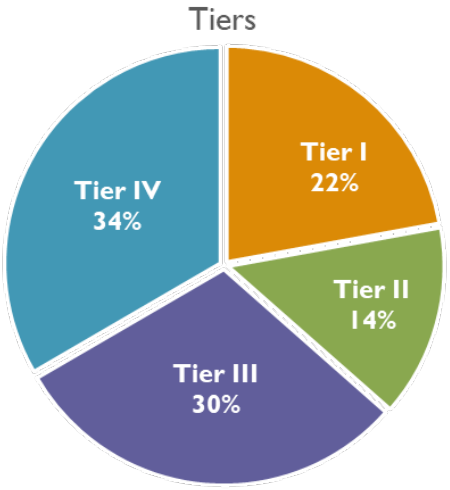
Current Liquidity Overview:

- IU ended fiscal 2022 in a very strong liquidity position with $680 million in Tier I (Cash and Active Cash).
- $400M of the IU Health gift was invested in Tiers I & II in March. Looking ahead, IU expects outflows to rise as the IU Health gift will be spent down over next several years.

IUOF Portfolio Construction Detail

Structure Emphasizes Diversification, Return Potential and Low Fees

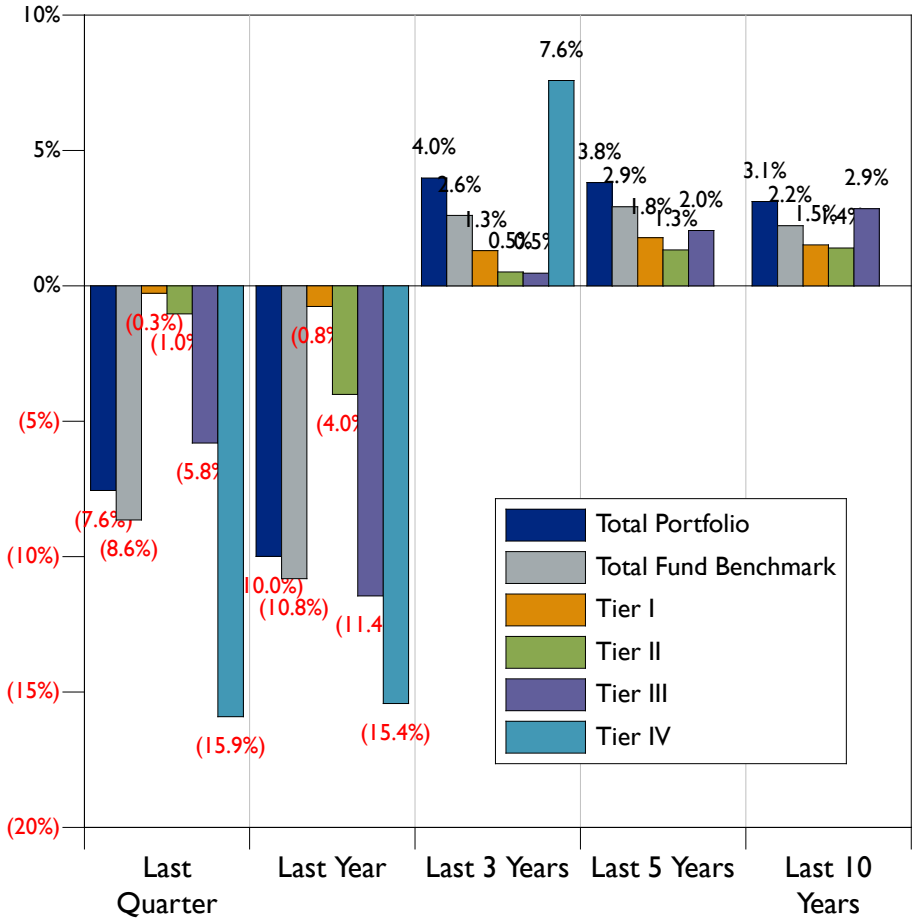
	Investment Manager	Investment Style	Market Value (6/30/22)
Tier I	Smith Graham	Active Cash	$ 24,244,478
	MetLife	Active Cash	$ 73,647,005
	Payden & Rygel	Active Cash	$ 343,042,181
Tier II	Merganser Capital	Defensive Fixed	$ 168,732,969
	Old National	Defensive Fixed	$ 19,963,525
	PIMCO	Defensive Fixed	$ 97,818,893
Tier III	Western Asset	Core Plus Fixed	$ 192,570,278
	Reams Asset Mgmt	Core Plus Fixed	$ 207,152,017
	Loomis Sayles	Core Plus Fixed	$ 200,365,270
Tier IV	Vanguard	Passive Domestic Equity	$ 503,719,728
	Vanguard	Passive International Equity	$ 161,591,757
			$ **1,992,848,101**



- Active management is utilized within Fixed Income, allowing for alpha potential through sector rotation, security selection and duration management. This is particularly important during times of market duress for managers to not only seek to avoid permanent impairment, but also to position opportunistically when pricing is depressed.
- Passive management is utilized within Equity to provide broad market exposure at a very low cost.

IUOF Performance (Total Return)

As of June 30, 2022



- For the fiscal year ending June 30, 2022, the total IUOF exhibited a -10.0% return.
- On an absolute basis, the negative performance was driven by the extreme downturn in the market, with Tier IV (Equity) returning -15.4% and Tier III (Broad Fixed Income) returning -11.4%.
- The Liquidity Tiers (Tiers I and II) were negative, at -0.8% and -4.0%, respectively, but held up considerably better than the broad market.
- IUOF net of fee annual returns for fiscal years 2021, 2020, and 2019 were 17.0%, 6.5%, and 6.4%, respectively.
- Over longer time periods, the IUOF is exhibiting positive absolute net returns and outperforming its benchmark on a relative basis, due to strong active management:
  - 3-year: 4.0% vs. 2.6%
  - 5-year 3.8% vs. 2.9%
  - 10-yr: 3.1% vs. 2.2%

IUOF Performance (Income Yield)

As of June 30, 2022

	Effective Yield	
	6/30/2021	6/30/2022
Smith Graham	0.16%	0.91%
Payden	0.54%	2.71%
Metlife	0.39%	3.20%
Tier I	***0.50%***	***2.69%***
Merganser	0.62%	3.80%
PIMCO	0.95%	4.70%
Old National	0.47%	2.25%
Tier II	***0.72%***	***4.00%***

	Effective Yield	
	6/30/2021	6/30/2022
Western	3.19%	5.85%
Reams	1.90%	5.00%
Loomis	2.35%	4.86%
Tier III	***2.48%***	***5.23%***
Vanguard US*	1.28%	1.65%
Vanguard Non-US*	2.24%	3.31%
Tier IV*	***1.55%***	***2.12%***
Total	***2.00%***	***4.12%***

- While the overall portfolio is invested to maximize total return, the current yield dynamics have drastically improved across the entire portfolio. Total yield expectations have more than doubled in the last year ending June 30.
- Accordingly, while total return volatility has been higher, the expected opportunity cost of maintaining liquidity balances has decreased due to higher yields in the short end of the curve.

Current Macro Challenges

And Implications on Portfolio Construction

Equity Market Volatility

- Unprecedented growth has been replaced with recent downturns
- Economic data and company fundamentals are still generally strong

Rising Inflation

- Years of quantitative easing has led to sustained high inflation
- Protecting purchasing power is becoming increasingly difficult

Rising Interest Rates

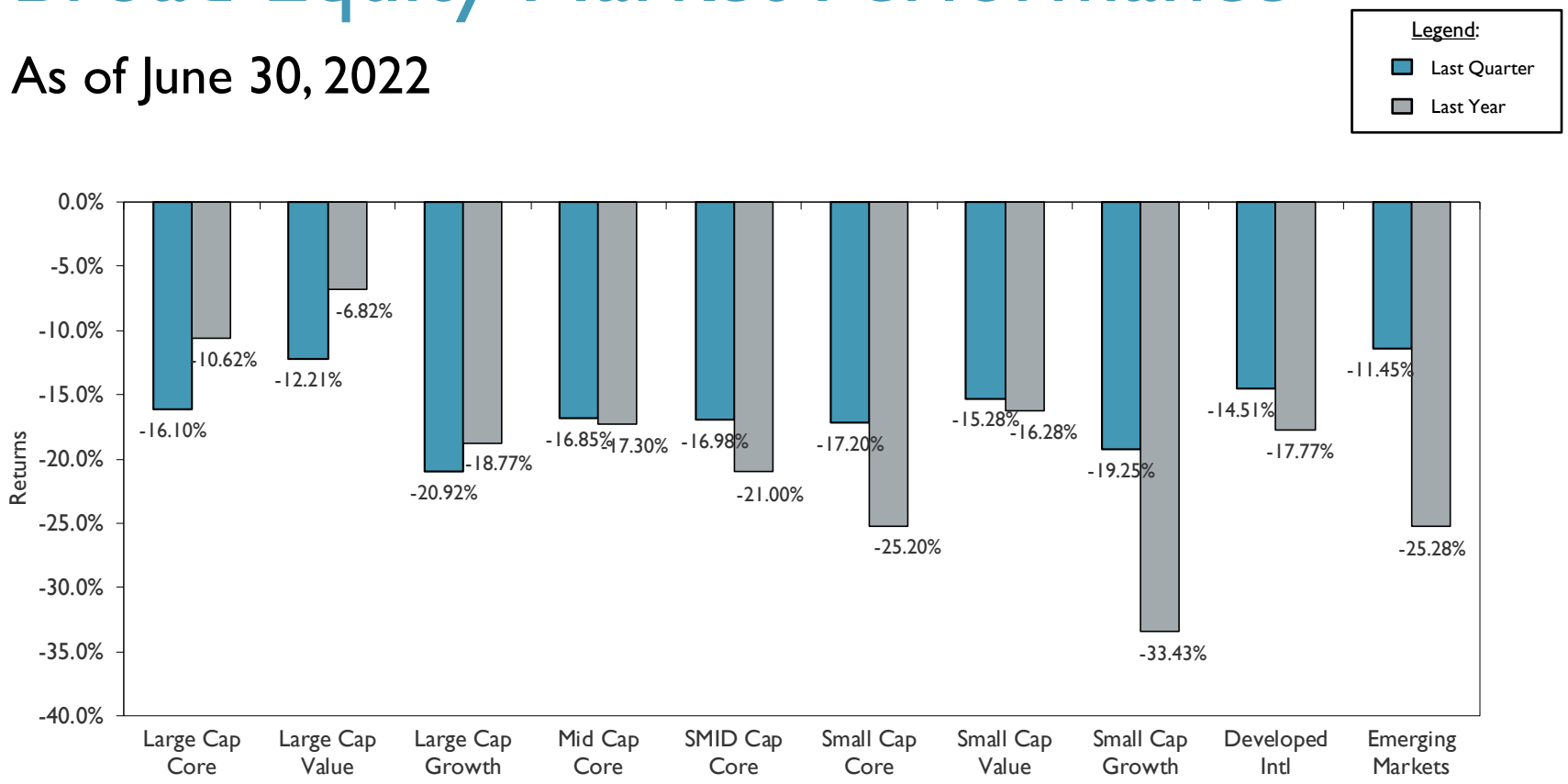
- Fixed Income is facing significant negative returns as the Fed attempts to curb inflation with rate hikes
- Yields, however, have materially improved

IUOF's Approach

1. Ensure liquidity needs are accommodated by Tiers I & II.
2. Maintain exposure to Equity to accommodate long-term growth goals.
3. Offset Equity risk and reduce opportunity cost with active Core Plus Fixed Income.
4. Continue to follow the policy-driven playbook, while also revisiting the key inputs (Liquidity Needs, Time Horizon, Risk Tolerance, Growth Objectives) to ensure the portfolio's construction matches the organization's needs.

Broad Equity Market Performance

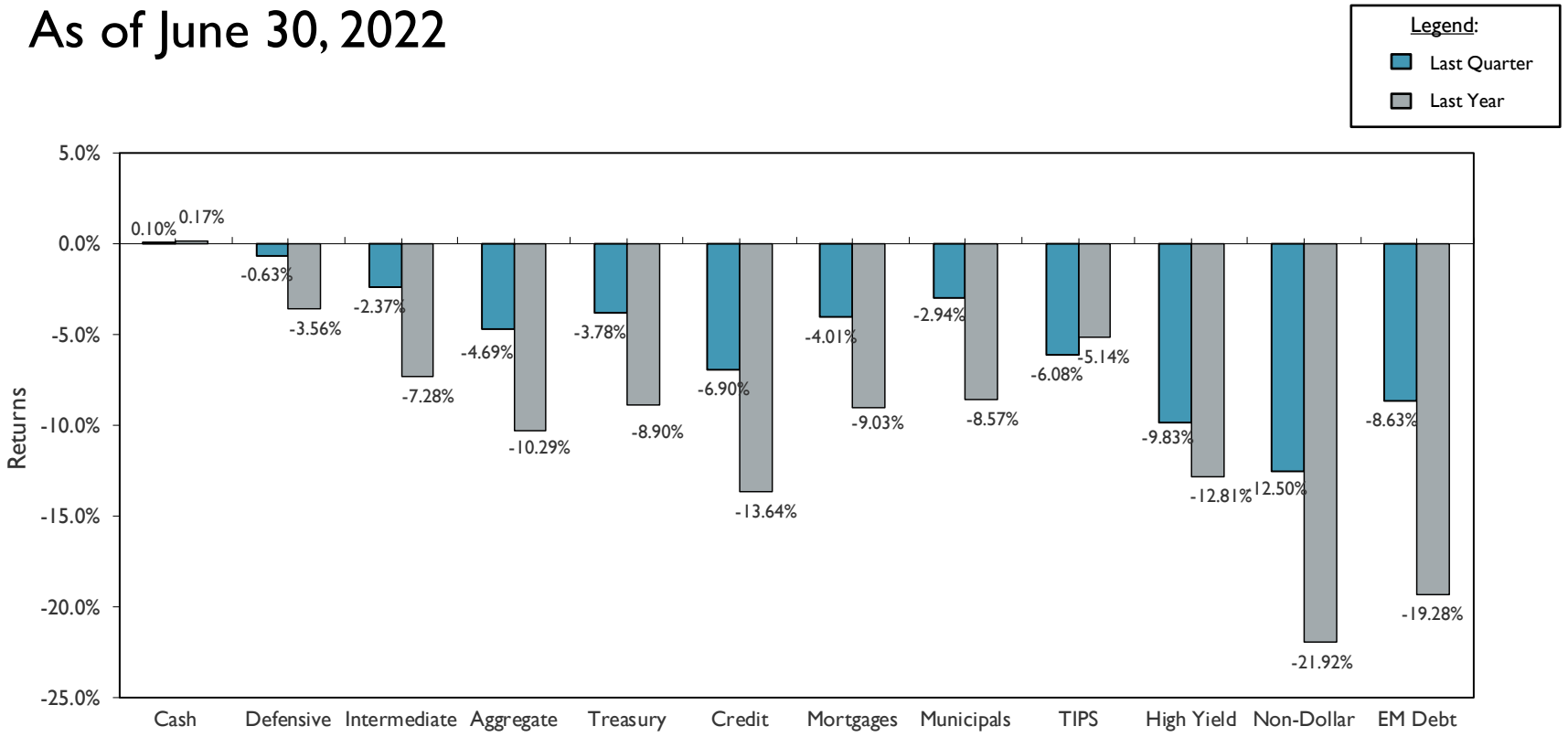
As of June 30, 2022



- Over the one-year period, all Equity styles are posting sharply negative returns.
- Larger company stocks have generally outperformed smaller company stocks.
- Value stocks have outperformed Growth stocks, in a reversal from previous periods.

