2003-2004 Physical Education

Mission

The mission of the School of Physical Education and Tourism Management at Indiana University Purdue University at Indianapolis is to prepare students for entry-level positions and advanced study, to contribute to the body of knowledge through creative and scholarly activities, and to serve the profession and the community. Through collaboration and interdisciplinary work with diverse populations, the School of Physical Education and Tourism Management strives to enhance wellness, to improve quality of life, and to encourage leisurely pursuits.

Goals and Objectives

1. Offer meaningful academic programs that prepare students for jobs and advanced study

Develop new academic program options to support existing programs

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

Changed Fitness and Sports Studies majors into two distinct tracks: Fitness Studies and Sports Management. Received approval for a certificate program in Personal Training. Made decision to discontinue AS degree in Food Service and Lodging Supervision. Wrote certificate programs for wine management and cultural and heritage tourism. Dropped the athletic training program. Developed exercise science pre-occupational therapy option. Signed agreement with IUPUC to offer Tourism, Conventions and Event Management degree in cooperation with that campus.

Evidence of Progress for 2003-2004:

New tracks in fitness and sports management approved. Certificate in personal training approved. Student satisfaction surveys indicate increase approval rating for quality of teaching in the major and quality of advising in the major. Degree completion increased by 38%.

Activities planned for 2004-2005:

Explore minor in the Department of Military Science. Add adapted physical education as a dual license in teacher education. Begin the discussion of a new certificate in Health Tourism. Work with Bloomington-HPER on joint MS degree in tourism. Work with National Interscholastic Athletic Administrators Association on MS option in athletic administration. Explore the possibilities of a certificate in zymology.

Promote academic excellence in the school

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

School has become more pro-active in recruiting better qualified students, including graduate students and graduate assistants. Raised the grade point average for Deans List recognition. Nominated several students for regional and national award programs.

Evidence of Progress for 2003-2004:

National recognition for students, faculty and programs

Activities planned for 2004-2005:

Develop a strategy to achieve national top 10 status for tourism program. Become more systematic in our assessment efforts. Continue to recruit highly qualified students and make scholarships available to them. Recruit highly prepared graduate assistants. Add capstone experience to elective physical education courses. Add more elective courses in Tourism, Conventions and Event Management.

2. Attract and retain well prepared and engaged students

Increase student retention rates in first two years by expanding communication and interaction experiences in courses and through alternative modes of course delivery.

Campus Planning Theme: Teaching and Learning

Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

All Departments teaching first year seminar. Increased use of Oncourse. Held seminar for associate faculty to increase opportunity for their use of Oncourse. Two full-time faculty attended Oncourse workshop at the Center for Teaching and Learning. Assigned one full-time faculty member in physical education to mentor part-time faculty in the use of Oncourse. TCEM Department increased use of webtcm.com for streaming video courses. Compared teaching evaluations from on-line instruction and live courses and found high degree of equality. Increased opportunities for student interaction including formation of student chapter of Professional Convention Management Association. Re-organized student government in the school.

Evidence of Progress for 2003-2004:

Retention rates for freshmen/sophomores rose 2% for the school in the last year. They declined 1% for juniors and seniors. Enrollments in video streaming classes continue to rise.
Activities planned for 2004-2005:

Further refine first year experience course. Increase school based student organizations. Continue to add video streaming courses. Expand video streaming courses to Department of Physical Education. Revitalize Phi Epsilon Kappa professional fraternity chapter

3. Recruit and retain an exceptional workforce of faculty and staff

Raise salary levels to the 60 percentile of peer institutions

**Campus Planning Theme:** Research, Scholarship and Creative Activity
**Secondary Goals:**
**Sub Unit:** None
**Time Frame:** On-going

Actions taken for 2003-2004:

Raised faculty compensation and average of 3.5% in the last budget cycle, which did not raise our position in relationship to our peers.

Evidence of Progress for 2003-2004:

Salaries at the 60 percentile of peer institutions

Activities planned for 2004-2005:

Continue to make salary of full-time tenure track faculty a priority. Do salary comparison with Urban 13 schools. Evaluate work load of staff and determine staffing needs to accommodate increased growth in the school

Initiate and support a faculty and staff development program

**Campus Planning Theme:** Research, Scholarship and Creative Activity
**Secondary Goals:**
**Sub Unit:** None
**Time Frame:** 2003-04

Actions taken for 2003-2004:

Assessed needs of the school for new faculty and faculty replacement. Established one new lecturer position under trustee’s initiative. Continued for the second year a bonus pay plan for staff and awarded bonuses for three staff members. Provided release time for staff to attend development workshops. Provided travel support to associate faculty. Established departmental teaching and research awards. Promoted school based teaching awards and offered appropriate recognition.

