



INDIANA UNIVERSITY

# ANNUAL REPORT 2021-2022

IU KOKOMO  
STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT  
Dr. Tess Barker, Vice Chancellor

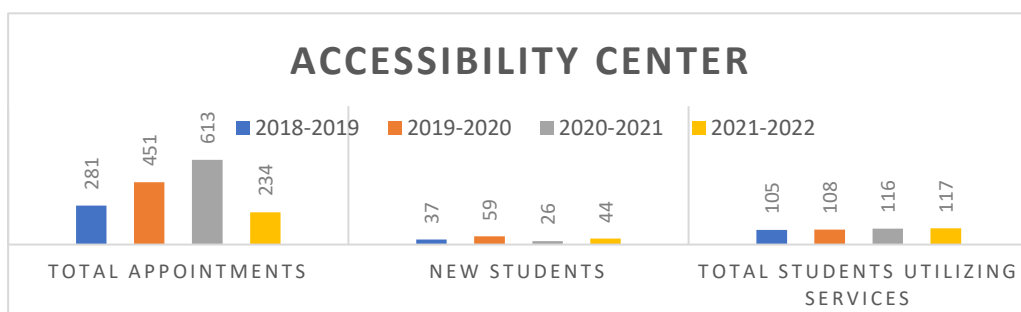
# Accessibility Center

The Accessibility Center seeks to empower, support, and advocate for students with disabilities. Enhancing the education of each of our students means we construct a service plan that is unique to the needs of each student. We strive to meet the instructional, environmental, and learning needs of students by providing accommodations, resources and referrals, and programs to assist students in reaching academic success. In 2021-2022, 117 students were approved for and received accommodations through the Accessibility Center. On average 4.16% of the total student body at IU Kokomo utilize services from the Accessibility Center.

## Appointments/Services

Over the past three years, the Accessibility Center noted an increase in complex accessibility needs, including but not limited to a rise in requests for mental health-related accommodations. In 2020-2021, appointments increased by 35.9%. This was in part attributed to how students responded to the pandemic. Increased communication and support through phone, Zoom, and ongoing email conversations were needed to ensure the success of each student. In 2021-2022, appointments leveled back out to pre-pandemic levels.

The office went through staffing transitions Fall 2021, which limited available appointment times, but student needs were still met. New students utilizing services increased 57% from the prior year and 11% since 2018-2019.



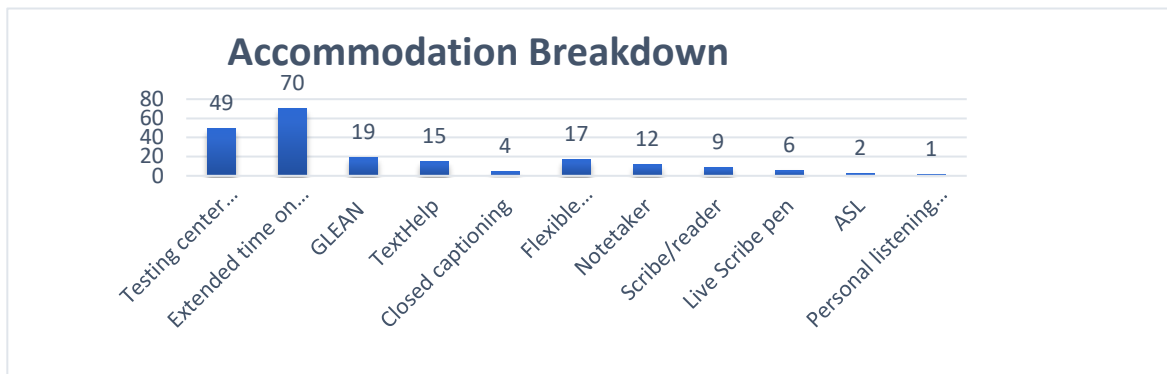
## Disabilities Represented

Some students have multiple diagnosed disabilities. Psychological Disorders is the most common diagnosis, represented by 128 students. This matches national trends of increasing psychological disorders. This grouping of disabilities consists of anxiety, depression, learning disabilities, ADD/ADHD, PTSD, and/or bipolar, for example. Chronic health is the second largest diagnoses, with 25 students.

## Accommodations Provided

Approximately 26 students utilized the testing center during the fall semester to take their tests and 29 during the spring semester. Over the course of the academic year approximately 260 tests were provided by the testing center for an accessibility

student. Other accommodations students have received are notetaking (Glean, live scribe pen, or student), TextHelp, closed captioning, ASL, personal listening device, and/or flexible attendance accommodations.



### Awareness Programming and Events

The Accessibility Center engages in outreach programs to increase awareness, education, and support for students with disabilities. During Wellness Week, they collaborate with Student Life and the CAPS to promote awareness of disabilities and the resources available to students. Partnerships with Adaptive Technology and the Accessibility Center at IUPUI and Bloomington supported an adaptive technology fair.

With the Center for Teaching, Learning and Assessment (CTLA), we hosted Canvas events where faculty could ask questions regarding accessibility, in addition to ongoing collaborations to provide classroom presentations. In 2022, the Accessibility office visited two K-12 schools to discuss resources for students who have a disability. Finally, in an effort to bring awareness to our community, a statewide transition program that brings 40+ Indiana K-12 teachers, administrators, and parents to campus was hosted.

### Faculty Collaboration

To streamline and destigmatize disabilities, since 2017 the Accessibility Center and CTLA partnered to bring an accessibility certificate to faculty. The certificate is designed for faculty members wishing to increase their expertise in disability needs and services. Upon completion of the certificate, faculty members will be better able to serve the needs of students with disabilities.