Broad Fixed Income Market Performance

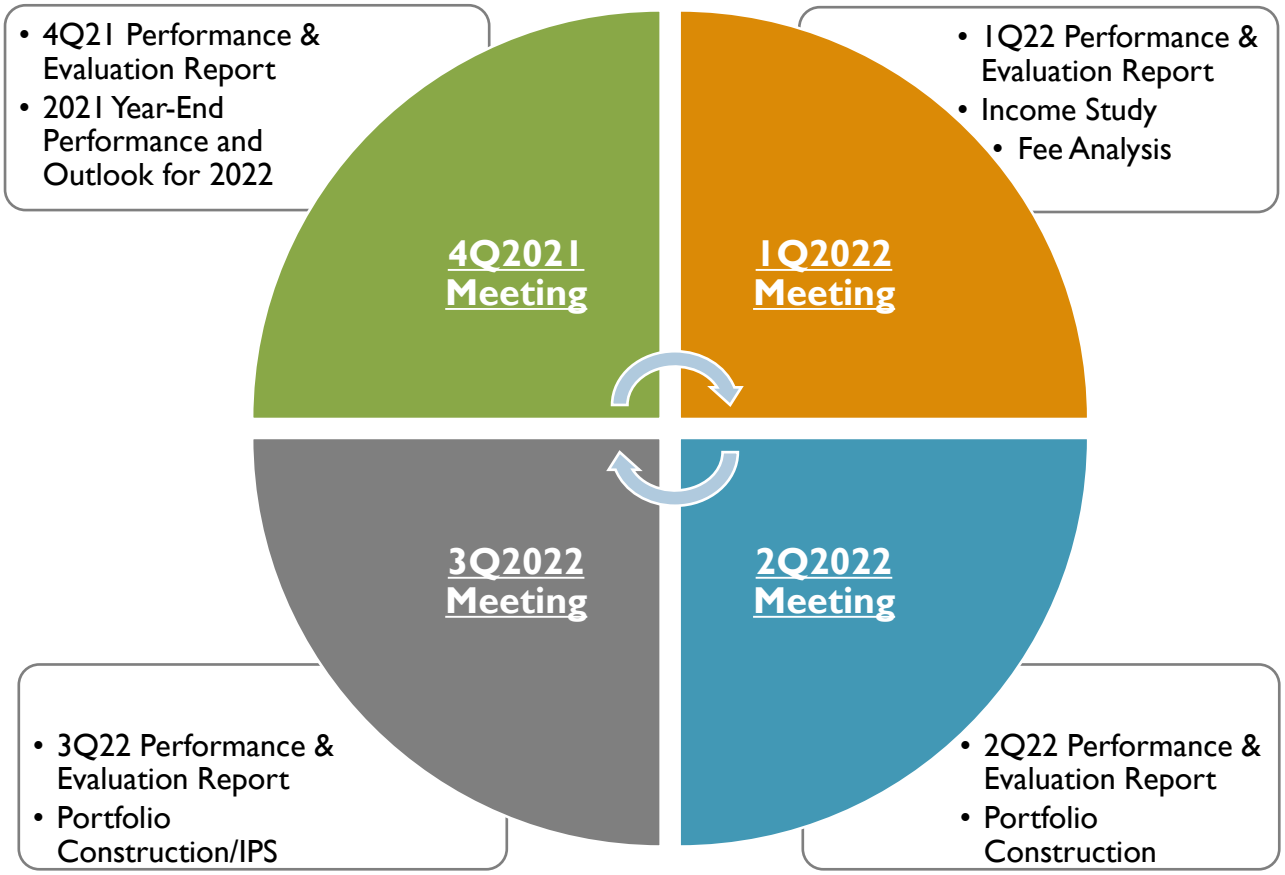
As of June 30, 2022



- Over the one-year period, all Fixed Income styles are posting sharply negative returns, save Cash.
- The broad proxy for Fixed Income, The Bloomberg Aggregate Index, is on track to exhibit its worst return in the history of the Index.
- Fixed Income has suffered dramatically from both interest rate risk (duration) and credit risk, in the volatile market.

2022 Fiduciary Oversight Calendar

Ongoing Investment Portfolio Initiatives



ATTACHEMENT E – IU Human Resources 2022-2023 Update and Employee Healthcare Program Annual Report

Indiana University Board of Trustees

IU HUMAN RESOURCES

2022-2023 UPDATE

Todd Richardson, CHRO and Vice President for Human Resources

December 2022

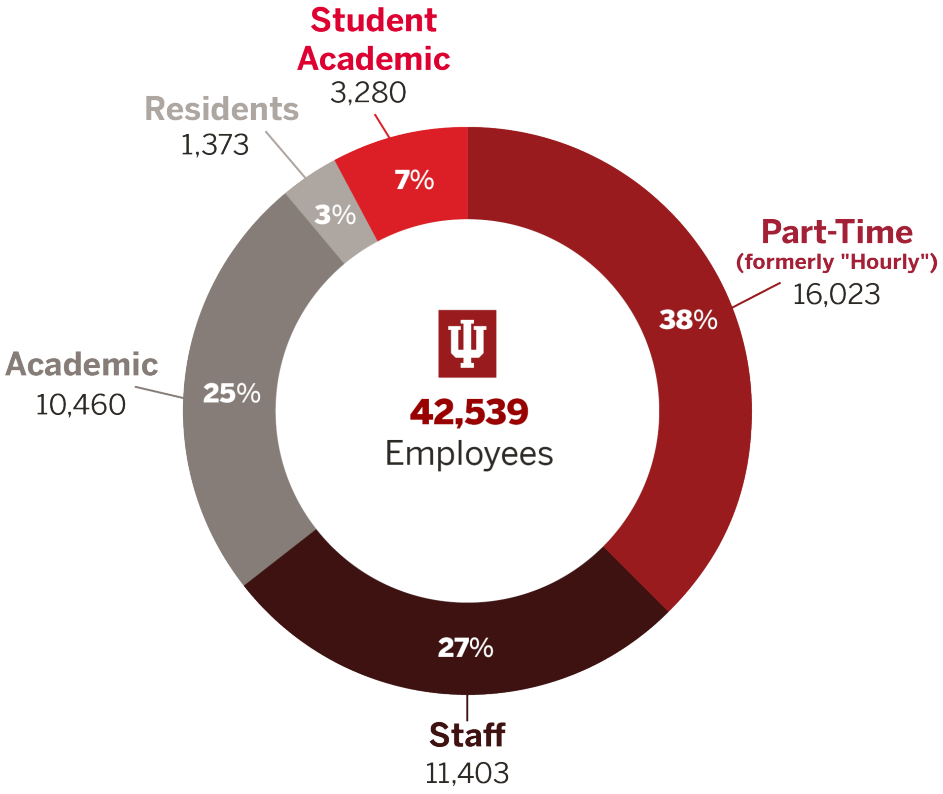
SECTION ONE

Employee Overview

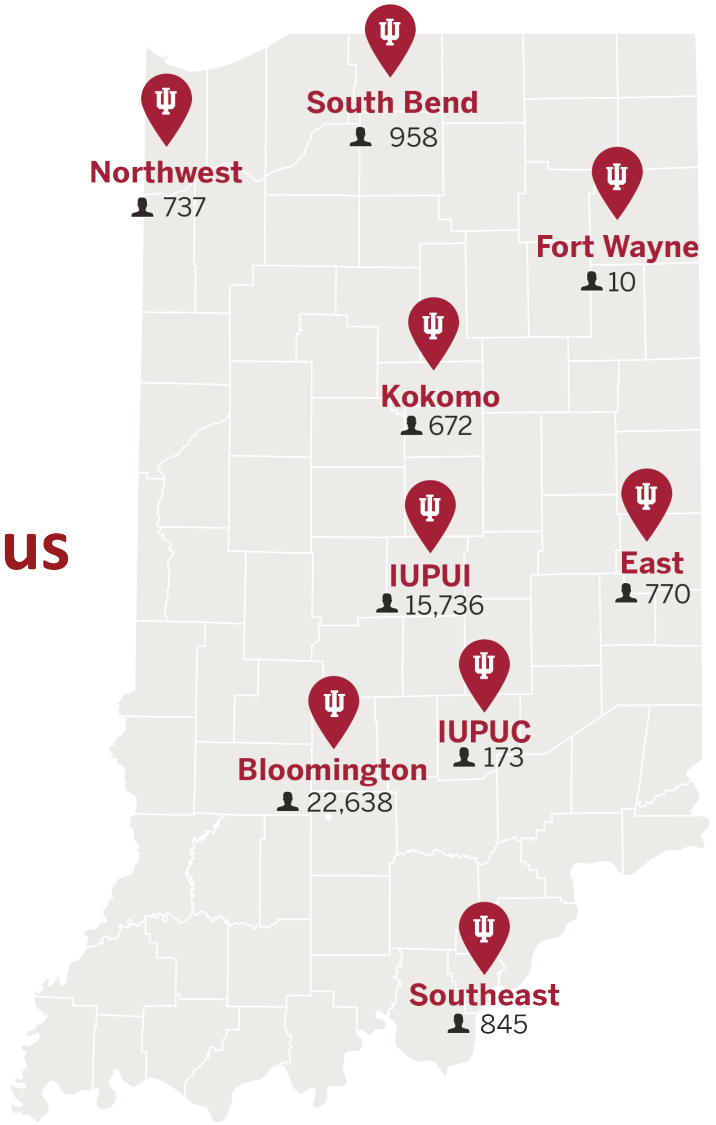
IU Employee Breakdown

All employee stats as of October 2022

By Classification



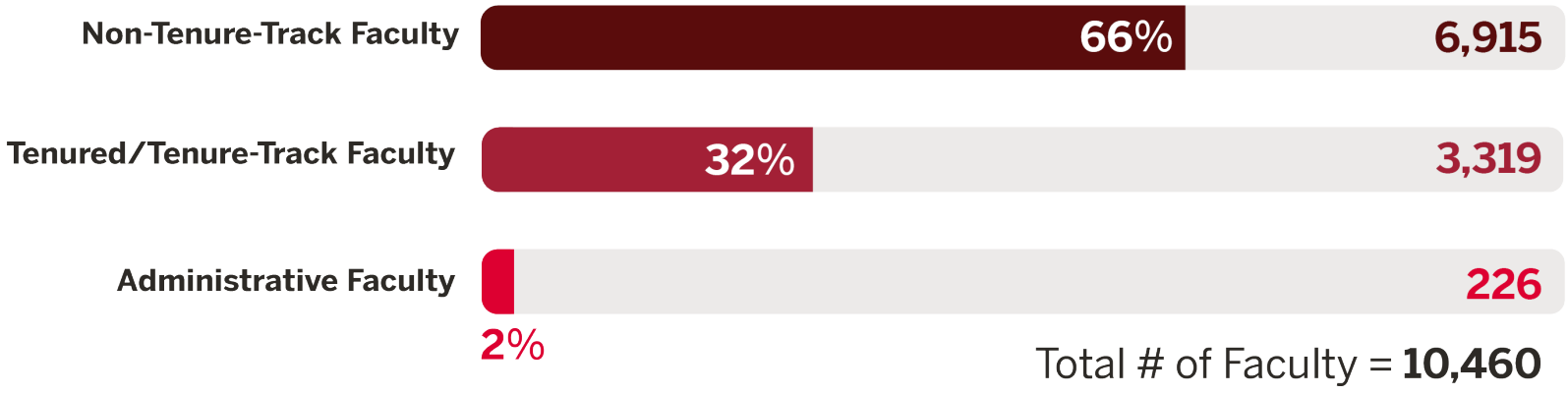
By Campus



INDIANA UNIVERSITY

IU Faculty

Faculty by Classification



Faculty by Generation

1% Generation Z (1997-2012)

33% Millennial (1981–1996)

39% Generation X (1965–1980)

26% Baby Boomer (1946–1964)

1% Traditionalist (1927–1945)

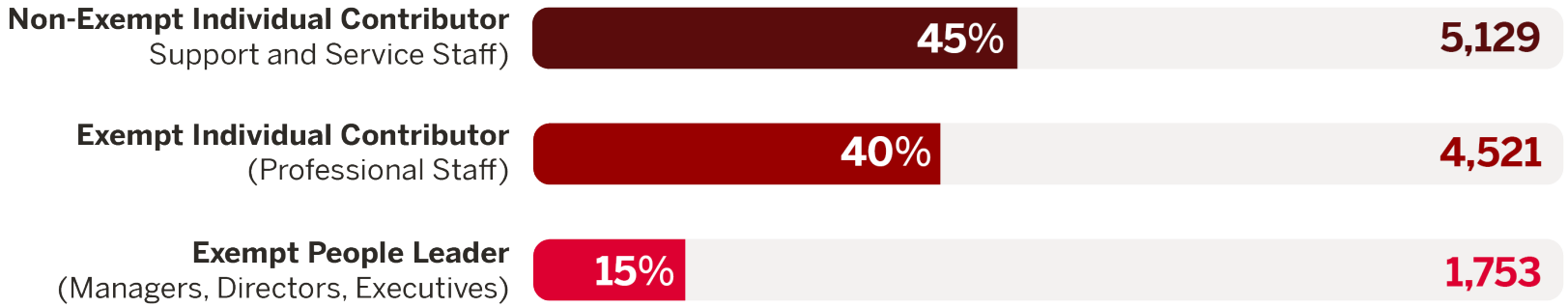
Faculty by Gender

50% Female

50% Male

IU Staff Employees

Staff by Classification



Total # of Staff Employees = **11,403**

Staff by Generation

6% Generation Z (1997-2012)

43% Millennial (1981–1996)

33% Generation X (1965–1980)

18% Baby Boomer (1946–1964)

<1% Traditionalist (1927–1945)

Staff by Gender

56% Female

44% Male

IU Staff Employees

Staff Longevity

10.97

Average years of full-time IU service

1,879

Moved jobs within IU FY21/22

New Hires FY 21-22

1,924

Staff Employees

14,176

Part-Time Employees

SECTION TWO

Benefits Update

Healthcare Plan Overview

- Employees eligible for healthcare coverage: **19,120**
- Employees enrolled in healthcare coverage: **17,412**
  (~40,000 enrolled including spouses and children)
- FY 2022/2023 IU budget projection for healthcare **~ $285 million**
- FY 2022/2023 projected trends for healthcare:
  - Average IU increase (annual) = **7.2%**
  - Average Market Increase Trend (annual) = **6–8%**

2023 Benefits – Medical Plan Changes

- IU Health Plans is no longer supporting IU's specific plan, so the IU Health HDHP will be discontinued.
- There will be an overall **8% increase,** with employees experiencing a 2% increase in contributions for medical coverage.
- Expanded programming for **members with diabetes and hypertension** through Livongo, including no cost tools and services.

2023 Benefits – Anthem PPO HDHP

- Deductibles will increase to **$1,800** employee-only / **$3,600** all other coverage levels
  - Increase of $100 employee-only / $200 all other coverage levels
- Out-of-pocket maximums will increase to **$3,600** employee-only / **$7,200** all other coverage levels
  - Increase of $200 employee-only / $400 all other coverage levels
- Plan benefits will be expanded to include a **travel benefit up to $2,000 annually** for covered medical services that are not available within 100 miles of the member's home, subject to plan cost share.

Dollar Change in Employee Contributions

Monthly Tobacco-free Rate Change by Coverage Level and Salary Band

	Current Enrollment	Less than $37,000	$37,000 - $64,999	$65,000 - $99,999	$100,000 - $149,999	$150,000 - $199,999	$200,000 - $250,000	$250,000 and Over
Anthem HDHP PPO*								
Employee Only	6,332	$ 0.91	$ 1.21	$ 1.58	$ 1.99	$ 2.41	$ 2.94	$ 3.41
Employee w/Child(ren)	1,895	$ 1.63	$ 2.18	$ 2.84	$ 3.58	$ 4.34	$ 5.29	$ 6.14
Employee w/Spouse	2,875	$ 2.40	$ 3.21	$ 4.18	$ 5.27	$ 6.39	$ 7.78	$ 9.03
Family	5,153	$ 2.90	$ 3.88	$ 5.05	$ 6.36	$ 7.72	$ 9.40	$ 10.91
Anthem PPO $500								
Employee Only	725	$ 3.18	$ 3.84	$ 4.98	$ 5.94	$ 6.94	$ 7.98	$ 9.06
Employee w/Child(ren)	91	$ 5.72	$ 6.92	$ 8.96	$ 10.70	$ 12.50	$ 14.37	$ 16.31
Employee w/Spouse	151	$ 8.42	$ 10.18	$ 13.19	$ 15.75	$ 18.40	$ 21.16	$ 24.01
Family	191	$ 10.17	$ 12.30	$ 15.92	$ 19.01	$ 22.22	$ 25.55	$ 29.00

*Includes IU Health HDHP population of 1,676 employees migrated to Anthem HDHP

SECTION THREE

Retirement Plan Amendments

Retirement Plan Amendments

- Secure Act required plan Amendments (all effective January 1, 2022)
  - First Amendment to Indiana University Replacement Base Plan
  - Fourth Amendment to the Indiana University Retirement Plan
  - Fourth Amendment to the IU Supplemental Early Retirement Plan
  - Third Amendment to the Indiana University 457(b) Retirement Plan
  - Third Amendment to the Indiana University Deferred Account Plan

Retirement Plan Amendments, cont'd

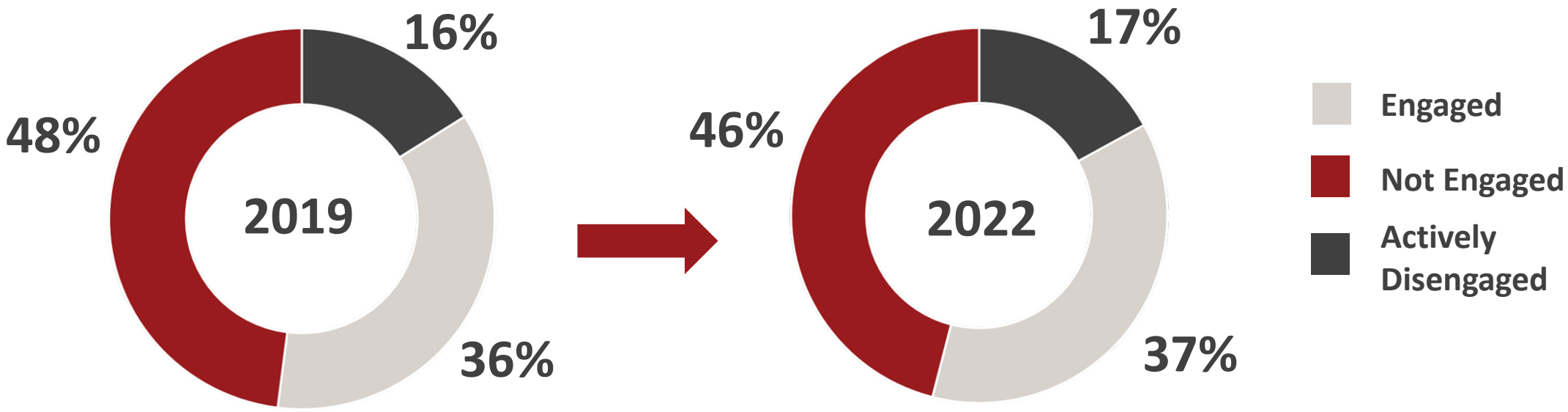
- Second Amendment to Indiana University Retirement Plan & Third Amendment to Indiana University Retirement & Savings Plan
  - Revisions to reflect changes in university processes and policies, including changes to the job framework and exempt/non-exempt classifications, as well as updates required by the SECURE Act;
  - Permits in-service distributions to participants who terminate with retiree status, are age 62 or older, and are re-employed, effective January 1, 2023. This allows those that retire from IU to return to work at IU and also withdraw from their base retirement plan.

