

IU Northwest Council Meeting Notes

Meeting Held Tuesday February 10, 2015

Chancellor Lowe asked if there were comments or questions regarding the January 13, 2015 meeting notes. Hearing none, he advised Council members to contact Kathy Malone with any changes, and thanked her for doing a good job of keeping track of the proceedings.

I. Planning exercise at 10 February and 10 March 2015 Council meetings

The Council agenda was appropriate to a one-hour meeting, and the remainder of the time was devoted to the Strategic Planning Exercise. The March Council meeting will be devoted entirely to Strategic Planning.

II. Enrollment Management & Student Success

a. Enrollment Management Update

Vice Chancellor Montevirgen reported that a meeting with the Enrollment Management Group is scheduled on February 18. Two dates to keep in mind are Tuesday March 31, which is Spring Preview Night, and Friday, April 17, the date of the high school counselor appreciation luncheon. The Office of Admissions will be contacting members of the Council with additional information and opportunities to participate in these two events. With attention focused on Summer and Fall 2015 recruitment and enrollment efforts, new student orientation sessions will be enhanced, beginning this summer, focusing on student success and creating a more welcoming student orientation environment. A campus-wide team will be convened to discuss ideas generated from campus participation at the National Orientation Directors Association (NODA).

The Transfer Specialist position, funded by the Kresge Grant, has been offered to Gina Willis, Associate Director of Admissions at Ivy Tech North Chicago. The job will include focusing on adult and transfer student recruitment. The Director of Admissions and Strategic Recruitment job listing, a position vacancy resulting from Linda Templeton's retirement, will be posted soon.

Vice Chancellor Malik reported that interviews for the Director of Advising search have been completed, and a decision should be made soon. Approximately 600 students have enrolled through early enrollment for Fall 2015. A reminder campaign will be initiated to remind students that they can register now for the Fall, and the schedule for Spring 2016 is being completed, which will complete the transition to year-round registration. Web enrollments have steadily increased each year since Fall 2010 by 30 to 40 percent. IU Online Course Connect is also experiencing considerable growth.

To address the national and local shortage of science, technology, engineering and mathematics (STEM) professionals, the College of Arts and Sciences (COAS) recently applied for and was awarded a grant from the National Science Foundation (NSF) to attract and graduate students interested in pursuing these fields. The grant application was submitted by faculty members Bhaskara Kopparty (CIS), Michael LaPointe (Biology), Vesna Kilibarda (Math), Barbara Peat (SPEA), Kris Huysken (Geosciences), and Dan Kelly (Chemistry). Chancellor Lowe commented that receipt of this grant is a major achievement, and he led the Council in congratulating COAS and Vice Chancellor Malik.

III. Financial Status and Expenditure Review

CFO Marianne Milich reported that funds must be sent to other campuses through the Online Course connect agreement, which increases the shortfall in Fall tuition to approximately \$650,000. The agreement stipulates that the campus providing the online course must send a portion of the fees collected to the campus where the online student is enrolled, which decreases the campus income, but the campus also receives revenue as a result of our students taking courses on other campuses. A projection strategy for this type of budget situation must be identified. For Spring 2015, the campus is approximately \$300,000 short of budget projections. Additional income has been realized, that was not projected, as a result of paid late fees and other categories.

The Budget Committee met and discussed freezing hiring for non-essential staff positions that become vacant, but hiring of essential positions, such as the admissions director position, will move forward. Faculty searches currently in progress are for Fall 2015. The campus is moving forward with building the FY16 budget, and fee projection requests will be sent to the deans for incidental income fees (lab, program, etc.). To avoid filling the

IU Northwest Council Meeting Notes
Meeting Held Tuesday, February 10, 2015

negative balance gap at the end of the fiscal year with reserve funding, the plan is to use current year savings from salaries, unused travel budgets and non-essential purchases. A portion of the savings will have to be permanent, as the campus looks forward to FY16. Colleagues are asked to make every effort to avoid nonessential expenditures until the end of FY15, in June 2015. The campus is compelled to look at lower priority, less essential commitments versus those that are essential to have balanced budgets, as we seek to reverse the negative enrollment/revenue trend. The Leadership Team is preparing for the annual budget conference with Executive Vice President John Applegate, Mary Frances McCourt, Senior VP, Chief Financial Officer, and Treasurer, and others. Among the items that will be discussed during the budget conference will be the University Tax amount, which continues to increase.

Chancellor Lowe referred to a notice sent to all campus constituents from IU Human Resources regarding a major data breach at Anthem Blue Cross, and he also mentioned an increase in fraudulent tax returns. He urged all to pay close attention to cybercrime and data breaches, and reminded everyone to keep an eye on their credit accounts. As a precaution, Beth Van Gordon suggested changing passwords every six months.

IV. Campus Conversation on Diversity, Equity, Inclusion follow-up: Leadership role(s) for Council

a. One Book – One Campus – One Community Update

1. Thank-you: Michelle Alexander Visit on Tuesday, January 27, 2015

Chancellor Lowe thanked all who contributed to a very successful day on Tuesday, January 27, when Prof. Michelle Alexander visited the campus. There were approximately 1,000 attendees onsite for the program, which was live streamed around the university, resulting in hundreds of people participating remotely, including Vice President Applegate. Many questions came in from other campuses in addition to the questions from participants in attendance at the actual event. The attention to detail and the overall event reflected a very positive image for the campus, and also resulted in a great deal of university-wide engagement, with a very appropriate academic statement being made by the campus. Faculty colleagues brought and sent students to the event, with a great majority of the attendees being students. Professor Michelle Alexander was a terrific speaker, and she patiently answered questions and signed books until all waiting in line had their books signed. Indiana University Vice President for Diversity, Equity and Multicultural Affairs, Dr. James Winbush, who helped to cover the expenses for the day, attended the event and was very pleased with the event, which has set the tone for future collaborations with regard to live streaming.