Over the last five years, 130 faculty have completed the basic certificate and an additional 9 completed the advanced certificate. In spring 2022, it was evaluated. Prior to the evaluation, there were both basic and advanced options. During the evaluation, the basic and advanced selections were eliminated and now there is just one certificate. To complete the certificate, faculty are required to attend three workshops on Universal Design, TILT, and Kaltura. They also learn how to make their Canvas site and syllabi accessible. They are also required to attend two other events, such as the Transitional program the Accessibility center provides for K-12 professionals or any other awareness event, to receive the certificate.

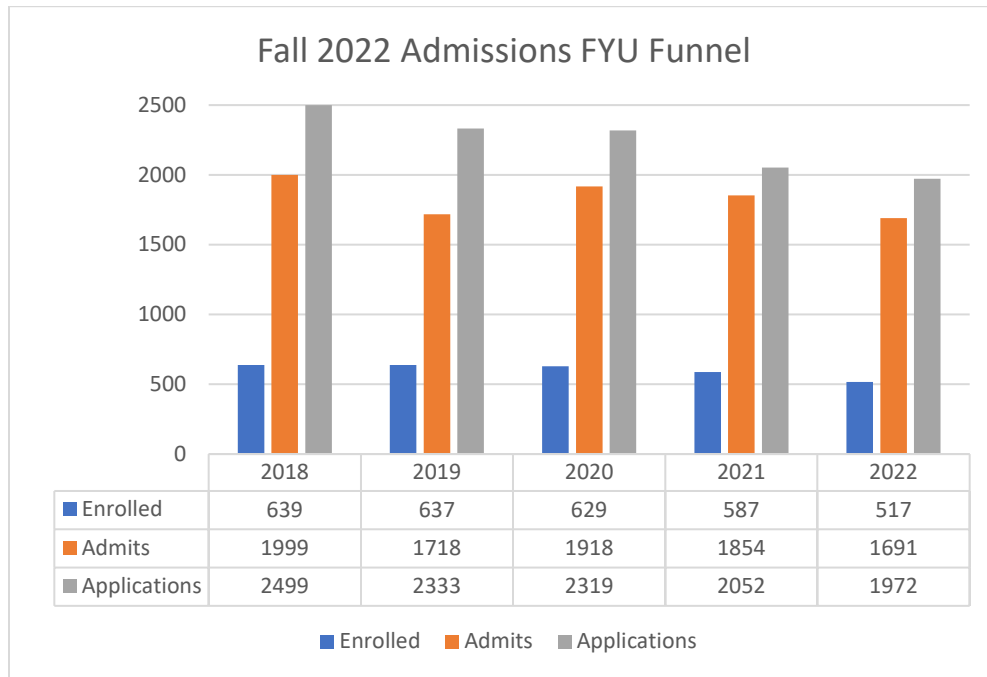
# Admissions

The Office of Admissions continued to feel the impact of the pandemic within the 2021-2022 academic year.

## Freshman Recruitment and Admissions

Recruitment for the fall 2022 incoming class began the year prior, with admissions counselors finding innovative ways to reach out to their areas. Most high schools would not allow virtual visits until close to Fall 2022. Once given permission for in-person events, we first visited local schools and attended college fairs as areas allowed. When more opportunities arose, we continued to make a many personal visits as possible while continuing to keep virtual options open.

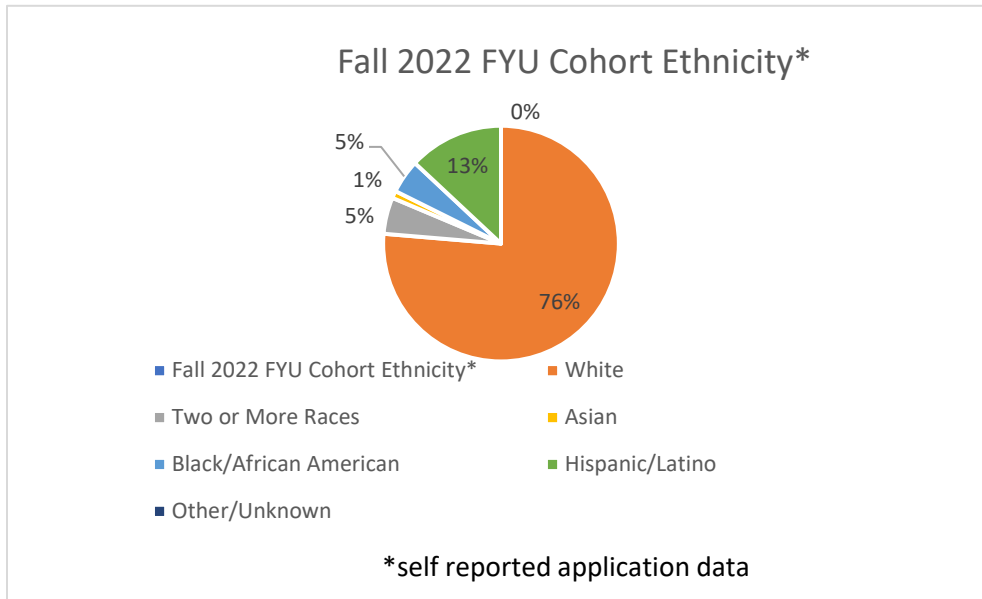
Orientation for the Fall 2022 FYU cohort began in May with the Office of Student Success and Advising reformatting the onboarding process as a first step, and then an enrollment event for registration on campus.



IU Kokomo’s Fall 2022 enrollment of 2,846, with 517 first-year students, included an increased number of minority and transfer students. Nearly 20% of enrolled students identify as minorities and within our first-year students, which increased to 24%. This exemplified the commitment of IU Kokomo and Admissions regarding diversity and inclusion, as well as the partnership with the Multicultural Center staff. We strive to be a supportive environment for underrepresented students within our recruiting area.