SECTION FOUR

Key HR Initiative

Performance Management Strategy

MyVoice at IU



125 **Action plans created** by campuses, schools, divisions, or departments that identify an area for positively impacting employee engagement.

Performance Management

Current State

University-wide data:

- **Fewer than 59% of IU appointed staff participate in expectation conversations.**
- Fewer than 61% of IU appointed staff participate in 1:1 meetings.
- Fewer than 57% of IU appointed staff receive ongoing feedback.
- Fewer than 49% of IU appointed staff participate in development conversations.
- **Fewer than 65% of IU appointed staff participate in an annual performance conversations.**

Performance Management Strategy

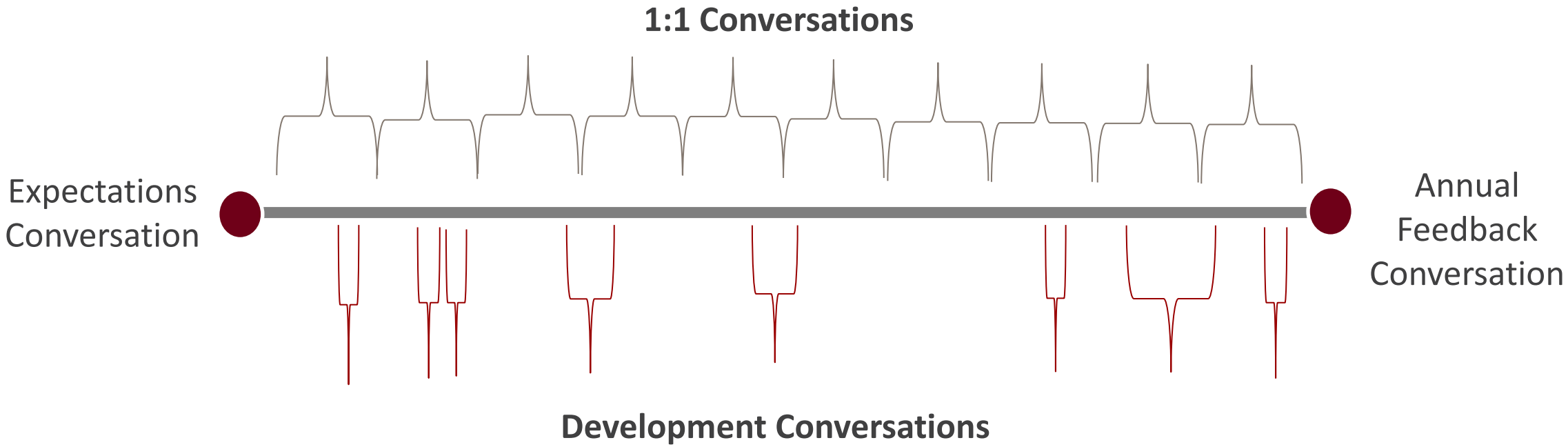
Purpose: To enhance engagement and drive accountability and performance by ensuring all staff receive the benefit of comprehensive performance management

Strategy:

- Define functional and behavioral expectations for each staff role
- Conduct consistent 1:1 staff/supervisor conversations
- Create annual growth and development plans for every staff member
- Have consistent annual performance conversations and reviews with every staff member

Performance Management

Creating a "Culture of Conversation"



Performance Management

Timeline

THANK YOU

Questions?

ATTACHEMENT F –Facilities Committee December 1, 2022 Report

VICE PRESIDENT FOR CAPITAL PLANNING AND FACILITIES

Indiana University Board of Trustees Facilities Committee

December 1, 2022

Thomas A. Morrison

INDIANA UNIVERSITY

PROJECT APPROVAL

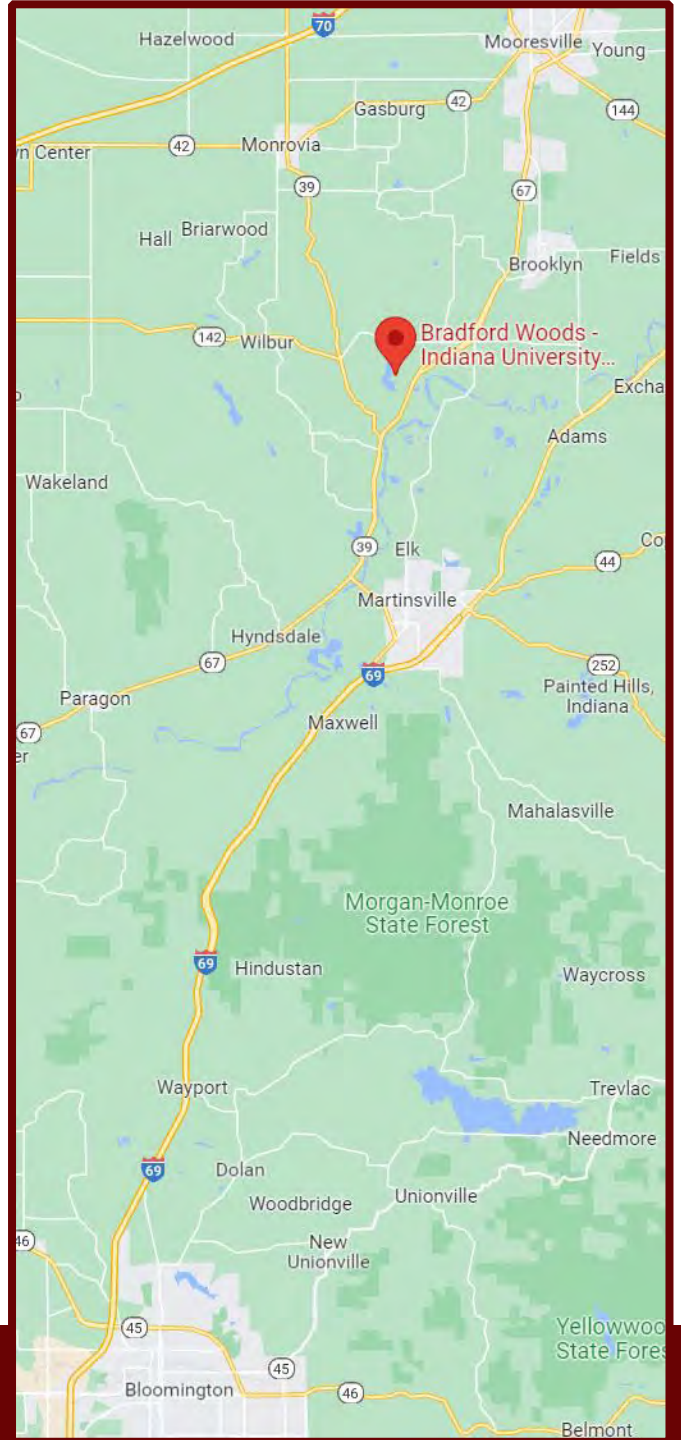
IUB – Bradford Woods – Demolition of Kickapoo Cabin, Cherokee Cabin, and Caretaker Trailer

Project Summary

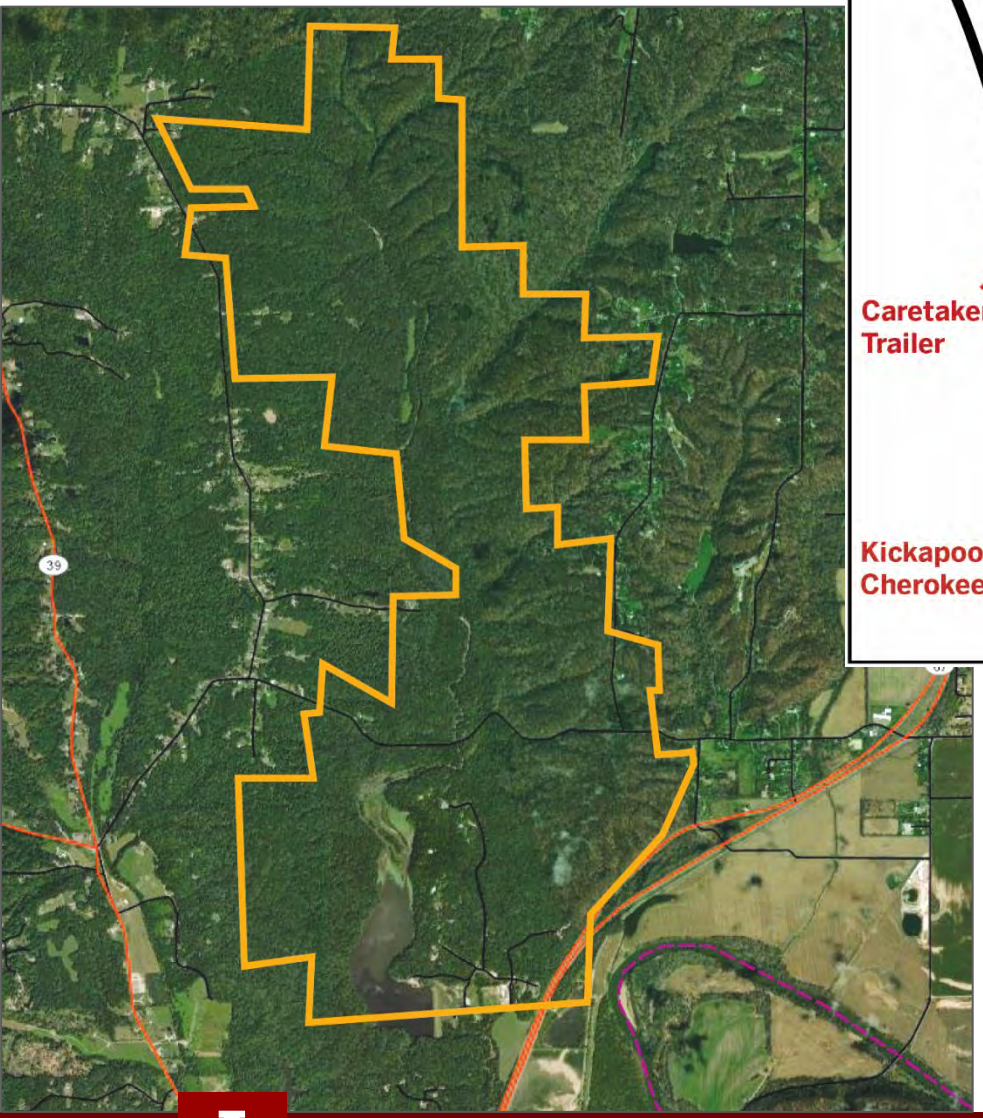
IUB – Bradford Woods – Demolition of Kickapoo Cabin, Cherokee Cabin, and Caretaker Trailer

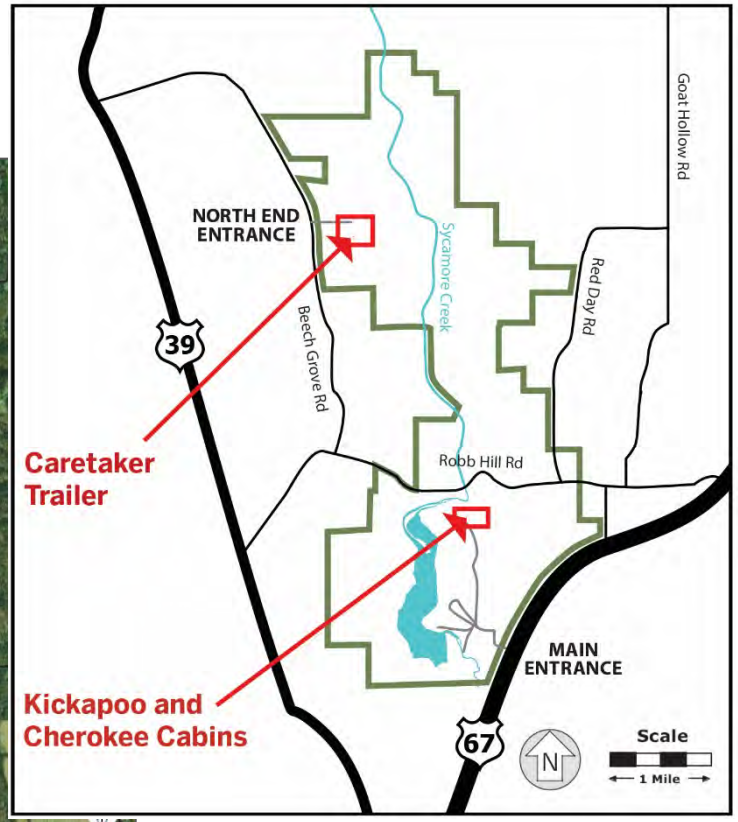
Estimated Completion: Summer 2023

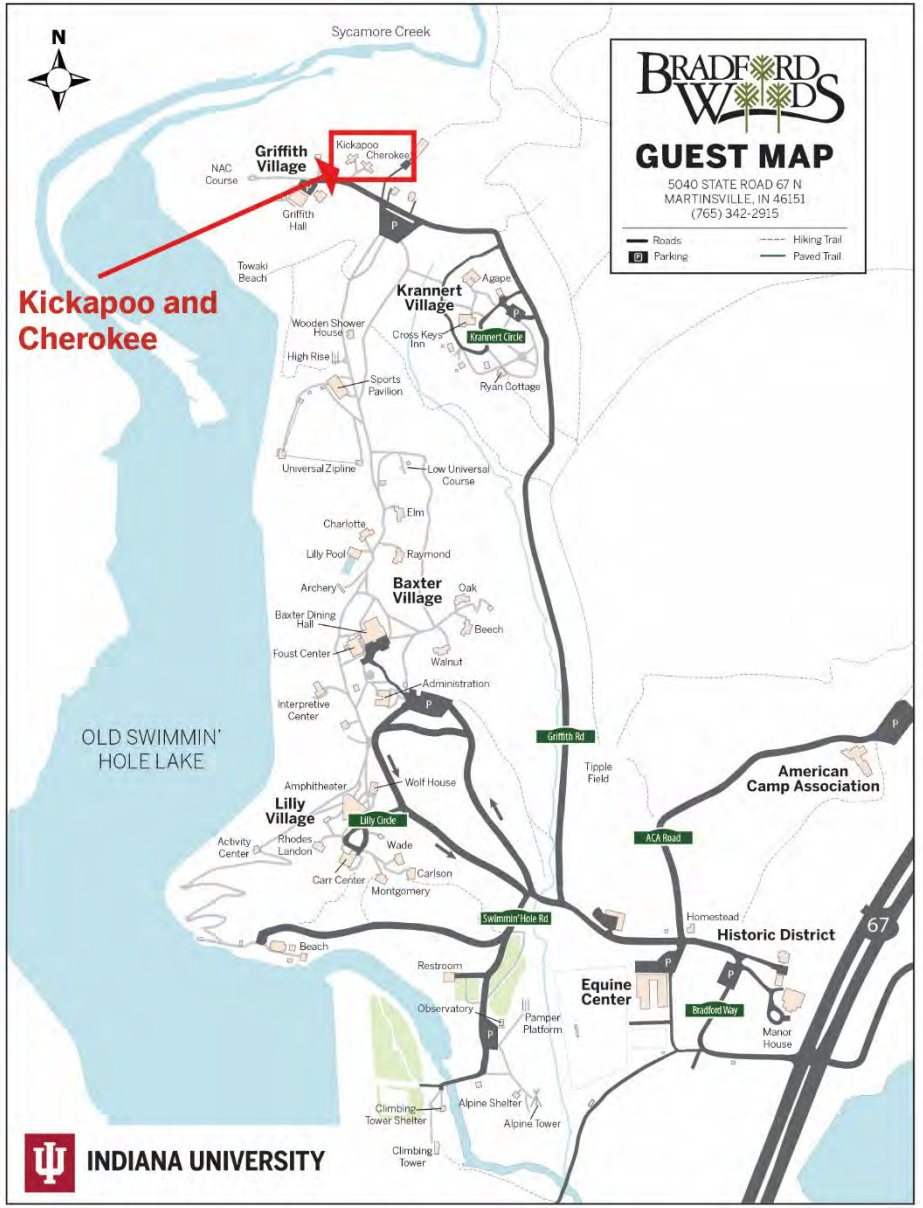
- Kickapoo and Cherokee Cabins opened in 1965, and Caretaker Trailer in 1978
  - All have accumulated significant deferred maintenance making renovation not feasible



