

IU Northwest Council Meeting Notes
Meeting Held Tuesday, June 12, 2018

Strategic Priorities & Objectives:

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

Chancellor Lowe asked if there were comments or questions regarding the May 8, 2018 meeting notes and, hearing none, he advised Council members to contact Kathy Malone with any changes, and thanked her for keeping a very good record of Council deliberations.

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

• **Enrollment Management Update**

Vice Chancellor Montevirgen remarked that the campus continues to see a positive trend, with regard to applicants (+20.9%), admits (+28.1%) and new student enrollees (+15.6%), compared with the same time last year. He cautioned that it is still very early in the enrollment cycle, and enhanced recruitment and retention initiatives will continue throughout the summer to maintain a positive outlook for Fall 2018. He acknowledged the efforts of advisors reaching out to continuing students, the Office of Admissions outreach personnel, and the colleges for their enrollment efforts. At the time of the Council meeting, enrollment headcount was down 2.6%, and credit hours were down .4%. The budget was established assuming a 3.5% credit hour decline from last year, and the campus goal remains to stabilize enrollment for Fall 2018.

Vice Chancellor Román-Lagunas commented that participants at the Retention Summit, held on May 17, discussed articulating a strategy, and action steps behind a strategy, to make enrollment planning efforts beneficial to returning students. Plans are for the retention group to be renamed and institutionalized. Efforts continue to award persistence grants to eligible students, and graduate enrollments look promising. Chancellor Lowe reiterated, in his presentation to the Board of Trustees at the IU Northwest meeting on June 14-15, that recruiting students is less of a problem at IU Northwest than keeping them enrolled.

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

• **Updates – Finance and Human Resources**

The IU Northwest FY 2019-2020 budget was approved at the June Board of Trustees meeting, which included a 2% salary increase, and salary letters were released at the end of June. Final close for the budget was scheduled on July 2. Vice Chancellor Dickerson commented about the new travel software, Chrome River, which was launched on July 1. Training is available online, and for questions about expense reimbursement and processing assistance, contact:

Travel Reimbursements	812-855-2873
Meeting Card Support	812-855-2873
P-Card Support	812-855-5593

Miantá Diming, Human Resources Director, reported on the following:

- **Employee Engagement Survey** – All divisional “State-of-the-Team” meetings were complete at the time of the Council meeting on June 12, and most divisional action steps were also complete. The campus plan will consist of a compilation of the action steps. Miantá noted that employees involved in the meetings, to identify engagement items, showed interest in the process, and the feedback received has been positive, with session facilitators also commenting that the meetings went well. All units have identified at least one engagement item on which they will focus for the next 16-17 months, with implementation of the action steps slated for the beginning of the

IU Northwest Council Meeting Notes
Meeting Held Tuesday, June 12, 2018

Fall 2018 semester. Data is being compiled, university-wide, and will be sent to Gallop, and information will be shared with campuses who share the same engagement items.

- **Professional Development Series for 2018-19** – A session was held on Friday, July 13 addressing conflict resolution.
- **Job Framework Redesign Initiative** – University Human Resources conducted a listening session at IU Northwest on May 30, and work on role descriptions is moving forward. Each position within the university will be reviewed, to determine how it relates to the new framework redesign, and new software is available, which should make it easier to review and redesign the positions. The process will take approximately one year to complete, and will address position descriptions and classifications, and not salary equity issues. The result of a salary review for staff, conducted last year, revealed that there were no new salary equity/compression issues for non-academic positions, and a few staff equity issues were identified and addressed that were not addressed from the last review in 2011-2012. A faculty salary review was also conducted in 2017-18.
- **The Supervisory Training Series** ended in July, resulting in nine newly-trained campus supervisors.

III. Update – Facilities and Operations – Strategic Priority #5

Andy Kapocius, Executive Director, Facilities and Operations, noted that the Office of Facilities and Operations is doing its part to make the campus an attractive and welcoming environment for students and employees. He reported on the following initiatives:

- The Plaza Renovation Project, slated to begin this Summer, was substantially overbid, and the project will not move forward at this time. Next steps are being considered.
- The sidewalk replacement project is ongoing and takes place in four phases, with expected completion prior to the start of the Fall 2018 semester. Driving on the newly-completed sidewalks will be limited so that walkways will last longer.
- Carpet replacements are moving forward in a number of areas, including Hawthorn, Marram and Raintree Halls. A Classroom and Learning Spaces Subcommittee, of the Facilities Planning Committee, is working to identify opportunities for visual environment improvements, such as carpets and paints, and is assessing the information technology sector to initiate a plan to move forward with IT enhancements.
- The flood that occurred in Moraine Student Center last year rendered a section of the Moraine Dining Services floor, in the food preparation area, non-repairable, and a decision was made to replace the entire floor in that area. The food preparation area will be unavailable beginning early in August, and is scheduled for completion prior to the start of the Fall semester. The Little RedHawk Café in the Library will be available for food preparation during the time that the Moraine floor is being repaired. The seating area in Moraine will be available, and catering requests and services will not be affected.
- Additional electricity is being installed in classrooms to make it convenient for students to charge their various devices. University Information Technology Services (UITS) has consulted on this project, and is also providing funding,
- Savannah Student Center locker room renovations are complete, and will enhance the student athletic experience. The renovations are also a welcome change for others who frequently use the locker room. Enhancing locker room security is being considered.

**IU Northwest Council Meeting Notes
Meeting Held Tuesday, June 12, 2018**

- The Stanley Lock System on campus is being retired and will be phased out in steps, beginning with classrooms that are on that system. It was suggested that keys be provided for classroom access, and logistics around the key distribution system are still being considered. Also being considered is having classroom doors remain unlocked, but in the locked position when open. Moving forward, the entire campus will migrate to the Chronos Lock System, with some areas on campus already using Chronos.
- The Bruce W. Bergland Auditorium was painted and new carpet was installed, the stage floor was refinished, and the sound system has been enhanced. Additional improvements are planned.
- Lindenwood Hall will be demolished later in 2018, and items remaining in the building that can be sold will be listed with Government Deals (<https://www.govdeals.com/>). Items available include several file cabinets, and those interested in obtaining items can contact Andy Kapocius (ajkapoci@iun.edu). Information Technology installations in Lindenwood will be rerouted.
- The Broadway upgrade project, with the Indiana Department of Transportation (INDOT), is progressing, and should be complete soon. The campus has benefitted from the project, which has provided enhancements and upgrades to campus areas and buildings adjacent to the project.

IV. Council Annual Survey Results – Improvement Initiatives – Strategic Priority #1, #2, #3

• **Council Annual Survey Results – Improvement Initiatives**

Chancellor Lowe reminded Council members that the Council Annual Survey will be released this summer, asked all to complete the survey, and commented on the value of the survey, which serves as an evaluation and continuous improvement tool for the Council. He referenced enhancements to the Council Agenda in 2017-18, based on comments suggested in the 2017 survey, including the monthly discussion of a reading selection, and discussion of an important issue or profile. Agenda items and Council discussions are now also connected with Strategic Priorities and Objectives.

↪ Suggested Council Agenda Changes – implemented in January 2018

Connect reports/comments to *Strategic Priorities & Objectives*

- Focus on a priority each meeting/strategic planning theme
- Strategic Planning/AQIP Systems Portfolio Group Status Reports

Rotate “pressing issues”/dean/division/office/program updates/profiles at alternate meetings

- **Issue/Profile Schedule:** January, March, May, **August**, October, December

- **Reading Schedule:** February, April, **June**, September, November

The reading selection for the June meeting, “**School is Expensive. Is it Worth It?**”

(<https://www.wsj.com/articles/school-is-expensive-is-it-worth-it-1523658384>)

was published in the *Wall Street Journal*. The article talks about the belief by some that the educational system is a waste of time and money and addresses contradictions in what is currently believed where education is concerned. The article states that a degree is individually very fruitful, and individually lucrative, and that full-time workers, with a bachelor’s degree, on average, are making 73% more than high-school graduates. Workers who finished high school but not college earn 30% more than high-school dropouts.

It was noted in discussion by Council members that certain majors, especially in the College of Arts and Sciences, can seem to have relatively little value in terms of preparing students for a specific job or career, and the real point of the education is to indicate that a person has a good work ethic, and to signal to employers that the degree was rigorous. The article questions if a liberal arts and sciences education is necessary, and all agreed that

**IU Northwest Council Meeting Notes
Meeting Held Tuesday, June 12, 2018**

these types of degrees provide a well-informed citizenry. A suggestion was offered for integrated majors, or curricula, to help IU Northwest students stand out among other institutions/degrees, implying a broader, less specific, education/degree, making IU Northwest degrees more distinctive and valuable to students.