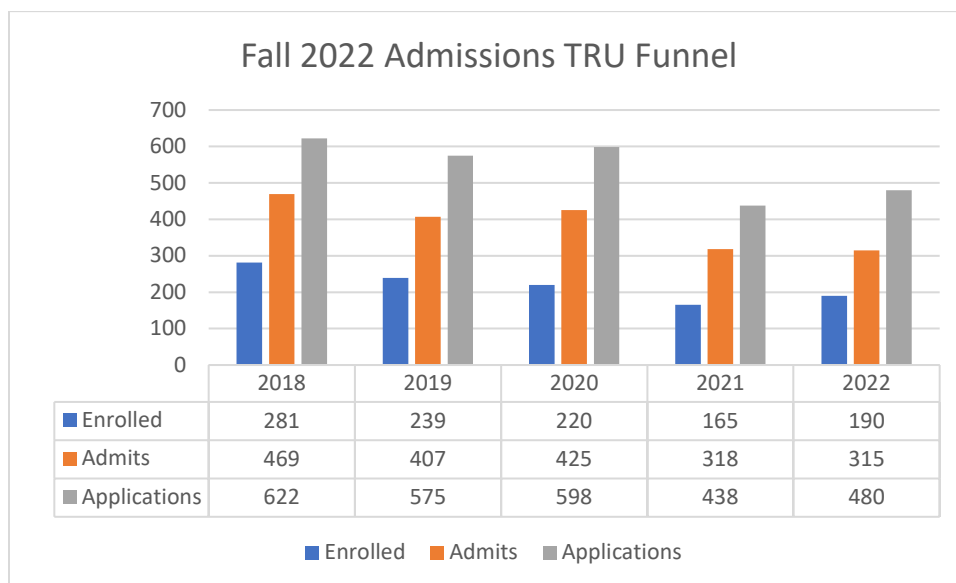
We continued to admit students based on the applicant’s high school GPA and utilized SAT/ACT scores for merit-based scholarships. Conditionally admitted students attended

the Fall Welcome Bootcamp for additional opportunities for student success. Advising worked with Admissions to ensure these students were supported.



## Transfer Recruitment and Admissions

The effort to recruit transfer students was challenged during the pandemic and continued to be an uphill battle for IU Kokomo. The transfer coordinator visited Ivy Tech starting in spring 2022 as the campus lightened their in-person visit restrictions, Due to their asynchronous model during the recruitment period, however, many students were off campus when we were present. That left virtual visits and personal campus visits a better way to reach out to potential transfer students. The increase in Fall 2022 transfer students is due in part to more fully online programs from which to choose.



# Athletics

In just its 11th year of existence, the IU Kokomo Athletic department had one of its most successful seasons to date during the 2021-22 year. After a challenging couple of years battling through the COVID-19 pandemic, the 2021-22 season brought some normalcy back to IU Kokomo Athletics.

## Student Activities and Events Center

The Student Activities and Events Center (SAEC), the first on-campus athletic facility at IU Kokomo, opened during the pandemic in Fall 2020. Due to a campus need for socially distanced learning, the SAEC was not fully available to IU Kokomo Athletics and its student athletes. Fast forward to Fall 2021, when the facility became available full-time to the athletics department and its student athletes.

The SAEC hosted a total of 47 events between volleyball, men's basketball, and women's basketball. The teams combined for a 36-11 overall record on their home court. The SAEC also played host to the River States Conference Volleyball and Men's Basketball Championships.

In addition, the SAEC hosted several other campus events including a fundraising appreciation event along with the Cream and Crimson Gala. The Gala commemorated the *Believe. Build. Belong.* campaign which helped fund the construction of the SAEC. The event also celebrated the 45-year legacy of Chancellor Susan Sciame-Giesecke as she transitioned into her new role as IU vice president for regional campuses and online education.

## Cole Fitness Center

After having to adjust operations during the COVID-19 pandemic to ensure safety of campus, the Cole Fitness Center (CFC) fully reopened during the 2021-22 year. For the first time in its history, the CFC had a full-time staff member dedicated to its daily operations. IU Kokomo track and field and cross-country coach, Josh Colvin took on the responsibility of overseeing the daily operations. This change increased opportunities for more programming for the faculty, staff, and students of IU Kokomo to enjoy.

## Student Athlete Numbers

The department saw a small dip in its student athlete population during the 2021-22 year. The total number of student athletes during the fall semester was 215, down 14 from Fall 2020.

## Athletic Success

The year included a seventh consecutive trip to the NAIA National Tournament for volleyball along with an NAIA Sweet 16 appearance from men's basketball, their third such appearance in the last four years. Women's Golf was represented at the NAIA Golf Championships by Brandi Jones, the first IU Kokomo golfer to qualify for Nationals. Luis Saldana earned a trip to the NAIA Cross Country National Championships, the first IUK runner to accomplish the feat in six years. Lexi Jackson represented the women's

cross country program at Nationals in Vancouver, Washington. The IU Kokomo Athletic department earned their highest finish ever in the River States Conference Commissioner’s Cup, tying for fourth with 61 points, just four points out of first place.