Sites


39

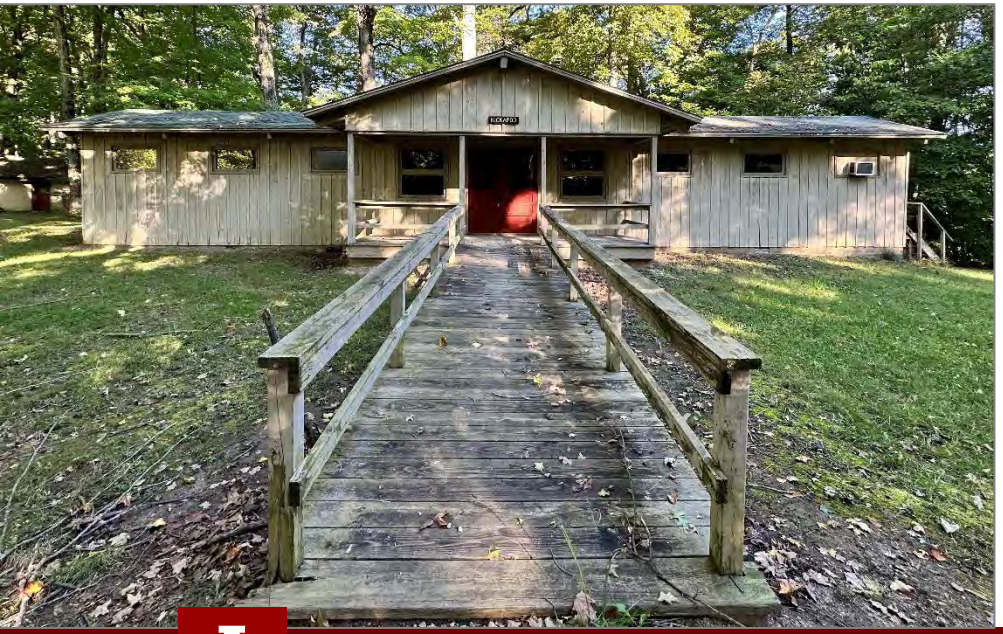

NORTH END ENTRANCE
Caretaker Trailer
Kickapoo and Cherokee Cabins
MAIN ENTRANCE
Goat Hollow Rd
Sycamore Creek
Red Day Rd
Beech Grove Rd
Robb Hill Rd
39
67
N
Scale
1 Mile


N
Sycamore Creek
BRADFORD WOODS
GUEST MAP
5040 STATE ROAD 67 N
MARTINSVILLE, IN 46151
(765) 342-2915
Roads
Hiking Trail
Parking
Paved Trail
Kickapoo and Cherokee
Griffith Village
Kickapoo
Cherokee
NAC Course
Griffith Hall
Towaki Beach
Krannert Village
Agape
Wooden Shower House
Cross Keys Inn
Krannert Circle
High Rise
Sports Pavilion
Ryan Cottage
Universal Zipline
Low Universal Course
Elm
Charlotte
Lilly Pool
Raymond
Archery
Baxter Village
Oak
Baxter Dining Hall
Beech
Foust Center
Walnut
Administration
Interpretive Center
OLD SWIMMIN' HOLE LAKE
Griffith Rd
Tipple Field
American Camp Association
Amphitheater
Wolf House
Lilly Village
Lilly Circle
ACA Road
Activity Center
Rhodes
Landon
Wade
Carr Center
Carlson
Montgomery
Swimmin' Hole Rd
Homestead
Historic District
67
Beach
Restroom
Equine Center
Observatory
Pamper Platform
Bradford Way
Manor House
Climbing Tower Shelter
Alpine Shelter
Alpine Tower
Climbing Tower
INDIANA UNIVERSITY

Kickapoo and Cherokee Cabins

Kickapoo Cabin (left)

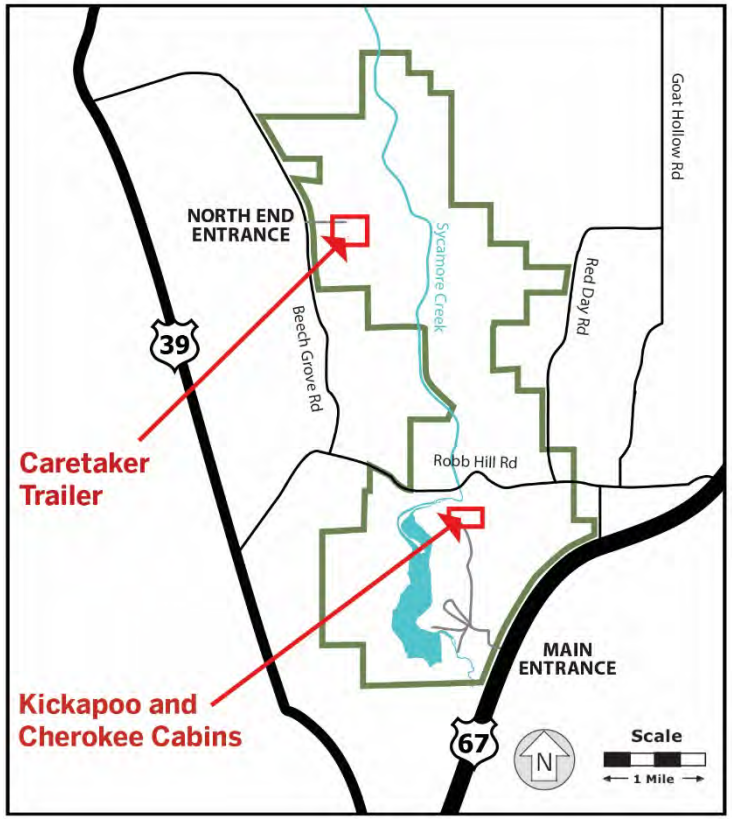
Cherokee Cabin (right)



Kickapoo Cabin (left); Cherokee Cabin (above)

Caretaker Trailer

IUB – Bradford Woods – Demolition of Kickapoo Cabin, Cherokee Cabin, and Caretaker Trailer



Kickapoo Cabin and Cherokee Cabin (above); Caretaker Trailer (below)

PROJECT APPROVAL

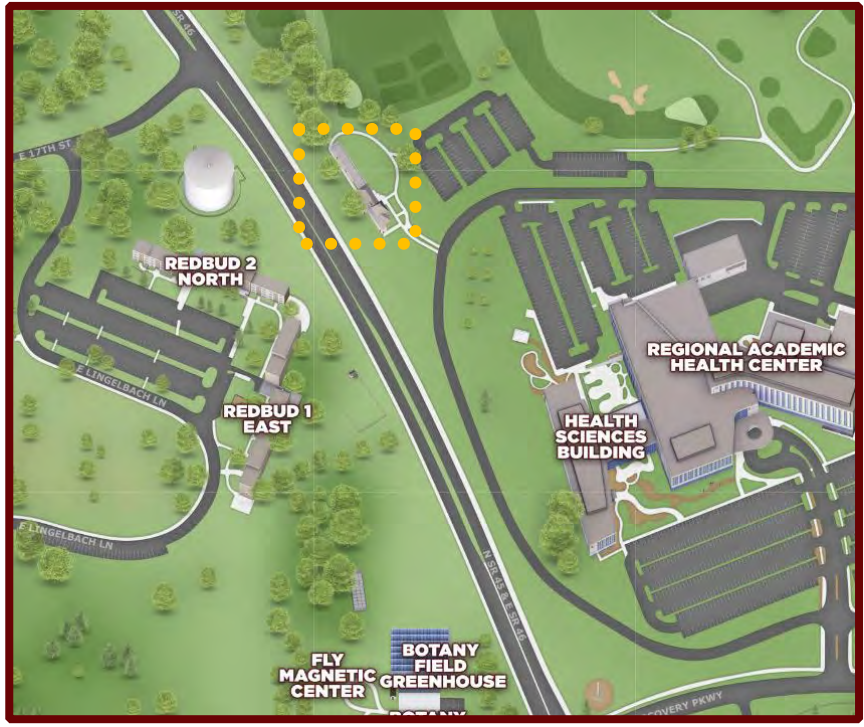
IUB – Demolition of Former Golf Clubhouse

Project Summary

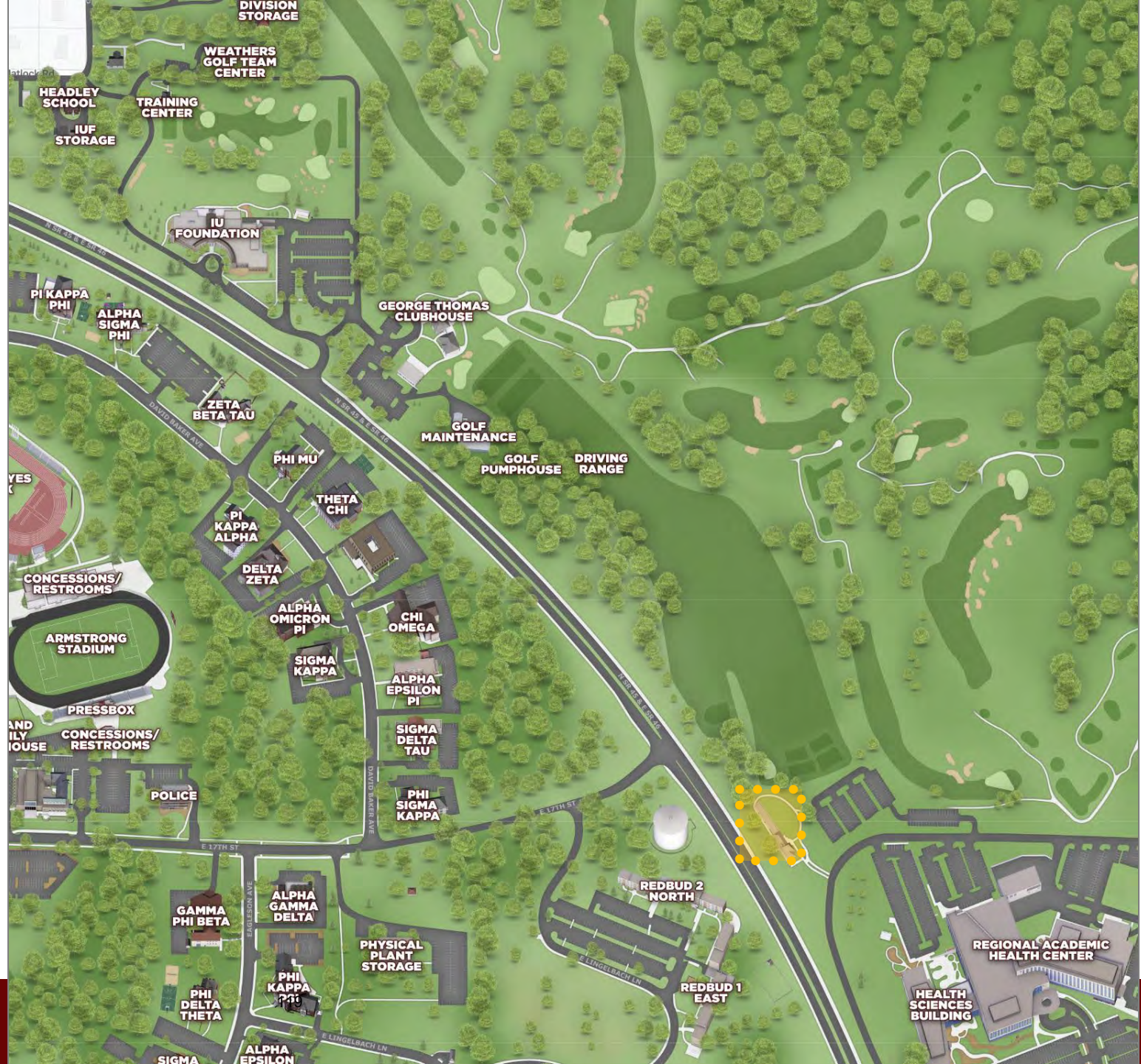
IUB – Demolition of Former Golf Clubhouse

Estimated Completion: Summer 2023

- Opened in 1979
  - Has accumulated significant deferred maintenance making renovation not feasible
  - As a replacement, the new George Thomas Clubhouse was built at north end of course near the driving range with construction of The Pfau Course at Indiana University and the Regional Academic Health Center

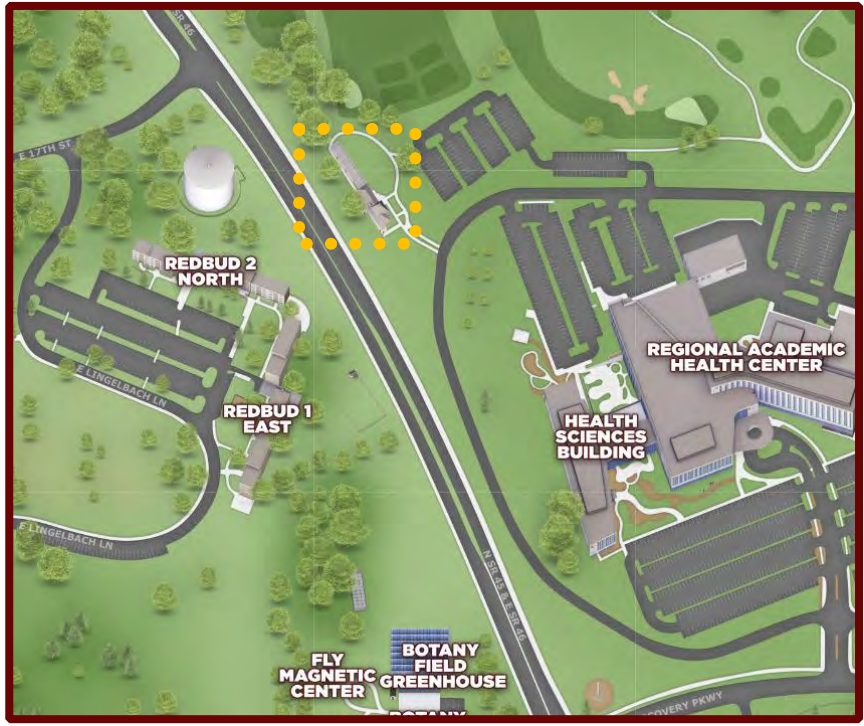


Site


DIVISION STORAGE
WEATHERS GOLF TEAM CENTER
HEADLEY SCHOOL
TRAINING CENTER
IUF STORAGE
IU FOUNDATION
PI KAPPA PHI
ALPHA SIGMA PHI
GEORGE THOMAS CLUBHOUSE
ZETA BETA TAU
GOLF MAINTENANCE
GOLF PUMPHOUSE
DRIVING RANGE
PHI MU
THETA CHI
PI KAPPA ALPHA
DELTA ZETA
CONCESSIONS/ RESTROOMS
ALPHA OMICRON PI
CHI OMEGA
ARMSTRONG STADIUM
SIGMA KAPPA
ALPHA EPSILON PI
PRESSBOX
CONCESSIONS/ RESTROOMS
SIGMA DELTA TAU
POLICE
PHI SIGMA KAPPA
E 17TH ST
DAVID BAKER AVE
EAGLESON AVE
ALPHA GAMMA DELTA
GAMMA PHI BETA
PHYSICAL PLANT STORAGE
REDBUD 2 NORTH
REGIONAL ACADEMIC HEALTH CENTER
PHI KAPPA PSI
PHI DELTA THETA
E LINGELBACH LN
REDBUD 1 EAST
HEALTH SCIENCES BUILDING
ALPHA EPSILON

