

## **IU Northwest Council Meeting Notes Meeting Held Tuesday June 14, 2016**

Chancellor Lowe began the meeting by reminding Council members to complete the annual Council Survey prior to the June 27, 2016 deadline. He asked that members give thought to how the Council can contribute to the planning initiatives being reviewed, provide campus leadership, and specifically focus on the communication initiative.

The June Council meeting was the last for several Council members, including Vice Chancellor Mark McPhail, Marianne Milich, Ida Gillis and Chuck Gallmeier. Chancellor Lowe, and the Council, wished them well and thanked them for their service.

Chancellor Lowe asked if there were comments or questions regarding the May 12, 2016 meeting notes and, hearing none, he advised Council members to contact Kathy Malone with any changes, and thanked her for very comprehensive notes from the last meeting.

### **I. AQIP CQR Draft Report - Principal planning recommendations: Collection & use of data**

The final report from the Higher Learning Commission regarding the AQIP Comprehensive Quality Review Visit has been received and will be distributed to the Council. It states that the IU Northwest campus is being recommended for reaffirmation without any conditions or qualifications. Chancellor Lowe thanked the Steering Committee and the leadership in Academic Affairs, Executive Vice Chancellor McPhail, Dr. O'Dell and John Novak, for their good preparation and overall, good work. The critical portion of the report indicates that the campus is more reactive with the use of data than planful and proactive, and advises that the campus focus on better collection and use of data to ensure that decisions and changes are data-driven. Chancellor Lowe thanked all who contributed to a successful visit.

### **II. Enrollment Management & Student Success**

#### **• Enrollment Management Update**

Vice Chancellor Montevirgen reported that, as of June 14, enrollment for Fall 2016 was 12% behind the same time last year, with credit hours approximately 11% behind the same time last year. There was an 11.4% increase in beginner and transfer applicants, and admits from that group were up 9.4%. With regard to applicant enrollment, there was a 7.9% decrease, but with pending orientation sessions, there was optimism that enrollment statistics would begin to be more positive. Beth Tyler, Associate Vice Chancellor for Student Services and Dean of Students, attended the Council meeting and provided an update regarding New Student Orientation (NSO) sessions. She remarked that sessions are going very well, and she wants to make certain that the campus community is providing consistent messages regarding NSO purposes and values. She stated that NSO is a critical early recruitment and retention tool that contributes to academic and social integration. Reports have been received that students are being given differing messages about NSO, and below are facts that all should know:

- New Student Orientation is important and valuable. It is not optional.
- Breakout sessions offered by faculty members have been very well received.
- Eve Bottando recruited four students for the radio station.
- Sessions start at 9:00 a.m. with check-in at 8:30 a.m., except for evening programs for adult learners and veterans.
- Orientation is an all-day affair; students should not plan to drop in and out.
- Students do not have to wait until NSO to register; it is preferred that they NOT wait.

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Beth asked that Council members make sure that consistent and accurate information is disseminated by their constituents and that the information permeates throughout the institution. In the spirit of continuous improvement, she encouraged feedback regarding the sessions.

Dr. McPhail, referenced the proposal for the Red Hawk Persistence Program, which was shared with Council members in advance. The program addresses the impact of “unmet need,” which is the difference between the cost of fulltime enrollment and the financial support resources available for each student. Unmet need is especially significant for IU Northwest students, many of whom are first generation, returning adults, and students from historically underserved populations. To address this impact, it is proposed that the Student Success Funds generated by IU Northwest be used to support a success initiative called the RedHawk Retention & Persistence Program.

The program will serve two purposes that evidence has shown can improve student retention: it will meet unmet need for students who have balances on their bills at the time of census, and will also be targeted at helping students who have scholarships connected to academic achievement regain the scholarship after their GPAs slip below a required minimum. The program is based on two successful strategies used by Georgia State University (GSU) to help address issues of chronic financial need among students. The program will be coordinated through the Enrollment Management Group, and administered by the Office of Financial Aid, the Office of Student Accounts, and the Office of Admissions. Vice President Applegate’s office will make a determination on whether funding will be available for the program.

Funding for a Summer Bridge Program was secured, and James Wallace worked with the Office of Academic Affairs to implement the program.

Dr. Cynthia O’Dell provided a report to the Council on the Reimagining the First Year plan. Sponsored by AASCU (American Association of State Colleges and Universities), the campus team is comprised of more than 20 faculty, staff and students who will develop plans for reimagining the first year for students. The team was divided into four groups that focused on the four areas where projects will be developed which were identified by AASCU (American Association of State Colleges and Universities):

- Curriculum redesign
- Institutional intentionality
- Student roles
- Faculty and staff roles

Dr. O’Dell added that the draft report was submitted to AASCU, and they will review and provide helpful suggestions on how to move forward. She will provide more information about the initiative at the next Council meeting.

**III. All-Gender Restroom Facilities & Title IX – I. Gillis**

Ida Gillis referenced the information presented to the Council regarding Title IX guidelines and asked Council members to read the information, and to make certain that their staff and faculty are familiar with the guidelines so that they can respond, if necessary, in accordance with the guidelines.

Under Title IX, the University “shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of

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such student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity of the recipient." This prevents all Universities from excluding a pregnant student from attending classes and completing classwork.

Title IX prohibits harassment and discrimination that targets students based on gender identity, transgender status, or gender transition. The University must treat students consistent with the student's gender identity, without requiring a medical diagnosis or treatment as a prerequisite.

Denying an employee equal access to a common restroom corresponding to the employee's gender identity is sex discrimination; an employer cannot condition this right on the employee undergoing or providing proof of surgery or any other medical procedure; and, an employer cannot avoid the requirement to provide equal access to a common restroom by restricting a transgender employee to a single-user restroom instead (though the employer can make a single-user restroom available to all employees who might choose to use it). The Department of Education's position that the prohibition against sex discrimination under Title IX requires educational institutions to give transgender students restroom and locker access consistent with their gender identity. All gender/all family restroom facilities are available on the second floor of Raintree Hall, and other facilities are being identified.

The U.S. Department of Education recently announced that the Office for Civil Rights (OCR) reached a settlement with Erie Community College in Buffalo, New York, regarding issues of women's access to athletic opportunities. In the resolution letter, OCR outlines the three-part test used to assess whether an institution is providing equal athletic opportunities to students of both sexes as required under Title IX. If the institution meets any part of the following three-part test, they have satisfied the requirements under Title IX.

- Whether intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments; or
- Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a history and continuing practice of program expansion that is demonstrably responsive to the developing interests and abilities of that sex; or
- Where members of one sex are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion, whether it can demonstrate that the interests and abilities of the members of that sex have been fully and effectively accommodated by the present program.

**IV. Other Information**

- Chancellor Lowe urged all members of the IU Northwest Council and campus community to add to their summer reading the 2015-16 One Book selection, *The Immortal Life of Henrietta Lacks* by Rebecca Skloot. There will be a Council book discussion at the September or October 2016 Council meeting.
- Dean Mark Hoyert announced that the Society of Actuaries chose the IU Northwest Actuarial Science Program, housed in Math and Actuarial Science, the 28<sup>th</sup> best program in the country.

The remainder of the meeting was devoted to the campus planning exercise facilitated by Dr. Charlie Hobson.