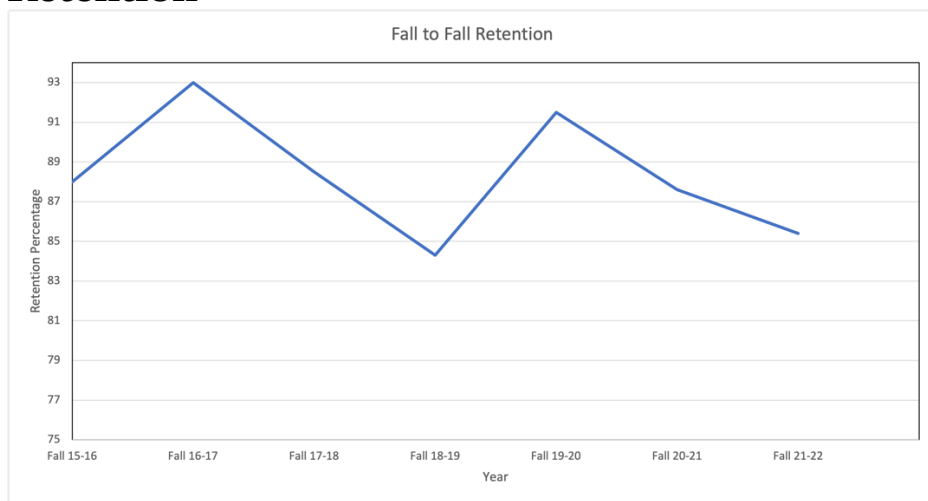
### Sport Offerings/Head Coaches

- Men’s Basketball – Eric Echelbarger
- Women’s Basketball – John Kenger
- Men’s Cross Country – Josh Colvin
- Women’s Cross Country – Josh Colvin
- Women’s Volleyball – Heather Hayes
- Men’s Golf – Brent Martin
- Women’s Golf – Courtnee Cossell-Smallwood
- Men’s Indoor/Outdoor Track & Field – Josh Colvin
- Women’s Indoor/Outdoor Track & Field – Josh Colvin
- Baseball – Drew Brantley
- Women’s Tennis – Kristine Miller
- Women’s Soccer – Sohaila Akhavein

### Academic Success

IU Kokomo student athletes posted their best semester in department history with a 3.47 grade point average during the fall semester. Overall, the department posted a 3.31 GPA average for the academic year. The year included 114 Dean’s List recipients (3.5 or above) and 41 perfect 4.0 GPA’s. The IU Kokomo Volleyball team received the American Volleyball Coaches Association (AVCA) Team Academic Award. The benchmark for the award is a team GPA of 3.3 for the entire year. Overall, 79 student athletes were named to the River States Conference Scholar-Athlete Team. To be named, student athletes must have a 3.25 GPA or higher along with two semesters at IU Kokomo.

### Retention



# Career Center

Career Center services are tailored to meet the individual needs of each student, providing self- assessment tools, experiential learning, professional development growth, and job search techniques that are essential for life-long professional career development.

## Appointments/Services

The Career Center provided over 979 appointments for students, alumni, and community members during the 2021-2022 academic year. The variety of resources are designed to empower students in making academic and career decisions to identify their purpose. When students understand their purpose, they are motivated to achieve success, which results in increased retention rates.



## Faculty and Staff Collaboration

The Career Center collaborates with admissions for VIP days and transfer visit days; advising for orientation, Bootcamp, Key Summer Institute, Gear up, and JAG; alumni relations for cap and gown grad fair, and with many faculty on class presentations assignments. In 2021-2022 the Career Center collaborated with 10 classes to deliver presentations that reached approximately 340 students.

## Handshake Jobs and Employers

IU partnered with Handshake in summer 2020 to become IU's the college-to-career network platform. This year, the Career Center approved 4,847 employers to post jobs/events for IU Kokomo students. Handshake integration into Career Center services provided students with 118,484 different opportunities and 31 professional development events. In addition, 3 students who were work-study eligible were placed as tutors in the community.

## Internships

The Career Center held 116 individual appointments with students to critique their resume and discuss their goals and internship opportunities. A partnership with Stellantis, established in 2013 and briefly halted due to the restarted started hiring interns in 2021. Over a span of 9 years, a total of 89 students have been placed with

Stellantis. In 2021-2022, 11 students applied, and 5 students were accepted. Of these, one computer science student was selected for an IT internship. This was the first time a Kokomo student was selected for this type of internship. Most of the internships are in the area of leadership/management.

### Landed a Job Campaign/Employment Rates

IU Kokomo has long used a “Landed a job” campaign to gain information from students before they leave. In 2021, IU adopted a new initiative to report student employment results of previous graduates. In 2021-2022, data collected through the new initiative resulted in a 28.1% increase in response rate from the previous year. The results indicate the annual salary of recent graduates is \$51,000.

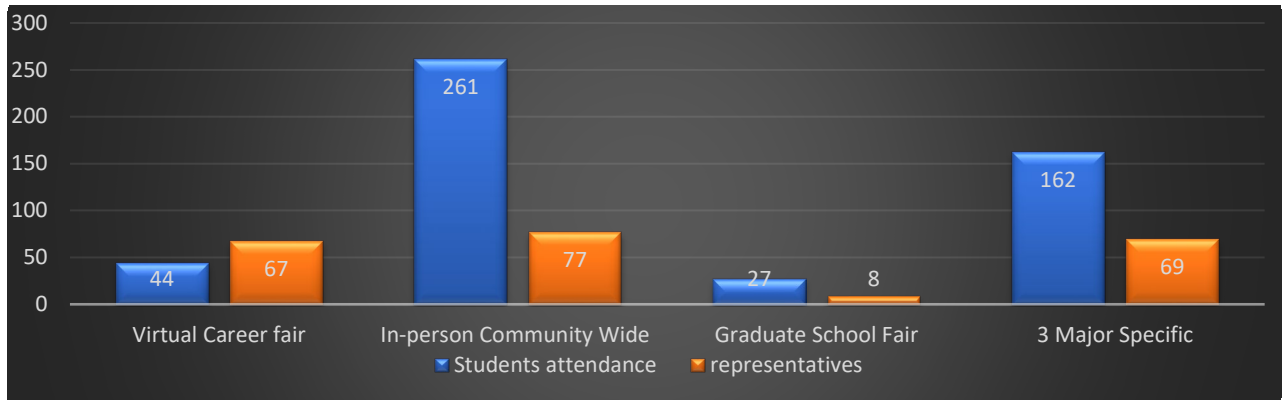
### Events/Workshops

IU Kokomo Career Center hosts several professional development events available to all students. Each workshop/event provides students with valuable employability skills and knowledge they will need after graduation. Guiding students to understand who they are, what they have to offer, and how their classes align with skills employers look for, provides a foundation for the students’ purpose.