Former Golf Clubhouse

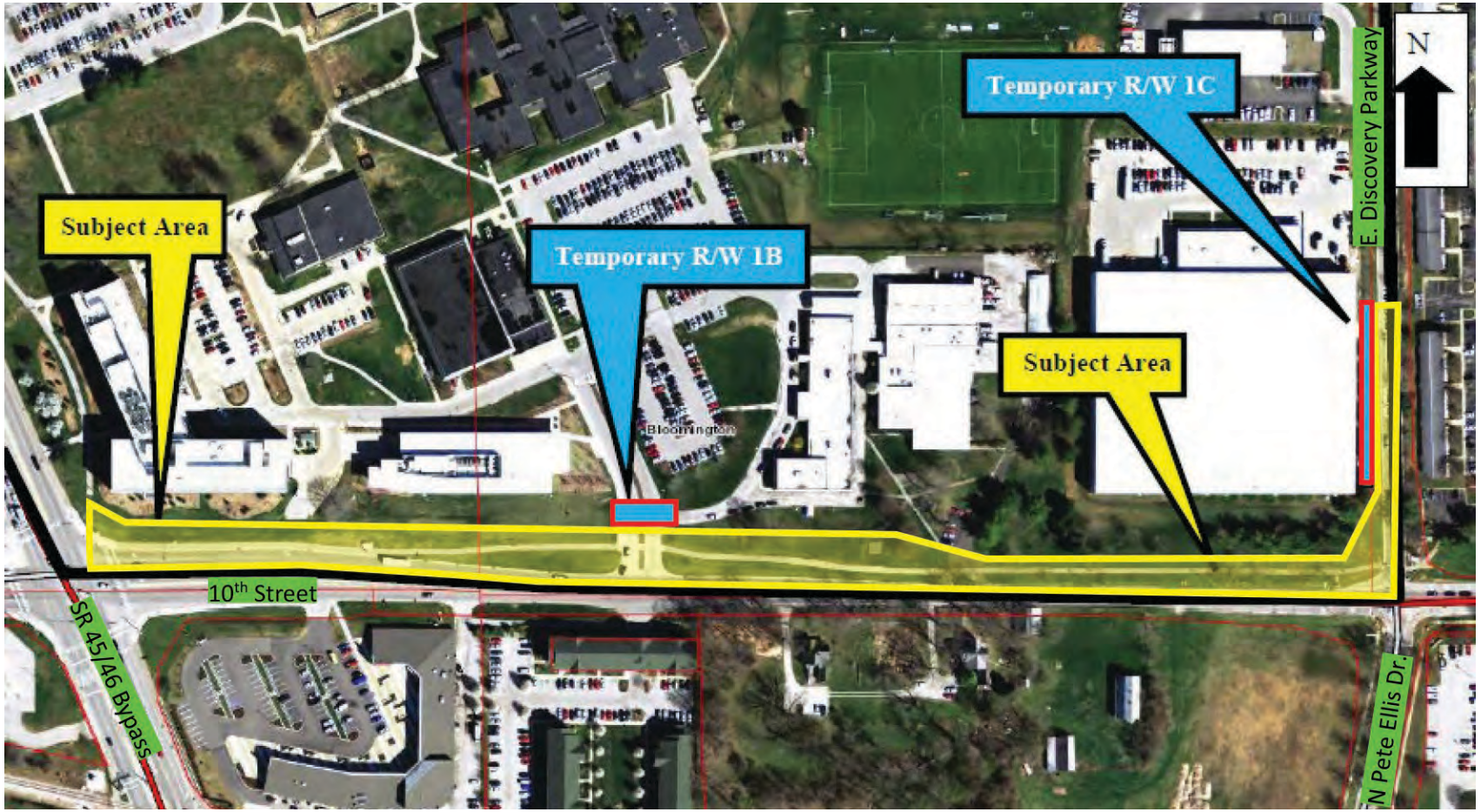
IUB – Demolition of Former Golf Clubhouse



Consent Item

IUB – Declaration of Surplus

10th Street and State Road Indiana 45/46 Bypass and East Discovery Parkway



INFORMATIONAL ITEM

IU Climate Action Planning Committee Update

COMMITTEE GOAL

PURPOSE OF THE COMMITTEE

Develop recommendations for short- and long-term opportunities to **reduce greenhouse gas emissions** on all IU campuses

INDIANA UNIVERSITY

CLIMATE ACTION PLANNING COMMITTEE

COMMITTEE CHAIR

Thomas A. Morrison
Vice President for Capital Planning and Facilities

COMMITTEE MEMBERS

FACULTY

Siân Mooney
Professor and dean of the O'Neill School of Public and Environmental Affairs

James Farmer
Associate professor, O'Neill School of Public and Environmental Affairs at IU Bloomington; director of the IU Food Institute and co-director of IU Campus Farm

Erin Argyilan
Professor and chair of the Department of Geosciences at IU Northwest

Alisa Clapp-Itnyre
Professor of English at IU East

Todd Grote
Associate professor of geoscience at IU Southeast

Broxton Bird
Associate professor of earth sciences at IUPUI

Sarah Mincey
Clinical associate professor, O'Neill School of Public and Environmental Affairs at IU Bloomington; director, Integrated Program on the Environment; and managing director, Environmental Resilience Institute

Gabriel Filippelli
Professor in the School of Science at IUPUI and executive director of the Environmental Resilience Institute

STUDENTS

Hope Stone, *IU Northwest*

Aspen Grieshaber, *IUPUI*

Rayden Sia, *IUPUI*

Alana Maria Davicino, *IU Bloomington*

STAFF

Kevin Elmore
Executive director of facilities and operations at IU Northwest

Camy Broeker
Vice chancellor for business and finance at IUPUI

Brad Boswell
Executive director of state relations

Jessica Davis
Interim university director of sustainability

GUIDING PRINCIPLES

GUIDING PRINCIPLES

- Complete, comprehensive, and scientifically sound
- Immediate implementation where possible
- Identify and assess financial resources required
- Funding sources and savings identified
- Broad input from students, faculty, and staff on all campuses
- Benchmarks, dashboards, and transparency of process and progress
- **Assessment by committee of target for carbon neutrality by 2040**

WHAT DO WE MEAN BY "CARBON NEUTRALITY"?

Indiana University is assessing a target for **carbon neutrality by 2040.**

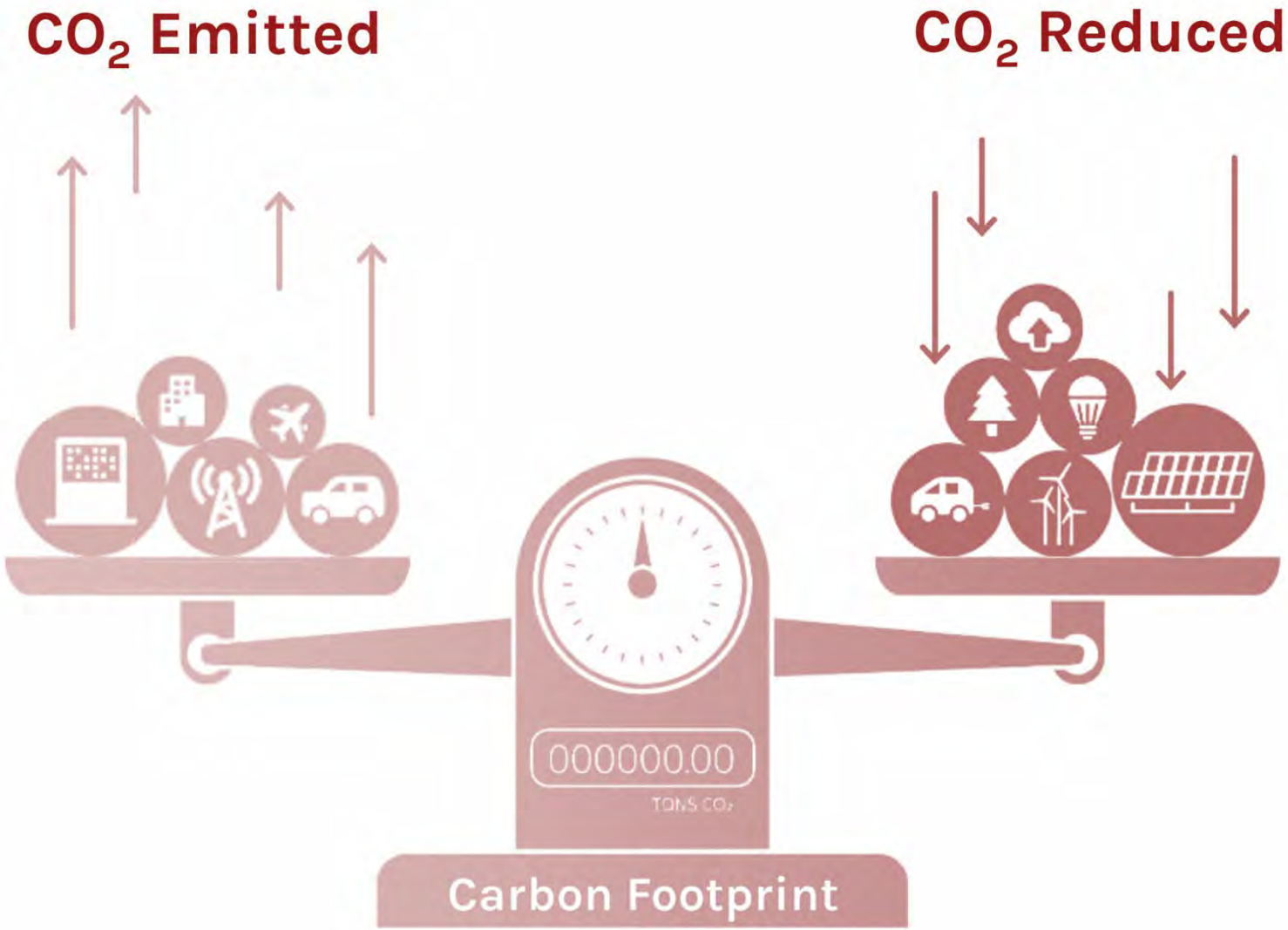
But what does this mean?

	CARBON NEUTRALITY
Definition	**Reduces** carbon emissions and **balances** remaining emissions
Emission Types	Scopes 1 & 2 *(Scope 3 is optional)*
Typical Application	Institution, company, or product

WHAT WILL WE BE MEASURING?

Based on historic trends, current state, and future projections, we will be measuring:

- **Energy Use**
- **Energy Use Intensity (EUI)**
- **Greenhouse Gas (GHG) emissions**



UNDERSTANDING GHG EMISSIONS

SCOPE 1 EMISSIONS

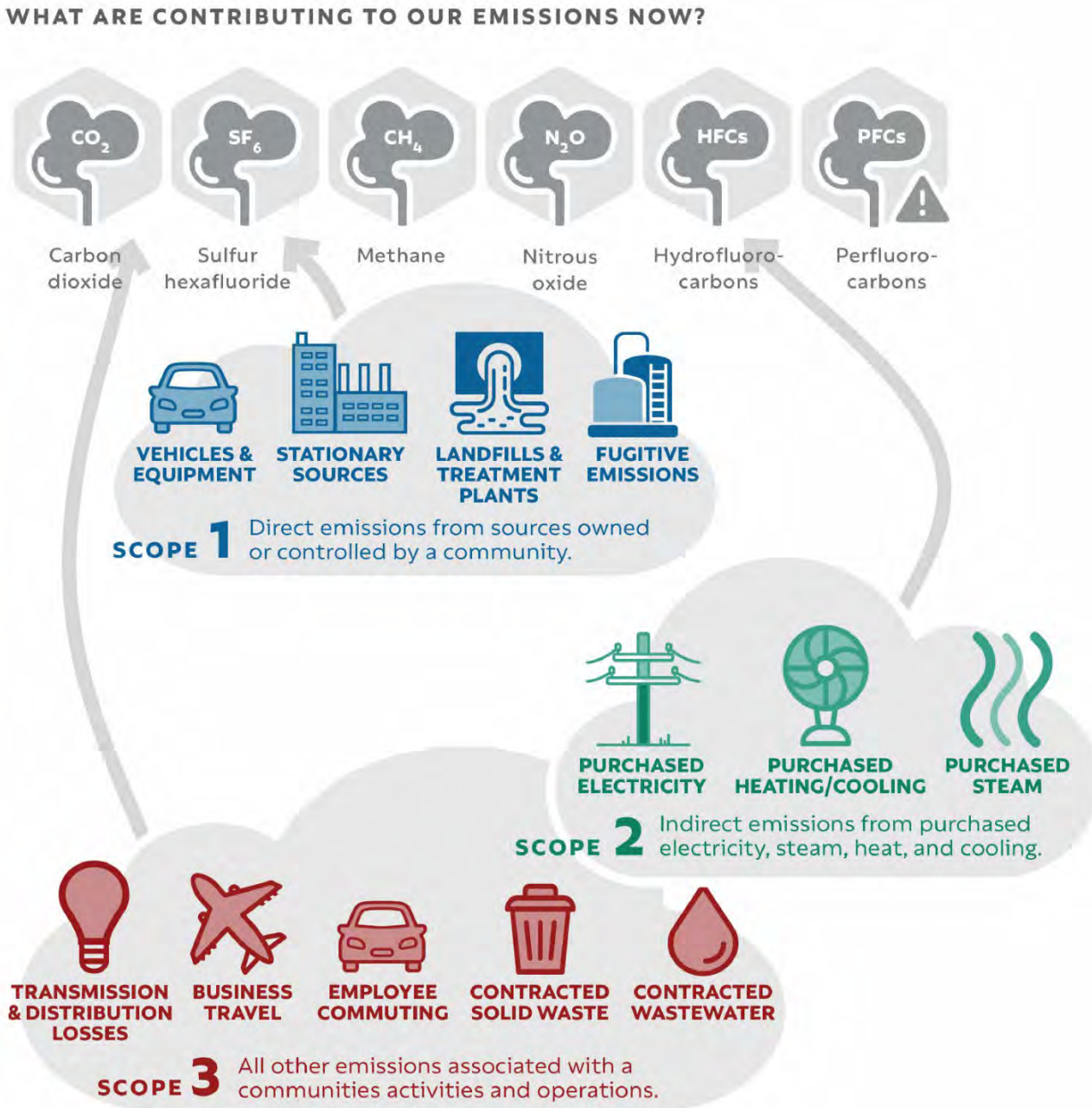
Direct emissions that IU makes directly — for example while running its boilers and vehicles.

SCOPE 2 EMISSIONS

Indirect emissions from purchased electricity, steam, heat, and cooling.

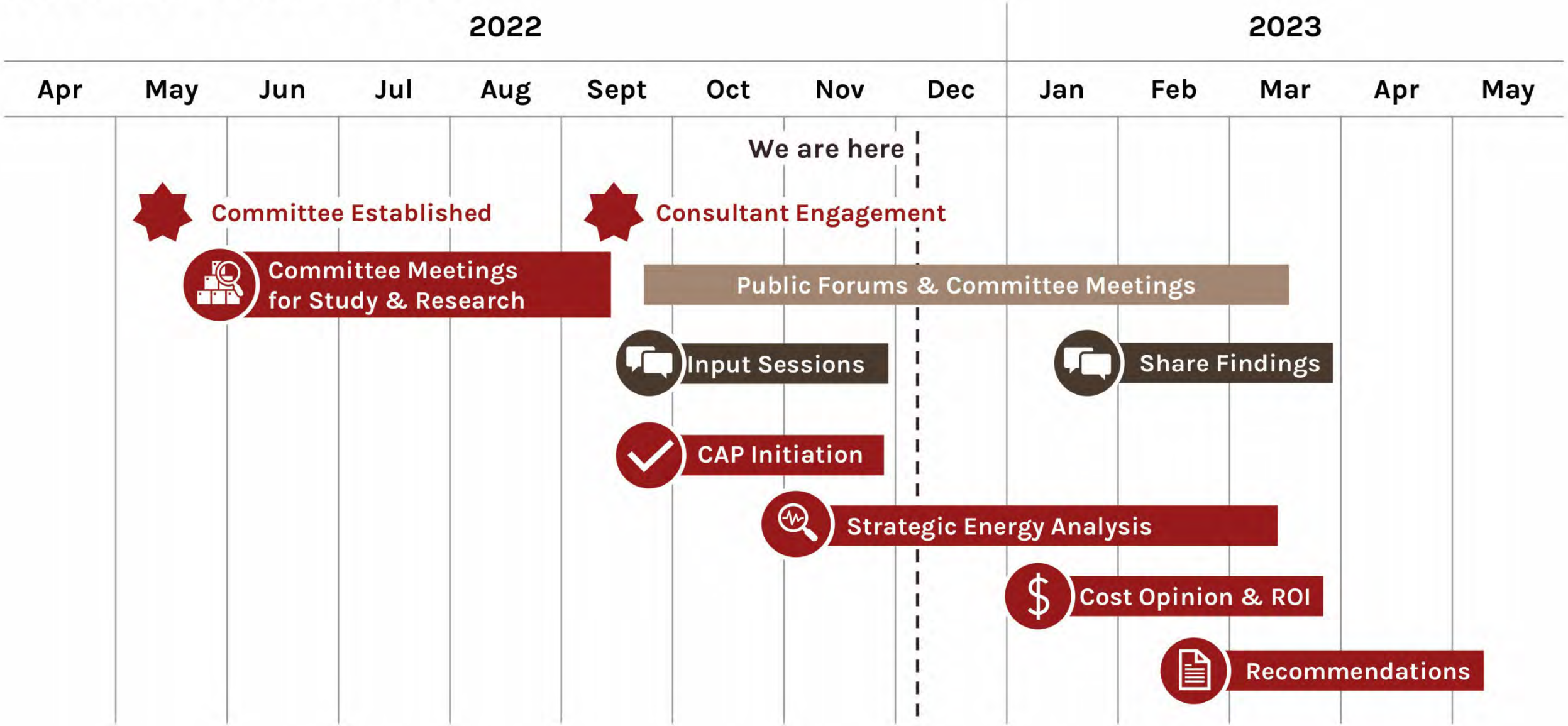
SCOPE 3 EMISSIONS

All **other indirect emissions** are the result of activities from assets not owned or controlled by Indiana University.