Evidence of Progress for 2003-2004:
Successfully completed two search and screens for two lecturer positions. Appointed one visiting lecturer in the Department of Physical Education. Faculty satisfaction survey results remain very positive with the exception of salary levels.

Activities planned for 2004-2005:

Do search and screen process for one visiting lecturer now in her second year. Do search and screen for new tenure track position in Tourism, Conventions and Event Management. Offer summer research stipends to new tenure track faculty to help establish research agendas. Work with new faculty on securing external funding for research. Evaluate clerical and professional staffing to assess our continued effectiveness in light of increasing enrolments. Address critical shortage of faculty office space.

4. Develop and support a dynamic program of research and creative activity

☑ Improve grant activity

Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

Provided summer research grants to faculty. Provided some release time for faculty to work on new research proposals. Discussed with Research and Sponsored Programs how multi-school grants are counted. Purchased additional research equipment. Returned all indirect cost funds to the departments. Participated in discussions and supported concept for the Indiana Center for Rehabilitation Sciences and Engineering Research. Assigned graduate student time to help faculty with funding opportunities.

Evidence of Progress for 2003-2004:

Increase the number of proposals submitted. Increase the number of funded projects.

Activities planned for 2004-2005:

Continue to offer summer research grants to tenure track faculty. Try to provide time for proposal preparation. Provide travel support to international conferences. Continue to work with colleagues on Center for Rehabilitation Sciences and Engineering Research. Increase efforts to promote research among all faculty. Set targets for grant submission.

☑ 5. Develop community partnerships that promote learning

☑ Establish collaborative partnerships with business, industry, government, educational and professional entities that are mutually beneficial.

Campus Planning Theme: Civic Engagement
Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

Reached agreement with National Interscholastic Athletic Administrators Association to offer leadership training program using resources of the IUPUI Community Learning Network. Marketed program at annual conference. Held discussions with representative of the National Federation of State High School Associations about offering the program nationally. Received university approval to offer the class nationally at the in-state tuition rate. Worked with City of Indianapolis in support of their cultural tourism initiative. Completed quality of life study for Indianapolis.

Evidence of Progress for 2003-2004:

Increased enrollments. Out of state registration in athletic directors program. Additional agencies seeking our help.

Activities planned for 2004-2005:

Continue to market program to state high school athletic directors. Establish a web-site for on line registration. Market the program nationally with the help of the National Federation of State High School Association and NIAAA. Conduct additional Town Hall meetings on Cultural Tourism. Continue to expand internship opportunities to meet changing needs. Assume management responsibilities for Camp Brosius including the summer Family Camp.

☑ Use synergy from the Campaign for IUPUI to maintain a first rate development program

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit: None

Time Frame: Ongoing

Actions taken for 2003-2004:

Completed Campaign for IUPUI and exceeded campaign goal. Continued to increase contact with alumni and expanded cultivation to business and industry.

Evidence of Progress for 2003-2004:

Exceeded original campaign goal of $400,000.

Increase visibility and awareness in the community

Six planned gifts established during the campaign.

Eight endowed scholarships developed.
Activities planned for 2004-2005:

Cultivate prospects for scholarship funds. Work on prospect for two endowed lecturers. Schedule alumni visits in areas where we have large concentrations of alumni such as Buffalo, NY, Syracuse, NY, St. Louis, Cincinnati, Louisville, and Northern Florida. Hold receptions for tourism industry professionals. Continue annual giving program, direct mail campaign, and Telefund.

6. Promote diversity in all aspects of our work in the School of Physical Education and Tourism Management

Begin the recruitment of international students

Campus Planning Theme: Campus Climate for Diversity
Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

Held discussions with Office of International Students. Participated in an international industry trade show in Germany to recruit students. Submitted an articulation agreement with Sunway College in Malaysia. Met with representatives from Fachhochschule Heilbronn in Germany to consider an articulation agreement. Working on a student faculty exchange with Chulalongkorn University in Thailand. Assisted the school's first student to study overseas. Assisted one of our students to study in Australia. Arranged for another undergraduate to study martial arts in China. Met with representatives from Kongju National University in Korea about an exchange program.

Evidence of Progress for 2003-2004:

Increase in international student enrollment. Completion of at least one articulation agreement

Activities planned for 2004-2005:

Develop a recruitment flyer for international students
Send representative to international tourism expo. Continue to participate in international trade shows. Encourage more of our students to spend time abroad. Send faculty representative on foreign recruitment trips.

Increase minority enrollment

Campus Planning Theme: Campus Climate for Diversity
Secondary Goals:
Sub Unit: None
Time Frame: On-going

Actions taken for 2003-2004:

Minority research scholars program in 8th year
Established additional minority scholarships in each department. Promoted the diversity of faculty in hiring. Faculty and staff participation in Diversity Inquiry Group. Approved sabbatical leave for one faculty member to study issues in diversity.
Evidence of Progress for 2003-2004:

Increased minority enrollment to 12% during an inordinate growth in headcount. African American enrollments remained at 9%. African American headcount as a % of campus head count increased 1%. Increased % of minority faculty.