**Life After IU Kokomo:** This series of workshops comprised of financial literacy and social media/networking. A total of 49 students attended in 2021-2022

**Backpack to Briefcase:** This series brought employers to talk virtually with students. Topics included salary negotiation, expectations, internships, resumes, interviewing, and generation gaps. A total of 15 students attended the presentations.

**Career and grad Fairs:** A variety of career fairs were hosted in 2021-2022.

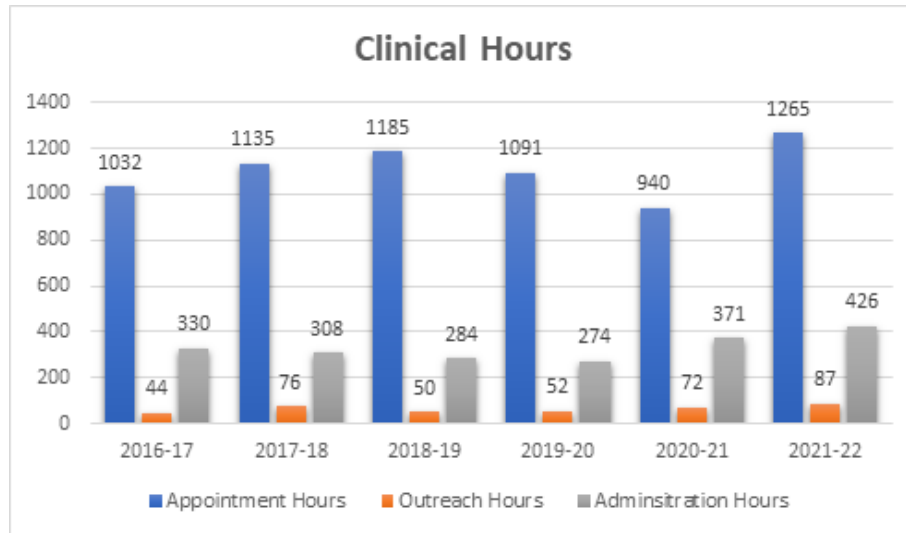


**Career Readiness Workshops:** Workshops help students connect their experiences to transferable skills employers seek. Eight workshops aided 53 students.

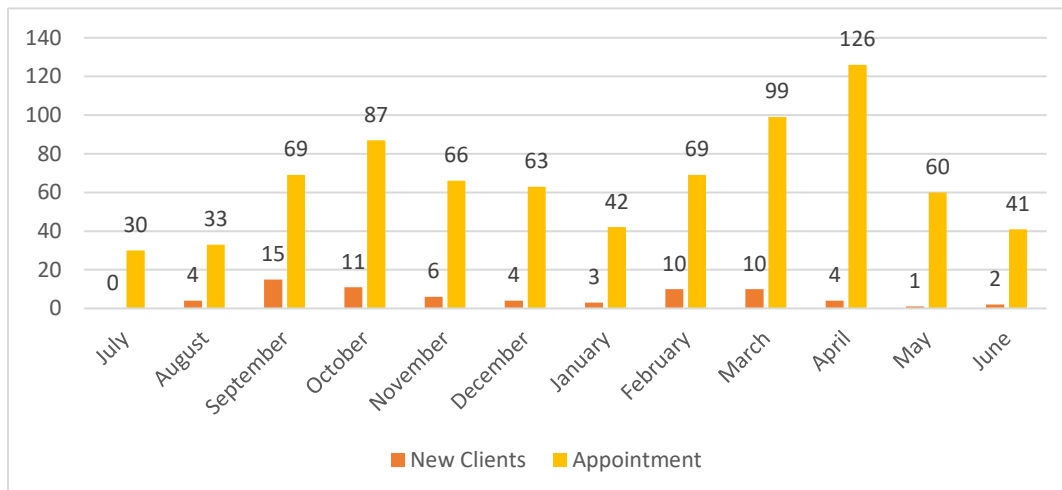
**Coffee and Careers/Are you Smarter than a Hiring Manager:** Series of fun games to develop students’ employability skills; 251 students participated.

# Counseling & Psychological Services

IU Kokomo CAPS strives to provide essential support to all students, as well as the campus community, through comprehensive mental health services. In addition to offering in person, one-on-one counseling services, CAPS provides telehealth where clinically appropriate as well as group programming and therapies. Overall, CAPS provided 1,265 clinical hours during 2021-22.



In 2016, CAPS started with a single Director providing all clinical, administrative, and programmatic services. As the need for services grew, CAPS continued to provide culturally conscious, evidence-based best practices. This includes a therapist embedded in our Multicultural Center as well as serving as a clinical placement for students in IU Kokomo’s Master-level counseling program. Two supervised student interns provided part-time clinical services, thereby expanding the services CAPS could offer.



# Financial Aid and Scholarships

The Office of Financial Aid and Scholarships works to help students reach their higher education goals. We communicate with every admitted student who sent a FAFSA to our campus. This is done through a mailed Financial Aid Notification (FAN) packet that provides a user-friendly way for students and their families to make informed decisions about paying for college. In 2021-2022, we mailed 1,995 FANs.