Source: Diagram based on Greenhouse Gases Diagram from EPA

PROJECT SCHEDULE



Engaged Climate Action Consultant

- Retained SmithGroup to serve as committee's consultant and assist in plan development

STET SANBORN
PRINCIPAL IN CHARGE

ALICIA ADAMS
PROJECT MANAGER

LING ALMOUBAYYED
RESILIENCE PLANNER

KEVIN KING
SENIOR URBAN PLANNER

JAKE CHEVRIER
SUSTAINABILITY STRATEGIST

ALEC BARNES
ENVIRONMENTAL ENGINEER

LAUREN LEIGHTY
CAMPUS PLANNER

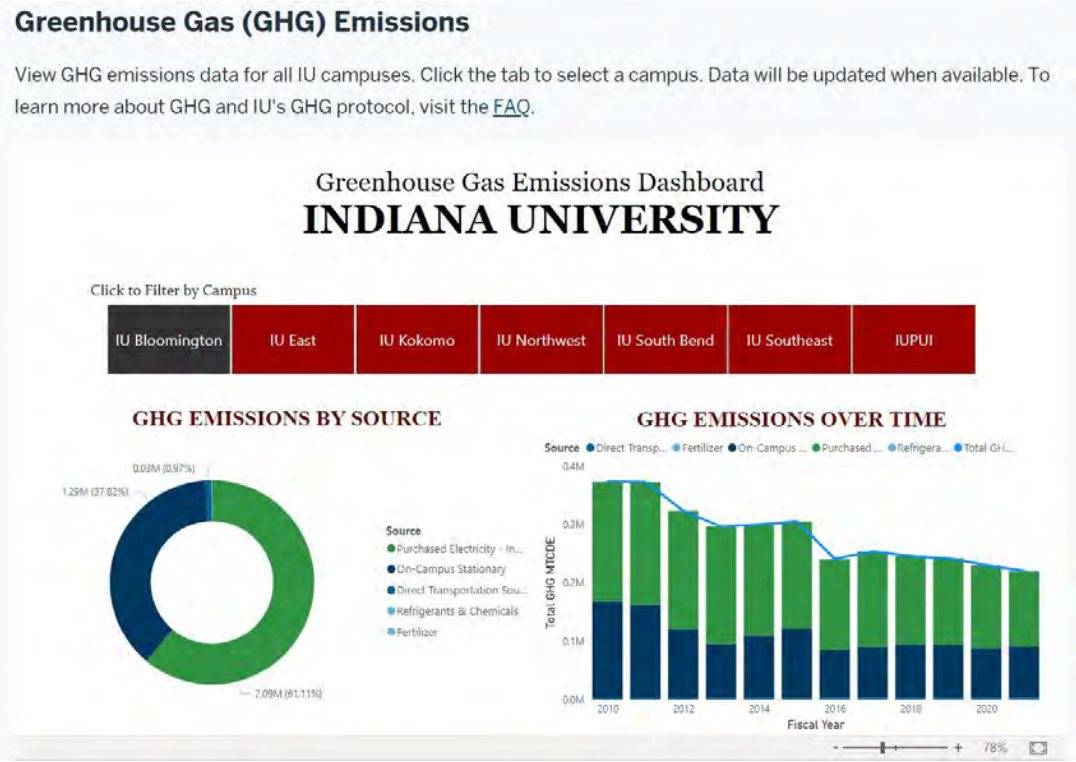
KATRINA KELLY-PITOU
ENERGY ECONOMIST

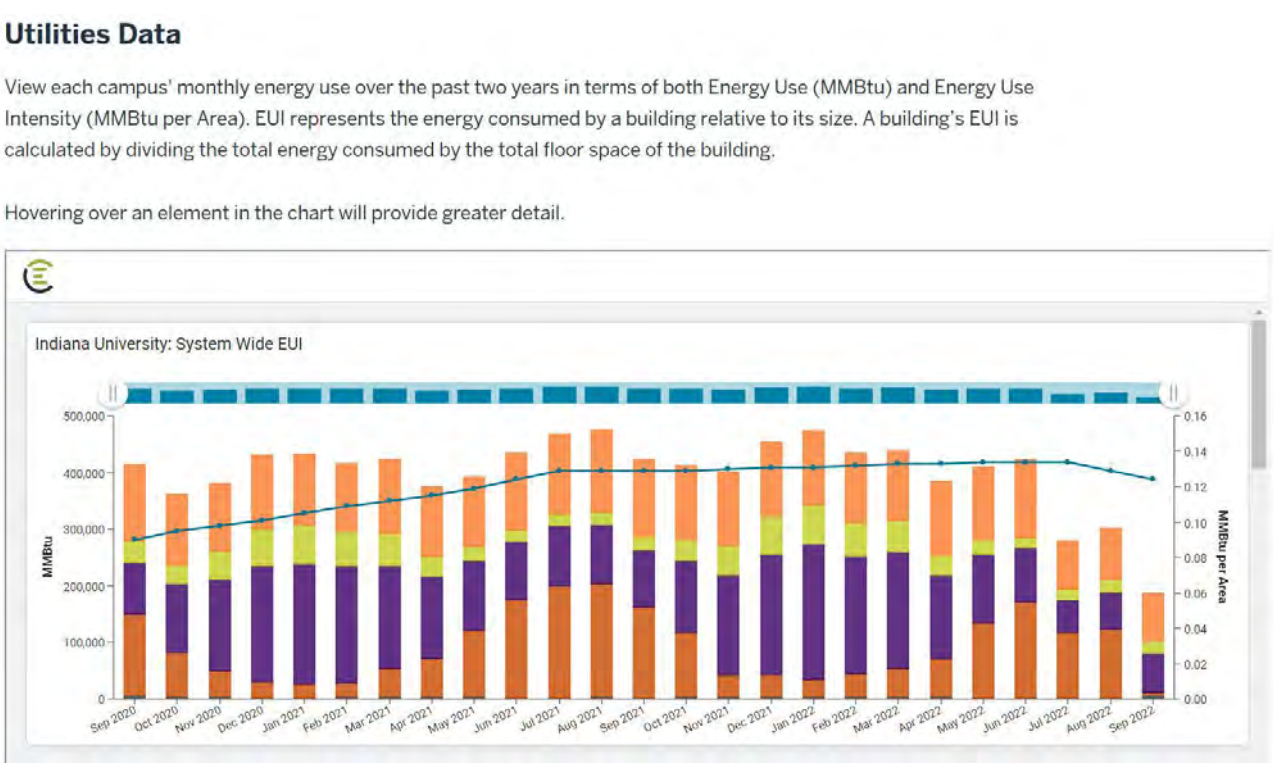
Committee Efforts

- Met throughout the summer to explore topics and research plans and initiatives at other colleges and universities
  - Topics explored included
    - » Greenhouse gases (GHG)
    - » Utilities
    - » Renewable energy and climate policy
    - » Finance and budget
    - » Philanthropy
    - » Transportation
    - » Space utilization
    - » Diversity, equity, inclusion and climate justice

Committee Efforts

- Launched website (go.iu.edu/climate) to serve as resource for IU community
  - FAQ, News, Resources, Goals & Progress (including dashboards)





PEER INSTITUTION BENCHMARKING

INDIANA UNIVERSITY CLIMATE ACTION PLAN
FALL 2022

CLIMATE ACTION PLAN BENCHMARKING

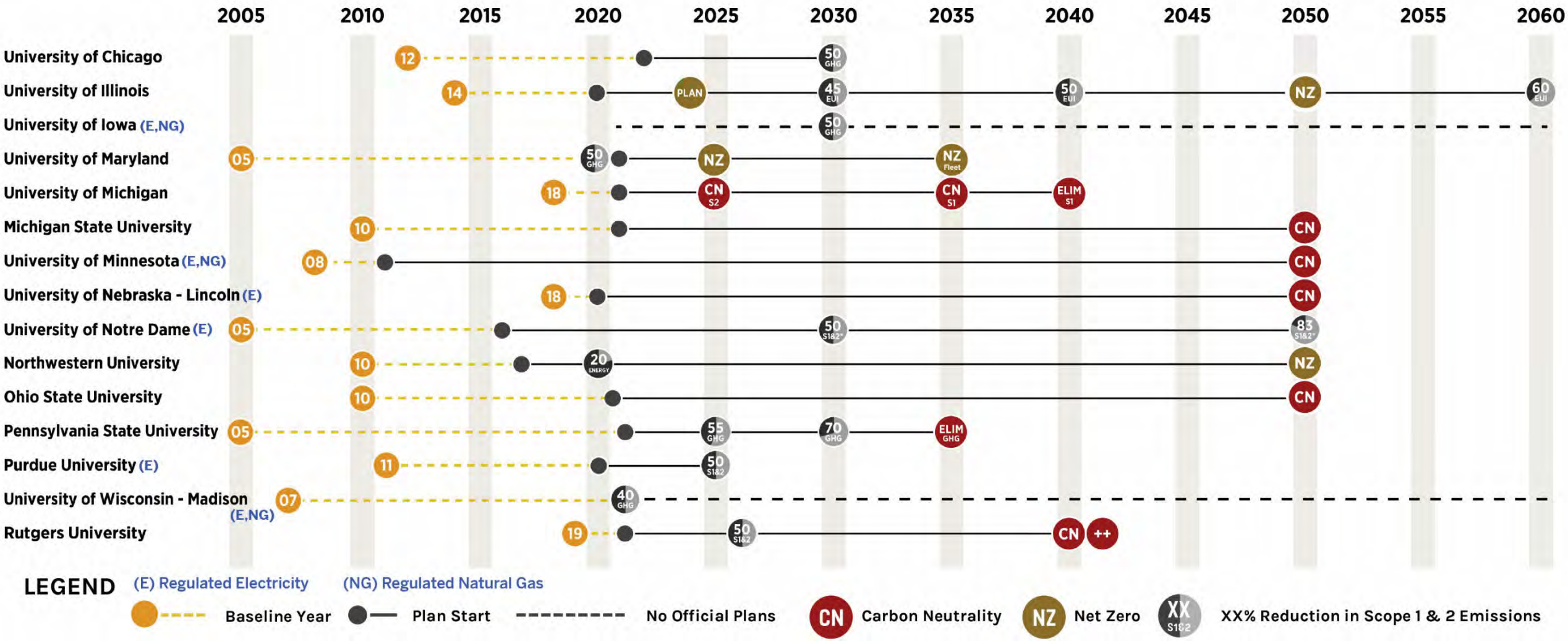
INDIANA UNIVERSITY PEER INSTITUTIONS

Analyzing Climate Action Plans, initiatives, and reporting of Indiana University peer institutions to understand:

- Common and diverging themes and areas of focus
- Climate Action Plan process (analysis, engagement, forecasting, plan updates)
- Implementation strategies and phasing

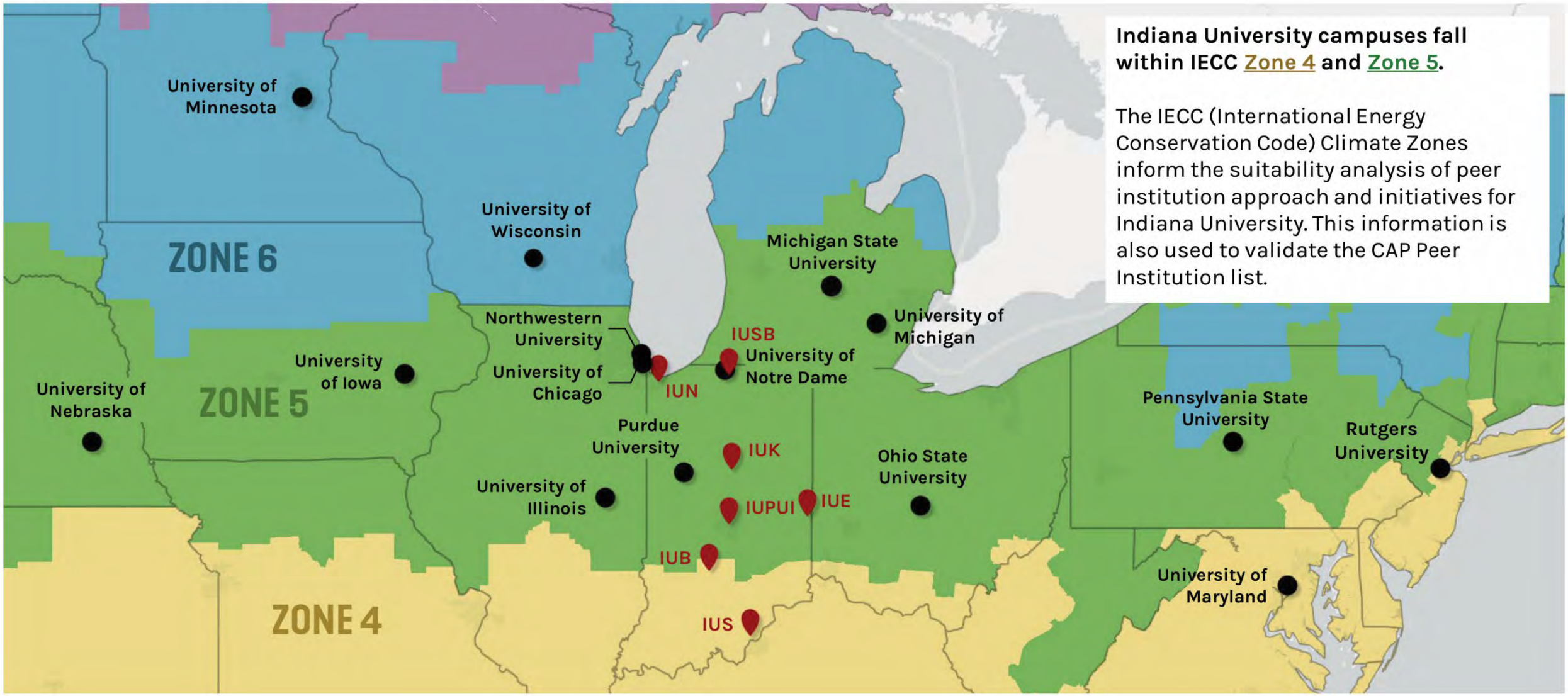
CLIMATE ACTION PLAN BENCHMARKING

INDIANA UNIVERSITY PEER INSTITUTIONS



CLIMATE ACTION PLAN BENCHMARKING

UNDERSTANDING PEER INSTITUTION IECC CLIMATE ZONES



Indiana University campuses fall within IECC Zone 4 and Zone 5.

The IECC (International Energy Conservation Code) Climate Zones inform the suitability analysis of peer institution approach and initiatives for Indiana University. This information is also used to validate the CAP Peer Institution list.