Activities planned for 2004-2005:

Maintain current funding of Minority Research Scholars Program. Seek women and minorities for new faculty positions. Recruit minorities for MS program. Organize and implement discussions about the meaning of diversity. Increase awareness of and participation in campus diversity initiatives. Encourage minority students to apply for awards and scholarships. Begin offering topical courses regarding diversity issues. Seek greater participation from the Hispanic community.

7. Play an integral role in the promotion and management of fitness and wellness in the university community

Offer comprehensive programs that help promote healthy lifestyles

**Campus Planning Theme:** Best Practices

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** On-going

Actions taken for 2003-2004:

Offer an intramural and recreation program for students, faculty and staff that includes, formal, informal, competitive and non-competitive activities. Offer a wide range of courses in foods, nutrition, health, wellness and fitness that appeal to a broad spectrum of students. Formed partnerships with physical education, recreational sports, Natatorium, and the Sports Center to maximize facility usage. Utilize surrounding public spaces, i.e., White River State Park and Canal Walk as venues for fitness and walking classes. Offer several courses that help students manage stress. Worked with University College advisors in promoting classes that support fitness and wellness. Offer a free fitness walking class at noontime. Continue to offer low cost recreational fees. Offer free recreational sports access during the first two weeks of each semester. Held special night for International House to introduce students to our programs. Held preliminary discussion with Campus an Community Life about expanding recreational sports facilities.

Evidence of Progress for 2003-2004:

Continued growth of both credit and non-credit courses in health, fitness, and wellness. Increase participation levels in recreational sports.

Activities planned for 2004-2005:

Meet with curriculum representatives from undergraduate units to determine how HPER courses count in program requirements. Meet with campus leaders responsible for the Principles of Undergraduate Learning to request consideration for a new principle in fitness/wellness. Seek further partnerships with other units offering health/wellness
courses. Identify non-academic units that offer services and programming and seek ways to connect with them. Increase hours of operation of recreational sports to support the number of new students now living on campus. Try to conduct some programming in the new student housing complex. Promote new Health Tourism certificate. Work with Campus and Community Life to promote sports clubs.

Fiscal Health

*** Fiscal health report for 2004-05 is attached as PDF file. ***

The School of Physical Education and Tourism Management continues to be on solid fiscal ground, as it has been since the inception of Responsibility Center Management. The school continued to experience inordinate increases in both headcount and credit hours for the last year. Fall 2004 data indicated a 17.3% increase in enrollment and a 19.9% increase in credit hours. It is believed that this growth will continue for the foreseeable future.

The school has completed a 10-year financial plan in response to questions posed by the IUPUI Financial Planning Advisory Committee. Given a parameter of no growth in state appropriation, a model was created to modestly grow the school. During the 10 year period, the school would even be able to add faculty and staff. Allowance were also made for 18/20 obligations that begin to impact the school in 2008-09.

In 2003-04 there was a net operating balance of $615,459.13. The school has established a tuition reserve of $255,137, which is more than three times the requirements of the trustees 3% reserve requirement. In addition to the tuition reserve, the school has allocatable resources of $1,082,580. These reserves will allow us to internally fund most of our cash initiatives including research support, student recruitment and retention, equipment replacement and renovations.

Reallocation Plan

The School of Physical Education and Tourism Management has not received any campus reallocation funds in the last four years, but is requesting for 2005-06, base funds in the amount of $65,000 to hire one additional tenure track faculty member in the Department of Tourism, Conventions, and Event Management. Enrollment in that department has more than doubled in the last three years. We have acheived all of the benchmarks established for the program when it was approved. Indianapolis and Central Indiana continues to be fertile ground for growth in tourism, cultural heritage tourism, meetings and conventions. Our graduates continue to find meaningful good paying jobs, mainly in the area. The department has been innovative in delivering much of the coursework through technology, but still lacks the resources to help reach all of its goals.

Other Question(s)

How do you plan to maintain/increase quality in the face of diminishing resources? What processes do you have in place to do this, for example, how are faculty involved in decision-making?

The School of Physical Education and Tourism Management has continued to modify and adapt its degree programs in the last several years to maximize efficiency, including the addition of several certificate programs, the elimination of an associate degree program and the revision of several undergraduate options in physical education. Additionally, the school has been proactive in improving delivery systems using technology.