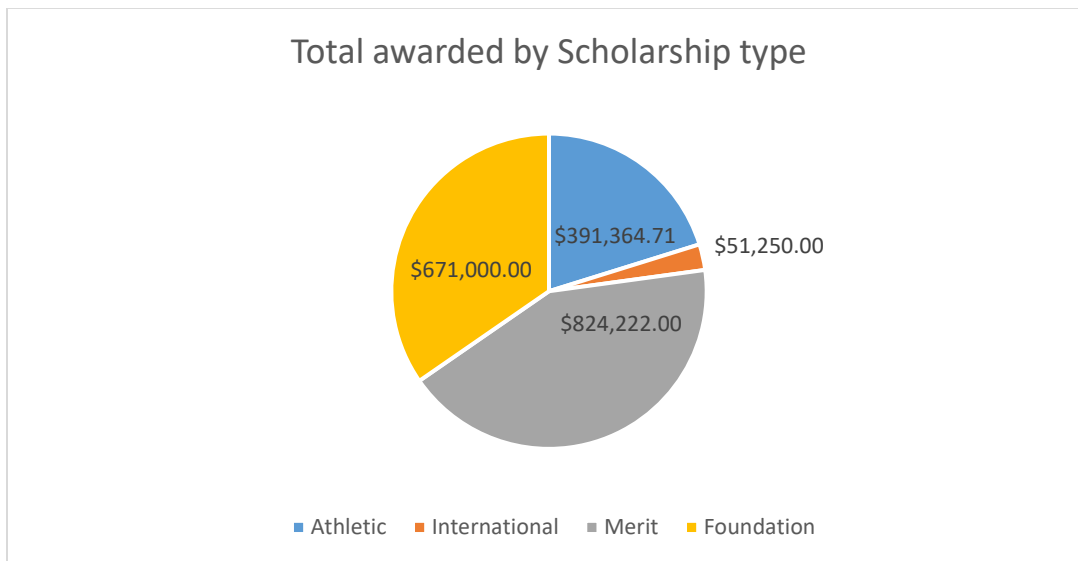
Our in-person traffic increased this year, but ultimately our other formats of communication were preferred. From August 2021 to April 2022, our office served over 900 students.

## Financial Aid Awards

Financial aid is offered in the form of grants, loans, scholarships, and work study. The data collected encompasses all enrolled FAFSA and non-FAFSA filer students for the 2021-2022 academic year (including Summer 2021). We awarded a total of 2,334 students some type of aid for 2021-2022 totaling \$20,221,617.

## Scholarship Data

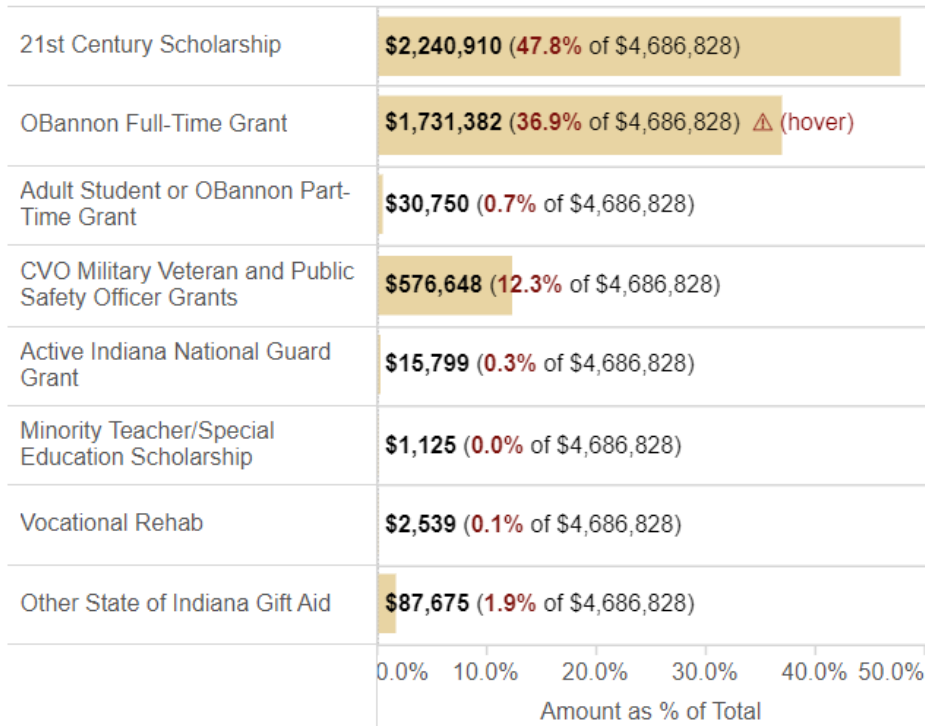
The IU Kokomo campus is quite generous in our scholarship awarding. We have 4 types of scholarships: Foundation, Merit, Athletic, and International. During the 2021-2022 academic year, we awarded 1,001 students (incoming and continuing students combined) a total of \$1,937,836.71 in scholarships.



## State of Indiana Awarding

The IU Kokomo campus processes funds from ICHE that allow students to receive funds to use for tuition and mandatory fee costs. For the 2021-2022 academic year, 996

students were awarded \$4,686,828 in state-appropriated funds. Within these numbers, 321 received 21<sup>st</sup> Century Scholar funding, which is an early-college promise program designed to help low income families afford the opportunity to obtain a college education.



## FAFSA Outreach and Financial Literacy

Financial Aid Counselors spoke with over 300 potential students during individually scheduled Admissions Visits this year. We also held 139 individual FAFSA Zoom appointments and hosted FAFSA Nights at Kokomo, Western, and Tri-Central High Schools. We participated in College Goal Sunday at Ivy Tech and hosted the event at IUK in Spring 2022. Our 2021-2022 total of students helped from these events was 250.