PUBLIC FORUM SESSIONS

INDIANA UNIVERSITY CLIMATE ACTION PLAN
FALL 2022

PUBLIC FORUMS

Trip #1: Gary, Indianapolis, Kokomo

Date	Campus	Forum #	Event
September 27	**IUN**	**1**	**Public Forum #1 + IUN Campus Tour**
September 28	**IUPUI**	**2**	**Public Forum #2 + IUPUI Campus Tour**
	IUK	**3**	**Public Forum #3 + IUK Campus Tour**

Trip #2: Indianapolis, South Bend

October 11	IUPUI		Committee Meeting
October 12	**IUSB**	**4**	**Public Forum #4 + IUSB Campus Tour**

Trip #3: New Albany, Bloomington, Indianapolis

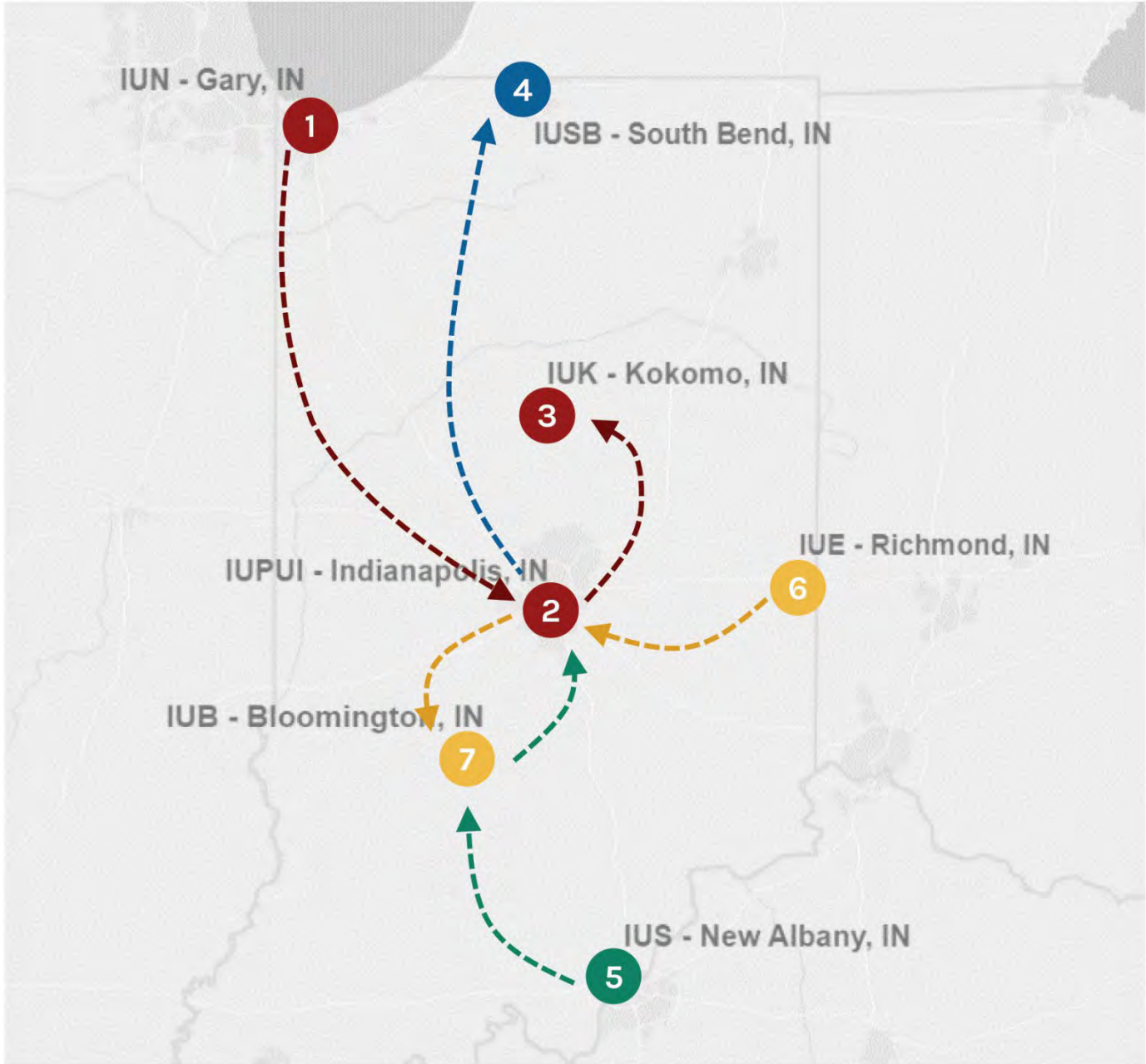
October 25	**IUS**	**5**	**Public Forum #5 + IUS Campus Tour**
October 26	IUB		IUB Campus Tour
	IUPUI		Committee Meeting

Virtual Session

November 3	**All**	**Zoom**	**Virtual Forum Session**

Trip #4: Richmond, Indianapolis, Bloomington

November 15	**IUE**	**6**	**Public Forum #6 + IUE Campus Tour**
	IUPUI		Committee Meeting
November 16	**IUB**	**7**	**Public Forum #7**



ENGAGEMENT BY THE NUMBERS

PUBLIC FORUMS (IN-PERSON AND VIRTUAL)

IU-Northwest

18 participants

24 examples of current IU actions

43 potential Opportunities identified

27 potential Challenges identified

IUPUI

47 participants

29 examples of current IU actions

16 potential Opportunities identified

13 potential Challenges identified

IU-Kokomo

23 participants

11 examples of current IU actions

33 potential Opportunities identified

27 potential Challenges identified

IU-South Bend

10 participants

10 examples of current IU actions

20 potential Opportunities identified

12 potential Challenges identified

ENGAGEMENT BY THE NUMBERS

PUBLIC FORUMS (IN-PERSON AND VIRTUAL)

IU-Southeast

11 participants

11 examples of current IU actions

27 potential Opportunities identified

15 potential Challenges identified

Virtual

70 participants

23 of Q&A

36 potential Opportunities identified

16 potential Challenges identified

IU-East

13 participants

11 examples of current IU actions

18 potential Opportunities identified

3 potential Challenges identified

IU-Bloomington

118 participants

93 examples of current IU actions

128 potential Opportunities identified

106 potential Challenges identified

Total

310 participants

189 feedback on examples of current IU actions

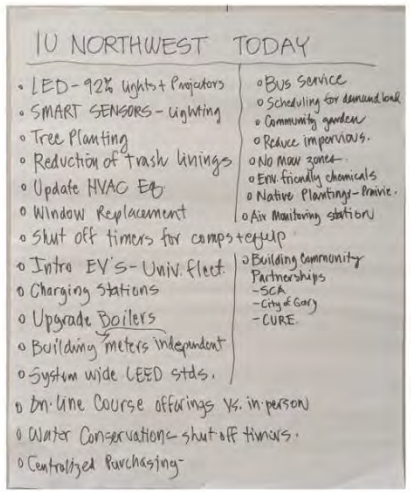
321 feedback on potential Opportunities

219 feedback on potential Challenges

PUBLIC FORUMS KEY THEMES

PERCEPTIONS OF CURRENT IU ACTIONS

7 main categories of perceptions of current IU actions implemented or in the planning identified by public forum participants