Chancellor Lowe remarked that the logistical arrangements were all first-rate, and he thanked the One Book Committee for the great work with the Michelle Alexander visit, a truly memorable event.

2. 2015-16 Reading Selection: *Operation Homecoming: Iraq, Afghanistan, and the Home Front, in the Words of U. S. Troops and their Families* by Andrew Carroll (ed.)

At the Michelle Alexander event, Chancellor Lowe announced that the next One Book, One Campus, One Community reading selection for 2015-16 is *Operation Homecoming: Iraq, Afghanistan, and the Home Front, in the Words of U. S. Troops and their Families* by Andrew Carroll (ed.) The book contains an edited collection of stories and writings, which might lend themselves to good involvement from speech and writing classes who can focus on portions of the book. The campus is looking to the One Book Committee to continue their good work, as they consider programming around the new book for next year. The IU Northwest Council will determine if it wants to engage in a summer reading project this year and, if so, copies of the new reading selection will be provided to the Council.

3. Debrief: Council Summer Reading Discussion, Wednesday, August 13, 2014

• Draft Action Items identified by One Book Committee for further consideration:

- o Create activities that address unconscious bias. (Incorporate in service initiative?)
- o Provide training and diversity awareness for faculty/staff (and incoming employees) that leads to multicultural competence. (Incorporate in service initiative?)

IU Northwest Council Meeting Notes
Meeting Held Tuesday, February 10, 2015

- Chancellor Lowe reported that student and employee sessions are planned, with regard to the service initiative, at the end of February.
- o Develop support systems for students with felony records that facilitate their graduation and employment.
 - Chancellor Lowe spoke with Vice President Winbush regarding the possibility of IU thinking critically about supporting students with felonies, particularly those that do not have serious infractions. Considering Prof. Alexander's comments about felony convictions during her presentation, Vice President Winbush commented that this topic might merit a conversation at the University level.

James Wallace reported, on behalf of the One Book Committee, that Dr. Brock has worked to bring "The Cooler Bandits" documentary back to Northwest Indiana to engage high school students in Gary, Merrillville, East Chicago and in the Lake Ridge School system. On March 23, Shirley Steinberg, University of Calgary, and Venice Winters, University of Illinois, will provide a joint presentation on white privilege. The call for diversity programming ideas for next year has gone out, and faculty students, staff and community members are encouraged to submit ideas for consideration.

V. Institutional Effectiveness Update – J. Novak

a. Deloitte Market Study Summary

John Novak provided the summary below on the Deloitte Market Study that was released in Fall 2014.

Highlighted Trends of the Deloitte Report

1. Employment, income levels, education, and labor force participation rates in Northwest Indiana all lag behind the rest of the state and nation.
 - a. Individuals with Associate degrees/some college in NWI is at 33.4% compared to the state (30.9%) or nation (30.6%) is high. Bachelor degree attainment for NWI is at 14.9%, which is low compared to Indiana (16.5%) or the USA (19.3%). *Figure 5.5*
 - b. Poverty rates and unemployment rates are higher in NWI than the rest of Indiana.
 - c. If we had an equivalent labor force participation rate to the whole state, we would have over 12,000 additional workers in NWI.
 - d. Also some potential for post-graduate education in NWI.
2. There are conflicting demographic data between the census projections in Deloitte and the enrollment data obtained from the Indiana Department of Education. But, both suggest little or no growth to a slight decline in the population of 18-19 year olds in the area. Porter County expects a slight increase in this age group demographic, while Lake County will see a slight decline. We get 94% of our new students from Lake and Porter County, and we've seen an increasing proportion of them come from our 18-19 year old population.
3. As an age group, the 25-29 year olds are projected to increase at a significant pace, especially if you consider the downward to flat trends of other younger adult age groups. *Figure 5.6*
4. To varying degrees, all of our major academic divisions at IU Northwest have programs in high demand occupations that require post-secondary education – 1) education, training and library services, 2) health care and technical fields, 3) management, and 4) business and finance. Projected shortfalls in some areas, like education, even suggest opportunities for expansion or diversification into additional specialty areas in these professions.

Concluding Remarks

Because many of these trends in occupational areas, with demographics, and in enrollments were known, IU Northwest has numerous activities already in motion that anticipate findings in the Deloitte Marketing Report. Our online education has expanded significantly in the last several years, and our recent approval from the Higher Learning Commission to offer online degree programs will further accelerate our growth well ahead of Deloitte's recommendation. Another example is our Bachelor's in Applied Science program that might be crafted to train a future workforce in high demand technical occupations that the report specifies. We need to continue to go not just to high schools, but leverage our partnerships with Ivy Tech CC

IU Northwest Council Meeting Notes
Meeting Held Tuesday, February 10, 2015

and others to recruit students where they are, since demand for higher education suggests we need to continue to serve a diverse demographic profile. The trends in this marketing report lead me to conclude that IU Northwest can hone an integrated plan for future growth that continues to serve the local region, and that these examples and other activities will allow us to demonstrate our value to stakeholders that may be willing to reinvest in higher education in NWI.

Chancellor Lowe thanked John for his summary which includes helpful data as the campus works to reverse the trajectory of enrollments and revenue. The Enrollment Management Group has already reviewed the full report, and John's summary will be helpful with efforts going forward.

VI. Student Government Association (SGA) Update

Matt Lawson had a class conflict and could not attend the Council meeting.

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

No updates

VIII. Chancellor's Report

- Meeting Dates for 2015, August through December were added to the agenda.

IX. Other Information