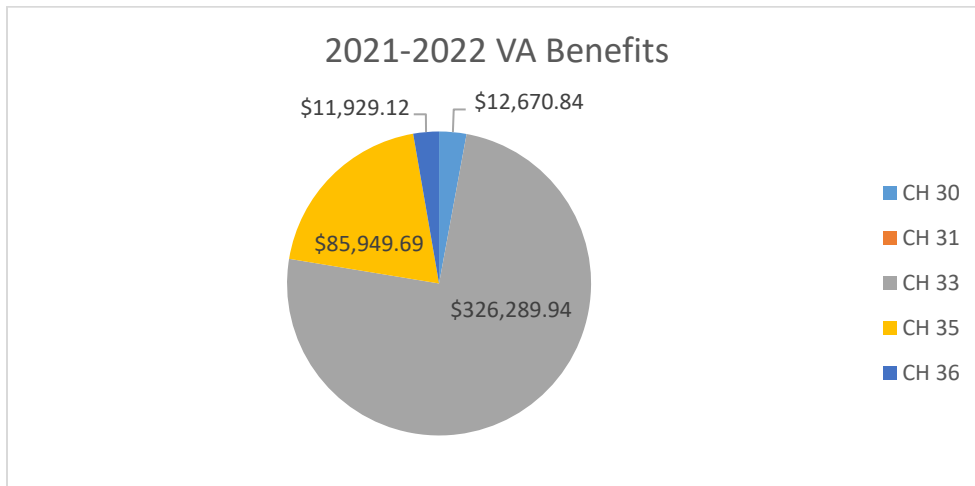
We increased our outreach to Spanish-speaking students and their families through a Bilingual FAFSA Event, promoted through bilingual mailers, to 150 admitted students. We also collaborated with Media and Marketing to have a one-sheet Spanish insert added to our existing Value + Experience Booklet. This increases Spanish-speaking family involvement and a better understanding of vital financial aid information.

The office promoted our Get that Money! event with a week-long candy promotion hosted in Alumni Hall. During this promotion, we spoke with over 322 students to make them aware of the help they can receive for free. In addition, 354 Frank O'Bannon recipients and 229 21<sup>st</sup> Century recipients received direct communication about the 22-23 FAFSA deadline and our various FAFSA Events. We also hosted a Scholarship Workshop to promote the IUK General Scholarship application with about 120 students connected.

Our most recent outreach this year was participating in our local First Friday Event March 5 at Downtown Kokomo. We had a table in front of the IU Kokomo Art Gallery where we had games for both adults and children, we handed out prizes and spoke with parents and young adults about college. We spoke with a total of 7 people from the community.

### VA Certifying Official

Our office houses the campus Veterans Certifying Official. This year, the official assisted 174 students being awarded \$436,839 in VA-provided educational benefits.



### COVID-19 Related Activities

Through the passage of the Coronavirus Aid, Relief, and Economic Security (CARES) Act, The Higher Education Emergency Relief Fund (HEERF) sent money to schools to use as emergency grants to students for expenses related to the pandemic. The third and final disbursement of CARES funding, HEERF III, awarded \$3,853,157. Additional information can be found on the office [website](#).

# International Student Services

## International Recruitment

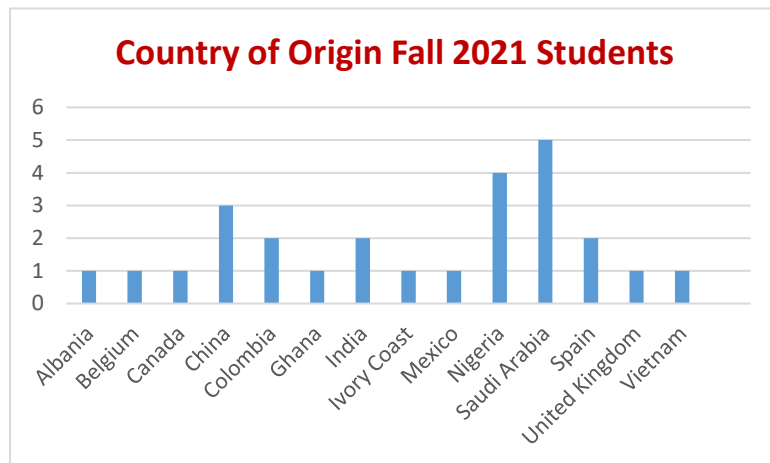
International recruitment remained challenging as the pandemic impacted the mobility of students as well as their ability to obtain visas, complete their degrees, and pay for tuition. In addition, restrictions forced the university to take a more reactive approach in the recruitment of new students. As a result, four of the twenty-six enrolled students for fall 2021 were new to campus. The majority of those had been studying in the U.S. Looking ahead, the institution continues to strategize on partnerships and recruitment efforts that can yield more international students to diversify our campus body and enrich the experience for all students.

### International Student Snapshot

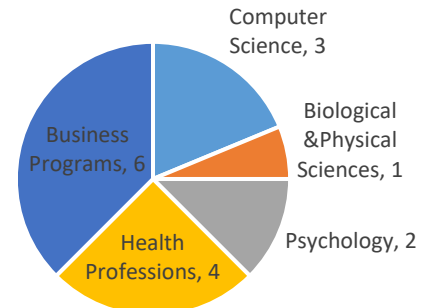
#### Fall 2021

Undergraduate Headcount	16
Graduate Headcount	9
Unknown Non-degree Level	1

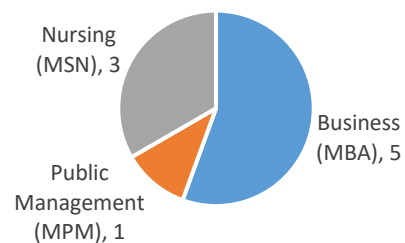
### Country of Origin Fall 2021 Students



### Undergraduate Programs



### Graduate Programs



## International Programming & Support

IU Kokomo collaborates with the Office of International Student Services (OISS) in Bloomington to provide immigration and compliance support for students. OISS advisors assist students in navigating federal regulations and restrictions.

Kokomo faculty and staff support students in a variety of ways including through our academic advising model and Multicultural Center.

# K-12 Initiatives

## Indiana College Core

In pursuit of building a recruitment pipeline and college going behaviors within North Central Indiana’s K-12 community, IU Kokomo worked in partnership with the IU system to pass the Indiana College Core (ICC) certificate in January 2022. The certificate incorporates 30 credit hours of general education themed courses that are spread over 6 core competencies. The ICC certificate allows high school students the opportunity to leverage dual credit course work so that they can graduate high school with both a high school diploma and higher education credentials. IU Kokomo works alongside their K-12 partners to support concurrently enrolled students for maximum success and post-secondary guidance. In 2022, IU Kokomo signed with 5 partner schools within our region.