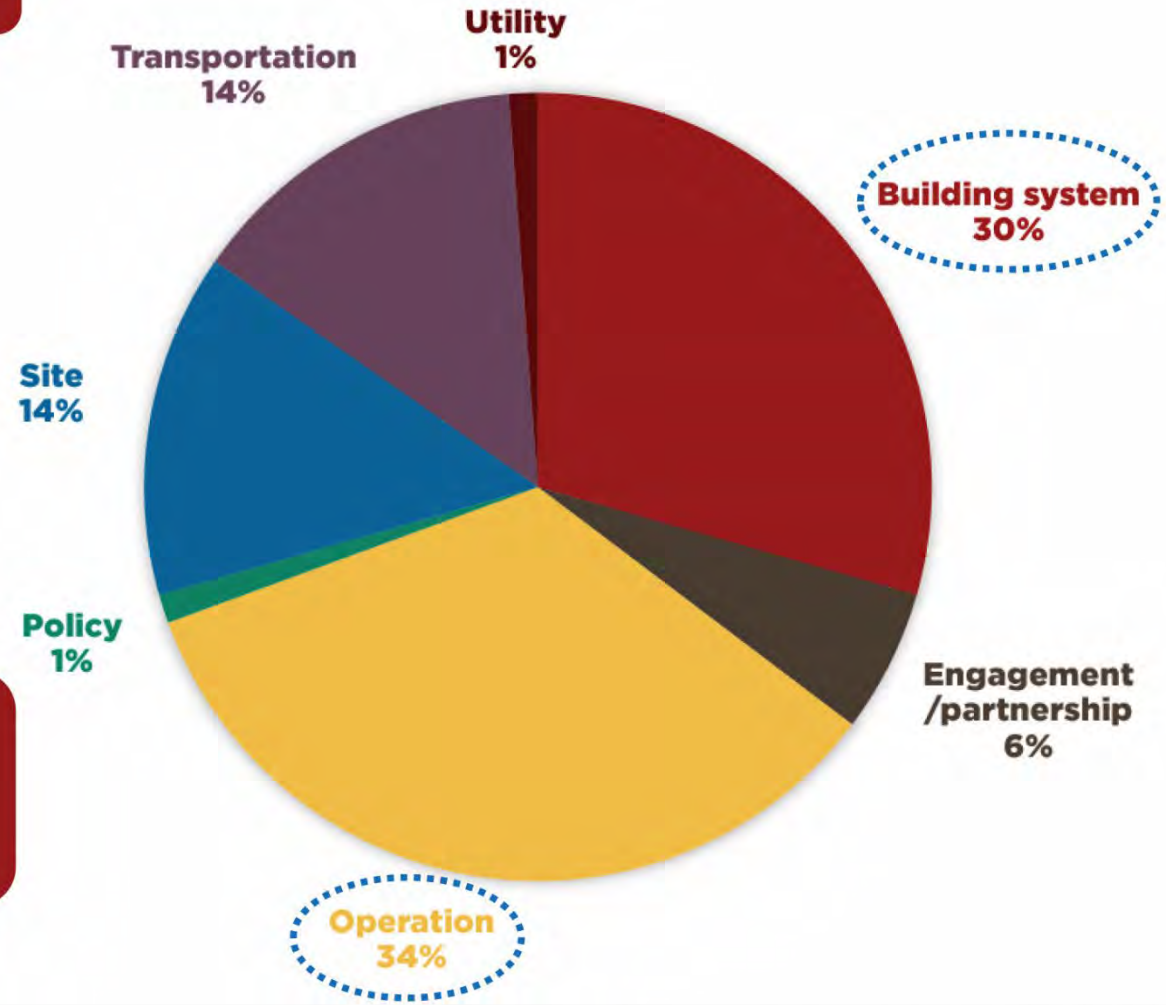


Update HVAC equipment

Shut-off timers & occupancy sensors for campus, lighting, & equipment

Electrifying University fleet and grounds equipment

LEED Standards for new construction & renovation



PUBLIC FORUMS KEY THEMES

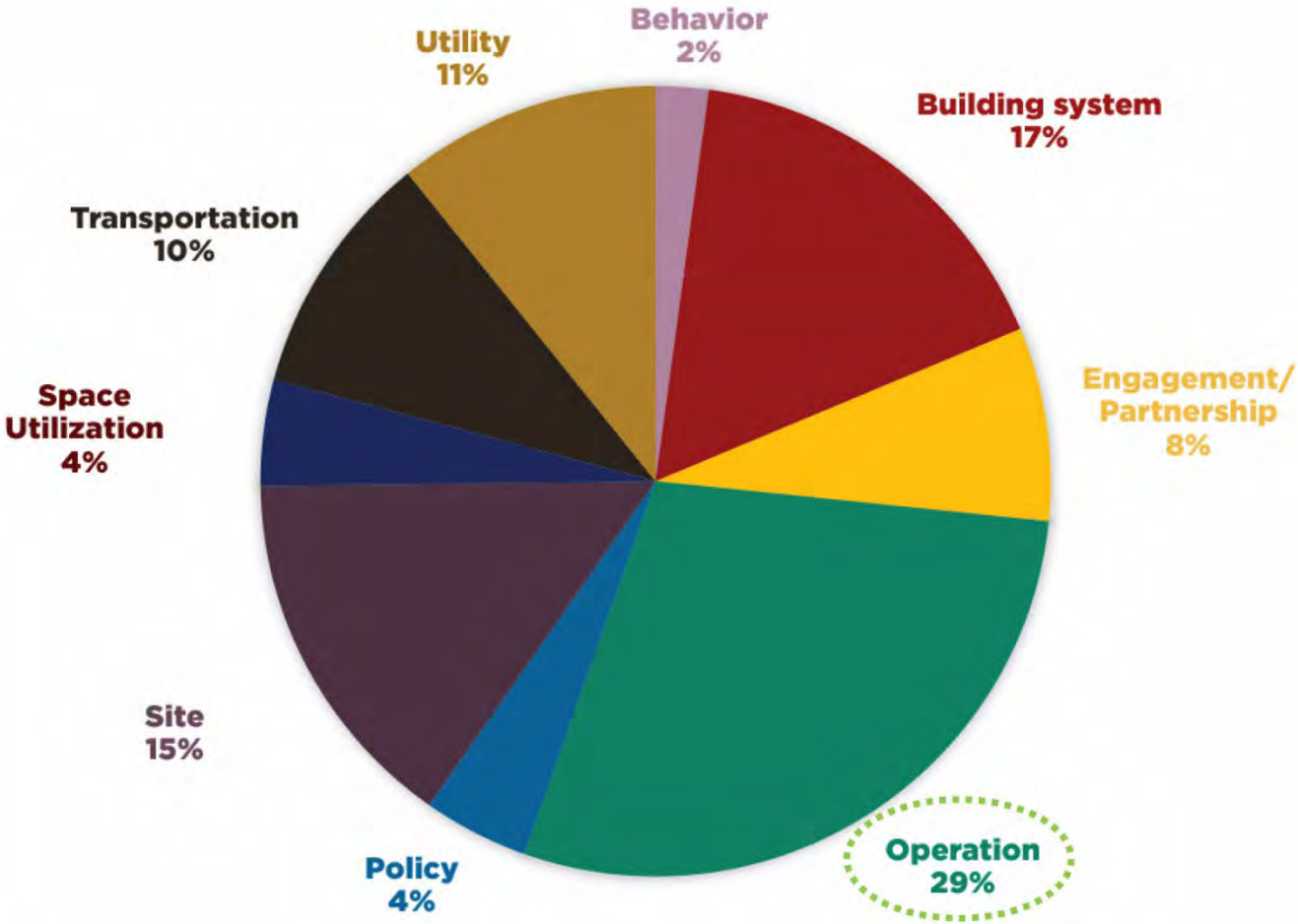
POTENTIAL OPPORTUNITIES

9 categories of potential opportunities identified by public forum participants

Regulate temperature set points in buildings

Examine class scheduling

Explore opportunities for renewable energy



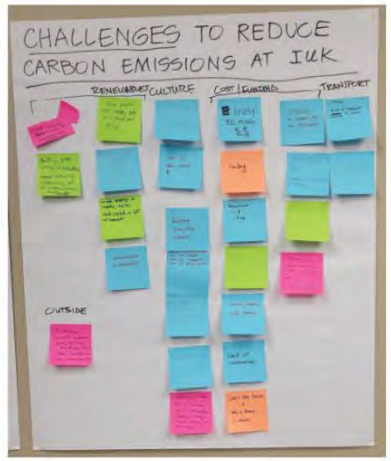
PUBLIC FORUMS KEY THEMES

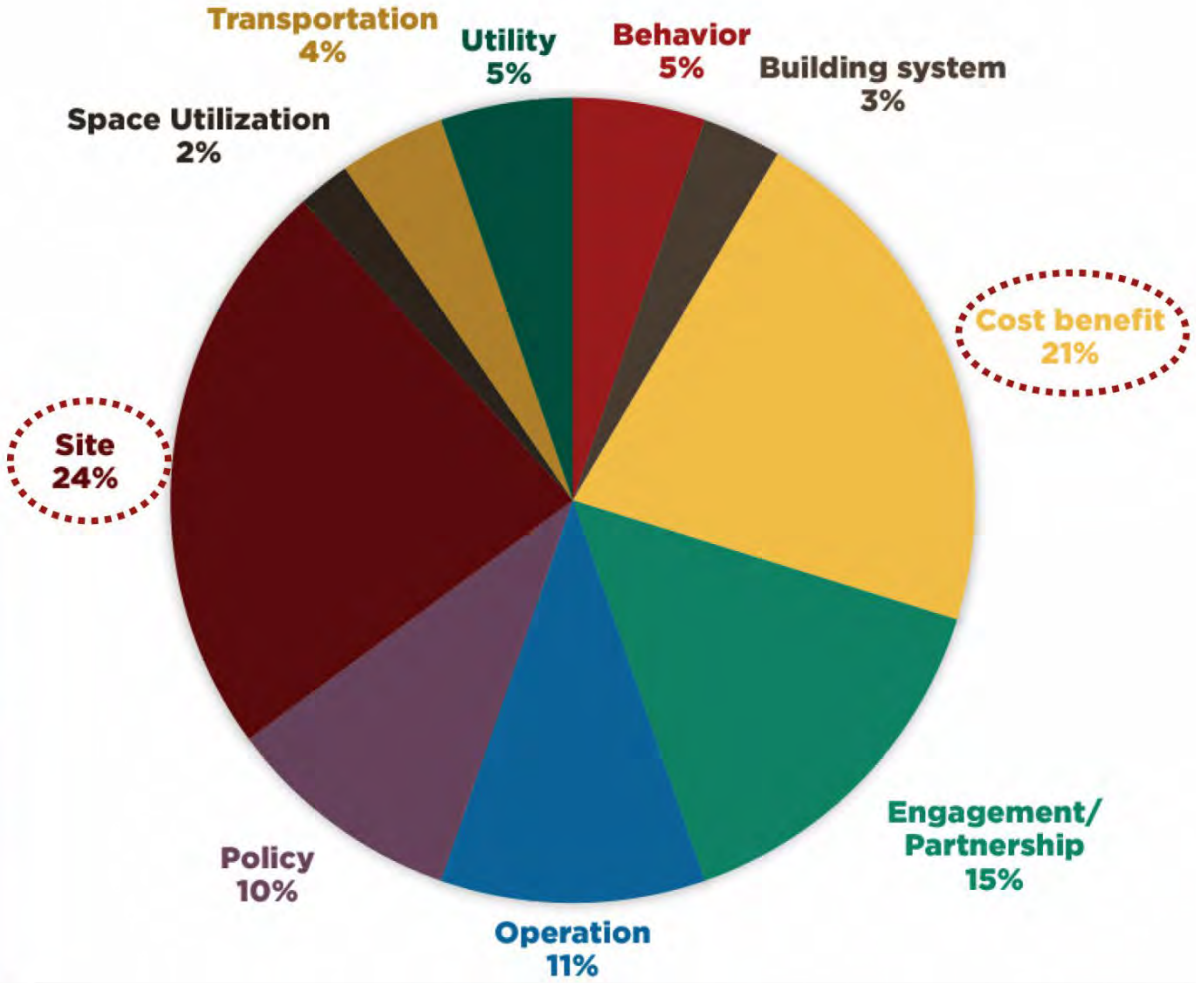
PERCEIVED POTENTIAL CHALLENGES

10 categories of perceived potential challenges identified by public forum participants

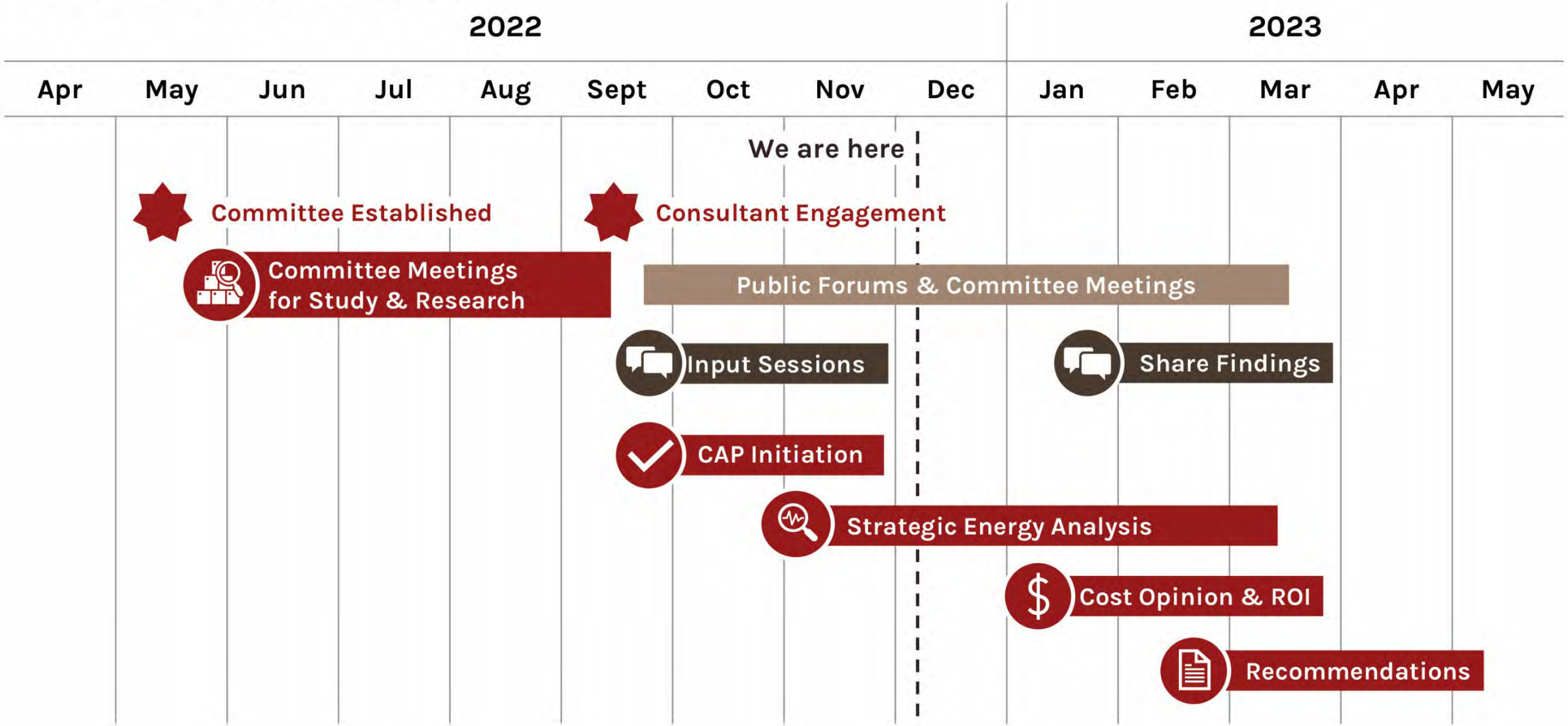
Balancing sustainability with affordability

Existing regulatory environment





PROJECT SCHEDULE



INDIANA UNIVERSITY

ATTACHEMENT G – Indiana University Funding Board Report

INDIANA UNIVERSITY

FUNDING BOARD

CO-DIRECTORS MADDY HORNE AND XAVIER RAMIREZ

WHO WE ARE

IU Funding Board is a body of students that provides support to student organizations at IU Bloomington by helping them obtain necessary funding in order to host events, enhance their organizations, and enable their members. Although not all requests will qualify for funding, the Board Co-Directors can provide guidance to improve applications for future submission.

We at the IU Funding Board like to say that we are here to serve student organizations, empower them to achieve their dreams, and grow the wider campus community.

HIGH LEVEL OVERVIEW OF FUNDS

BEGINNING OF THE SEMESTER	AMOUNT ALLOCATED	PERCENTAGE GIVEN
$373,668.49	$ 181,231.11	48.5%
Includes current allotment for the year (FY22: $373,668.49).	All funds that have been approved for allocation.	We have given 48.5% of our funding available, with the largest demand of proposals seen and money allocated to organizations.

HOW WE'VE ALLOCATED THIS YEAR

$180K+

Allocated to student organizations

200+

Proposals submitted

Who we've SERVED

MODEL UN	RAAS ROYALTY	DANCE MARATHON	DIWALI
Funded: $15,000	**Allocated:** $15,000	**Funded:** $15,000	**Funded:** $8,000
Attendance: 80+	**Attendance:** 1,500	**Attendance:** 1,150+	**Attendance:** 500+
Purpose: Conferences throughout the USA, and their own Hoosier Hoedown tournament annually to bring in prospective students.	**Purpose:** Competing on behalf of IU, celebrating culture	**Purpose:** Largest philanthropy event on campus, raising over $3,233,968 for pediatric care	**Purpose:** Largest cultural campus celebration annually

MU BETA LAMBDA BUSINESS FRATERNITY, INC

1) First and only minority fratery in the United States

2)Provides funds for facilitation, recruitment, and education

3) Students from over 3 major schools in IU are represented

CHALLENGES FACED

Visibility

Internal Resources

Procedure

LOOKING FORWARD

Internship Program

2 first-year students

Provides professional development

Completing capstone projects:

- Internal audit
- Leadership summit

Inspiring Action

Restarted Auditing Committee for the first time in 3 years

Simplified procedures

Student lead initiatives

FUNDING BOARD

THANK YOU!

ATTACHEMENT H – Women in Business Report

Women in Business

Ginger Slisher & Lia Roudebush

Indiana University Kokomo

INTRODUCTIONS

Lia Roudebush

- Senior
- Accounting & Finance Double Major
- Vice President of Women in Business for 2 years

Why IU Kokomo

Our campus offers a high-quality education and private school feel at a fraction of a public-school price.

Women in Business at IU Kokomo

Ginger Slisher

- Senior
- Management & Finance Double Major
- President of Women in Business for 2 years

Why IU Kokomo

I was given the opportunity to convert my HS internship into a full-time position, and I wanted to stay on the family farm.

WiB's PURPOSE

Personal Growth

We assist our members in accomplishing their own goals and overcoming challenges. We also assist them in growing their careers and making new connections.

Increased Skill Set

We have various skills and tasks that are engrained into our events. We encourage members to step outside their comfort zone and get involved with an area of planning or facilitating they may not be majoring in or experienced in.

Team Player

Many of our events take a team to plan and facilitate, so we help our members to learn how to be a team player and focus on the importance of collaboration.

Giving Back

This is a big sector of our mission as we currently operate the Cougar Closet which is staffed by student volunteers. We also participate in bell ringing and other community outreach events.

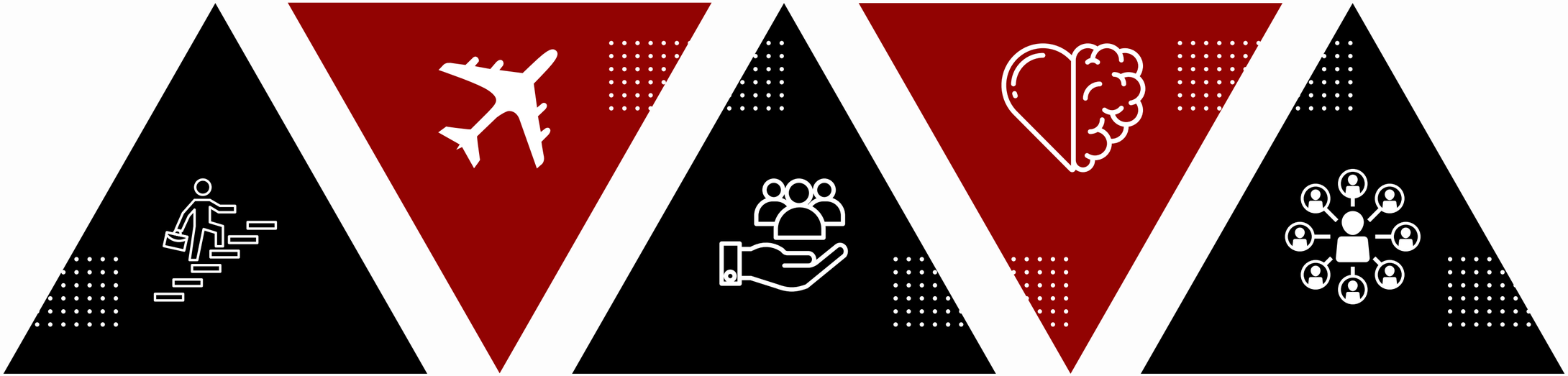
PROGRAMMING & INITIATIVES = STUDENT SUCCESS

Conferences & Trips

Indiana Women's Conference, Disney Pigeon Forge/Gatlinburg

Mental Health

Thanksgiving
Holiday Party
Time Management Presentation



Professional Networking

Q&A Panel
Lunch & Learn
LEAD Conference
IU Bloomington WiB & Game

Community Service

Cougar Closet
Bell Ringing

Social Networking

WiB Wednesday
SoB Game Night
IUPUI Regatta
IUK Semi-Formal

LEAD CONFERENCE

Learn

Our attendees are provided with the opportunity to learn more about themselves as well as the various opportunities and careers available.

Empower

Our speakers strive to empower our attendees to reach for the stars, accomplish their goals, and let nothing stand in their way.

Achieve

By leaving empowered and knowledgeable our attendees will have the skills necessary to achieve at the highest success.

Dream

Attendees are encouraged to dream big because they have the skills and resources necessary to accomplish even their wildest dreams.

POST GRADUATE PREPARATION

Graduate School

Helping our members advance the skills necessary to succeed in graduate school and/or their desired career as well a network of resources to get started.

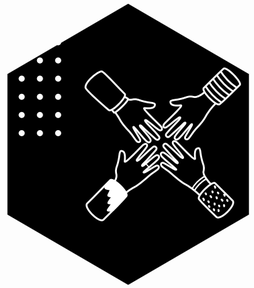
Professional Development

Helping our members to find internships and leadership opportunities while completing their undergraduate studies helps them to transition into the professional world.

Leadership Growth

Encouraging our members to put themselves out there and try something new. Helping them to find their strengths and utilize them .

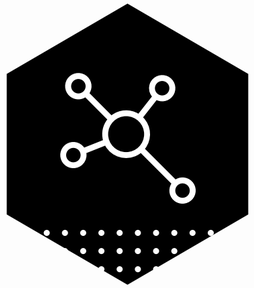
Diverse Experiences



Helping our members to get involved with different businesses or areas of event planning that they aren't necessarily majoring in and providing them the opportunity to work with children and adults in outreach.

Connections

Helping our members to make connections with other clubs/students, staff/faculty, local business professionals, community members, and many others.



Real World Application

Providing our members with time management, financial planning and other resources they will need post-graduation.

QUESTIONS?

EPCOT at Disney

2022 LEAD Conference

Semi Formal

IUPUI Regatta

ATTACHEMENT I – IUSM Student Outreach Clinic

IUSM Student Outreach Clinic

Olivia Bednarski

Chair-elect

12/2/22

Who are we?

- Founded in 2009 on the near east side of Indianapolis
- Collaborative project between IU School of Medicine, Butler University College of Pharmacy and the Neighborhood Fellowship Church
  - Now total of 14 partners
- **Committed to working to provide access to quality healthcare and social services to our neighbors while helping to educate a generation of healthcare professionals committed to compassionate and collaborative care**

What do we do?

1. Interprofessional community clinic- learning together to serve each other
2. Provide free medical services and screenings to anyone
3. Open Wednesday evenings and Saturdays
4. Medicine team
   - Triage, initial assessment, create treatment plan with full-time IUSM physician-faculty, work with partners for medication and any partner visits
   - Clinical managers help coordinate flow, patient follow-up, and labs

October 2022 we opened the new clinic space

What impact do we have?

“In this neighborhood we don’t have money, and we don’t have education. All we have is relationship. Be kind, learn your patient’s name, and share yours. Learn your patient’s story and share yours” – Pastor Jim Stretelmeier

- ~33 patients and ~33 volunteers (medicine teams) each week
- Patient navigation team works to connect neighbors to PCP and specialty care with Medicaid, Medicare, Eskenazi Advantage and other programs
- We train to do trauma informed care
- Training the next compassionate, service oriented medical leaders

Long term impact

1. Formed the Student Outreach consortium during 2020 for students to meet and ask questions as other student outreach clinics get started
2. Member of the IUSM SOC Steering committee which meets once a month with Dr. Fox
3. Research
   - Consistently publishing in the Journal of Student-Run clinics
   - Continue to collect quantitative and qualitative data on how to improve the clinic

Future goals

Continuing to work with partners and establish new ones: radiology/POCUS sig, Alliance to help with LGBTQ+ groups, school of public health

Potentially expand the clinic to be open more days of the week

Hosting the next Society of Student Run Free Clinics Conference

Continue to improve to provide the best care possible while empower our neighbors and students

CERTIFIED COPY OF MINUTES
OF THE TRUSTEES OF INDIANA UNIVERSITY
INDIANA UNIVERSITY

I, Andrea Havill, do hereby certify that I am the duly elected, qualified and acting Secretary of The Trustees of Indiana University, and as such have the duty of recording the proceedings of The Trustees of Indiana University and have the custody of the minute book in which such proceedings are recorded.

I further certify that these are the original minutes of a regular meeting of said Trustees, duly called and held on the date indicated, at which a legally constituted quorum was present.

In Witness Whereof, I have hereunto set my hand as Secretary of The Trustees of Indiana University, this 3 day of February of 2023.

Andrea Havill, Secretary

University Seal