Many students do not get jobs in their majors, but transferable skills are learned in college, and liberal arts and sciences majors must recognize that there is new information to draw upon as they move forward in their lives and careers. An arts-and-sciences-based education can equip a person to recognize what is available.

Some believe that vocational training is the key, rather than obtaining a degree, but those in vocational/skilled jobs run the risk of having jobs that are vulnerable to automation, efficiencies and systems and, in many instances, workers have to retrain.

V. IU Northwest Council Strategic Planning

• **WEAVE: Documenting of processes of improvement (depth/detail vs. number)**

John Novak presented recommendations for each priority group and reviewed updates for each priority, discussing metrics, developing measures, and fielding questions. John is available to answer additional questions and provide helpful information. Chancellor Lowe reminded all that there are many initiatives going forward on campus, but the issue is how to document them in WEAVE.

• **August Council Meeting – Update on Strategic Priority Four and Strategic Priority Five**

• **Revision of the Vision Statement**

After Council discussion, the Vision Statement was finalized, and the new statement is reflected below:

Working together as a community, Indiana University Northwest will serve as a premiere resource to advance the educational, social, civic and economic well-being of the people of our region.

○ **Campus Statements:**

➤ **Public Narrative** – *Approved November 14, 2017*

Indiana University Northwest provides personal, affordable and life-changing education, in a high-quality academic environment where we value diversity, inclusiveness, scholarship and cultural and regional partnerships. Our students practice their communication and digital skills, collaborate and solve problems, which is a powerful, adaptable preparation for ethical leadership and success throughout a satisfying life and career.

➤ **Vision** – *Approved June 12, 2018*

Working together as a community, Indiana University Northwest will serve as a premiere resource to advance the educational, social, civic and economic well-being of the people of our region.

➤ **Mission** – *Approved by IU Board of Trustees on 16 June 2017*

Our purpose is to enhance the quality of life of the most diverse, urban, industrialized region of the state.

▪ We engage the community in high-quality teaching and scholarship.

▪ We partner with communities to impact and promote social, economic, and cultural development.

▪ We inspire and empower a diverse body of students to be active citizens, who apply their knowledge to transform their communities and the world.

➤ **Values** – *Approved December, 2013*

IU Northwest Council Meeting Notes
Meeting Held Tuesday, June 12, 2018

We, the students, faculty, staff, and alumni of IU Northwest, value:

- Our unique identity as Indiana University in Northwest Indiana;
- Academic excellence and scholarship, characterized by a love of ideas and achievement in learning, discovery, creativity, and engagement;
- The complete richness and dignity of the human family in all of its diversity;
- Supporting aspirations of the individual and community;
- The contributions of all of our constituencies;
- An environment conducive for learning, self-examination, and personal growth that leads to greater student success;
- Graduates prepared for life-long learning, ethical practices, successful careers, and effective citizenship; and c
- Collaboration with other educational institutions, external partners, and the Northwest Indiana community.

VI. Institutional Effectiveness Update

- **WEAVE documentation and the AQIP Systems Portfolio**

Dr. Lowe reminded all of the importance of documentation in WEAVE.

VII. Campus Conversation on Diversity, Equity, Inclusion follow-up: Leadership role(s) for Council One Book – One Campus – One Community – One Book Committee

- 2018-19 selection: *Women & Power: A Manifesto* by Mary Beard (<https://www.amazon.com/Women-Power-Manifesto-Mary-Beard/dp/1631494759>)

There was no report.

VIII. Student Government Association (SGA) Update

There was no report from Student Government. SGA President, Joseph Jansky, was conducting Summer research at IUPUI.

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

There were no reports.

X. Chancellor's Report

- The cost of caps and gowns for students – This topic was deferred until the August 2018 meeting.

XI. Other Information

- The IU Board of Trustees met on the IU Northwest campus June 14-15, 2018, and included in the meeting agenda was a campus presentation by Chancellor Lowe, former student and SGA President, Gabriela Jaimes, and current SGA President Joseph Jansky. The presentation was well received and can be viewed at the following link:

<https://www.youtube.com/watch?v=oZQ9Swv7JEQ&feature=youtu.be>

- An appreciation luncheon for the IU Northwest Council was held immediately following the Council meeting to acknowledge their good work during the 2017-18 academic year.