### ICC Partner Schools

- Lafayette Central Catholic High School
- Tipton High School
- Yorktown High School
- Taylor High School
- Frontier High School

## Power Up to College Program

IU Kokomo rolled out our Power Up to College Program with two pilot school corporations, Tipton and Tri Central schools. Getting to college can be full of twists and turns; students in the Power Up program don’t have to navigate them alone. The program provides modules full of college going activities and behaviors including class trips to campus or maintaining a certain attendance level and an overall 3.0 GPA average.

Students will be incentivized to continue the program throughout their high school years. Successful completion of the Power Up program results in a \$1,000 scholarship for students who enroll at IU Kokomo following high school graduation. Looking ahead, IU Kokomo is ready to expand the program and onboard new districts.

## Ongoing K-12 Initiatives

IU Kokomo continues to make K-12 outreach efforts a priority. Beginning to return to some normalcy post COVID, we began to welcome back field trip groups for hands on engaging field trips. Visit itineraries are grade level appropriate and get more recruitment focused during the high school years. In addition to visits, IU Kokomo’s online and on campus dual credit program continues to see an increase of students each semester, exceeding 200 in 2021. With this population becoming more robust, we’re looking to create an official Credits to College Program and differentiate post-secondary recruitment for this already well engaged group of students.

# Multicultural Center

The Multicultural Center (MCC) opened its doors in October 2020. The MCC was established to promote a welcoming and positive campus climate and to cultivate a diverse, inclusive environment that supports equal access, participation, and representation on campus.

## MCC: One Location, Many Units

The MCC suite is home to three identity-based units: the Black Student Center, the LGBTQ+ Center, and Latinos Unidos: Hispanic Center. It also houses offices with complimentary purposes: International Student Services; the coordinator for student life and campus diversity; and a part-time CAPS therapist. The co-location of the CAPS therapist creates an opportunity to better serve students from historically underrepresented backgrounds.

The co-location of these centers and offices ensures that the programs and services coming from the MCC support not only certain groups of students, but the entire IUK community. The MCC develops events that recognize the intersectionality of our multiple identities; connect the classroom with the co-curricular; and acknowledge and begin to address the impact of the past on our present *and* our future.

A signature program of the MCC is the **Social Justice Speaker Series**. The series brings to campus speakers on topics that connect to the classroom, but also represent experiences and points of view that may not be readily learned in North Central Indiana. This year, speakers included a civil rights litigator from California and an art historian who specializes in the role of art in social justice movements. The series was supported with sponsorship from NIPSCO.

## Equity Ambassadors

The MCC **Equity Ambassadors** are students who advocate for DEI and social justice. Started in October 2021, Ambassadors provide peer-to-peer programming. Each Ambassador is responsible for at least one Lunch and Learn, giving them an opportunity to engage in self-reflection and growth while sharing knowledge. **Lunch and Learn** topics included Racial Disparities in Health Care and Equal Pay Day.

Ambassadors also created interactive programming for campus. These included engaging and educational tables in Alumni Hall on topics such as reproductive health trivia or diversity in the workplace. They also participated planning and implementing celebrations for Hispanic Heritage Month and Women’s History Month.

## Sample MCC Programming

- Black History Month Trivia and Black Art Expo
- Representation in IUK Town Hall “Voice from the Asian American/Pacific Islander Community”
- *Tres Vidas*: theatrical performance of three Latin American women
- 21-Day Equity Challenges
- Lunch and Learns: Racial Disparities in Healthcare; Neurodiversity in the Classroom; and the History of Transgender Identities in the US

# Student Life and Campus Diversity

The Office of Student Life and Campus Diversity (SLCD) offers student programming, workshops, the opportunity to join and start a club, and more. SLCD staff advise the Student Government Association, Student Athletics and Wellness Board, Cougar Advocates for Diversity, and the Student Union Board. SLCD enhances all students' co-curricular experience by providing critical supports and services. As a non-residential campus, it is extremely important to make sure students have a connection to the campus and are proud to call campus their home away from home. We assist in these efforts by supporting student interests, clubs and organizations, athletic games and matches, and immersing students in the campus and surrounding community.

## Student Life Programming

Our goal in 2021-22 was to get students excited to be back on campus, provide numerous opportunities to be involved, and to leave a lasting impact. To do so, SLCD had to be intentional with their event planning. To reach a more diverse student population, events were held between common class times. Most of our events were at 10a-2p on Monday-Thursday.

SLCD held around 80 events during the fall and spring semester. The events varied between giveaways, take-and-make, and DIY activities to accommodate our entire student population. Initially, we planned for 200 students at each event. As the school year progressed, we began to not have many materials left over and by the end of the school year, we were running out before the end of our event time. We saw a significant increase in involvement during the 2021-2022 school year.

During the fall semester, IUK had their Homecoming Week. SLCD engaged with the entire campus during Homecoming by hosting a Hot Air Balloon, Pep Rally, Tailgate, and Bonfire. For mid-terms and finals, SLCD hosted therapeutic events such as: workshops for dealing with various emotions, Art Therapy, Yoga and Sugar Scrub, Grounding Techniques, and a Time Management Workshop.

## Student Clubs and Organizations

SLCD met with student club and organization leaders to provide support and insight on how to bring back their organization, gain new members, and how to sustain an active and involved organization. SLCD held a Leadership Summit to provide important information regarding the operation of a student organization, how to recruit new members, and how to hold successful meetings and events. While we did not see the results immediately, IUK ended the school year with having over 30 active organizations with at least 5 members that were prepared and ready to take on the 2022-2023 school year.