Because the School of Physical Education and Tourism Management is comprised of two rather unique academic disciplines, growth potential is viewed separately. In the Department of Tourism, Conventions and Tourism Management we anticipate continued growth, not only because of what is happening in the tourism industry locally, but the World Tourism Organization projects a double digit growth in tourism for the next decade.
In the Department of Physical Education, much of the recent growth has been in the area of health sciences where a large percentage of our majors are now in exercise science or are pursuing work in pre-physical or occupational therapy. The national focus on the increased prevalence of obesity among young children has also generated increased interest in physical activity and the need for leadership in preventative and rehabilitative programs.

These factors have all led to increased enrollments which coupled with improved retention rates have produced new revenues for the school. A comprehensive ten-year budget plan indicates that the school can easily maintain current programs and even grow the programs slightly even with flat state funding.

The school has policies in place that involve faculty in the decision making process concerning resource allocation. A school budgetary affairs committee including two tenure track faculty members, one non tenure track faculty member and one staff, is elected annually. This committee operates much like the campus budgetary affairs committee by attending departmental budget hearings and making recommendations to the dean about funding priorities. Budget information is freely shared with the faculty at school faculty meetings.

How do you cultivate a climate for diversity -- how do you recruit, develop, and retain diverse students, faculty, and staff? How do you incorporate diversity in the curriculum, in research, in civic engagement?

The School of Physical Education and Tourism Management cultivates a positive climate for diversity by first hiring and retaining a diverse workforce of individuals who have a genuine commitment to diversity issues. The search and screen committee for all new appointments includes a member who serves as advocate for women and minorities. This policy has been very effective in identifying minority candidates as evidenced by the diversity of our current workforce which includes not only a high percentage of women, African-Americans, Hispanics, Asians and Native Americans.

The School of Physical Education and Tourism Management continues to be a partner in the Minority Research Scholars Program which originated out of the Strategic Directions Charter. We have had at least one new student enter that program each year and have enjoyed a 100% retention rate. Through the Campaign for IUPUI we have also added a number of departmental scholarships for minorities.

The school tries to create an environment of mutual respect and appreciation for the views and beliefs of all of our students, faculty and staff. The school has a requirement that all students attend a two week residential camp experience at Camp Brosius in Elkhart Lake, Wisconsin. While the focus of the experience is educational and related to their respective majors, we have anecdotal evidence that many positive life skills accrue from this program including an understanding of cultural differences.

The school is currently exploring ways in which we can better incorporate diversity into the curriculum. One faculty member is completing a sabbatical leave and studying ways in which our unit might more systematically incorporate diversity training to the curriculum. Those ideas will be shared with the entire faculty upon completion of the sabbatical. This spring the Department of Tourism, Conventions and Event Management will be offering for the first time, a course on Gay Tourism.

Many of faculty in the School of Physical Education and Tourism Management deal with issues of diversity in their research. The school has particular strengths in the area of people with disabilities. Assistant Professor Nicole Keith in the Department of Physical Education has focused much of her research on weight management in African American Women.

In terms of Civic Engagement, the school tries to create internships and partnerships that are representative of the larger community. Our Motor Activity Clinic for children with disabilities incorporates instruction in adapted physical education with a service learning component.

Five years from now what proportion of your faculty do you expect to be in the following categories: tenure track faculty, clinical faculty, research faculty, lecturers, or other academic specialties (percentages should total 100%)?

Tenure track 72%
Lecturer 24%

Clinical 4%

Please prepare an EXECUTIVE SUMMARY of no more than one page summarizing your most significant accomplishments of the past year (including items from the period from July 1, 2003 to the present) and the major initiatives you plan to undertake in 2004-05.

SIGNIFICANT ACCOMPLISHMENTS
SCHOOL OF PHYSICAL EDUCATION AND TOURISM MANAGEMENT
2003-2004

Teaching and Learning
More online courses were offered to meet the needs of location bound students while decreasing class size and enhancing active learning.

The Department of Tourism, Conventions and Event Management now offers completely online the courses for certificates in Event Management and Lodging Management.

The Tourism, Conventions and Event Management Department has created new courses to meet the evolutionary needs of the Beverage Management segment of the Hospitality Industry.

Associate Professor of Physical Education, Rafael Bahamonde, was elected as a fellow of the American College of Sports Medicine.

Research, Scholarship and Creative Activity
Tourism, Conventions and Event Management major Megan Leek was named National Student Planner of the Year by the Professional Convention Management Association.

The School of Physical Education and Tourism Management participated with six other schools in the planning for the Indiana Center for Rehabilitation Sciences and Engineering.

Civic Engagement
Graduate Billie Grimes, BS 98, appeared on the cover of TIME Magazine as a representative of the American Soldier Person of the Year.

Department of Military Science partnered with the U.S. Army to commission 12 second lieutenants while providing over $324,000 in combined scholarships, fees, stipends and associated military benefits to IUPUI cadets.

The Department of Physical Education initiated a national training program in cooperation with the Indianapolis-based National Federation of State High School Associations to better prepare High School Athletic Directors.