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

2. 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 2004-2005:

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 and travel planning. 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. Wrote Certificate proposal for Travel Planner.

Evidence of Progress for 2004-2005:

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 14%.

Activities planned for 2005-2006:

Explore minor in the Department of Military Science. Add adapted physical education as a dual license in teacher education. Begin work on certificate program in sports tourism. Continue to 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
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**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

- **Sub Unit:** None
- **Time Frame:** On-going

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**Actions taken for 2004-2005:**

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.

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**Evidence of Progress for 2004-2005:**

National recognition for students, faculty and programs

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**Activities planned for 2005-2006:**

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.

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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

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**Actions taken for 2004-2005:**

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 webtcem.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.

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**Evidence of Progress for 2004-2005:**

Retention rates for freshmen/sophomores rose 3% in the last year, 4% for juniors and seniors and 4% for all students.
undergraduates. The School had two Bepko Scholars enroll for the first time. Enrollments in video streaming classes continue to rise. Participation in student organizations rose dramatically, including Phi Epsilon Kappa.

Activities planned for 2005-2006:

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 2004-2005:

Raised faculty and staff compensation an average of 5.0% in the last budget cycle. Human Resources did an evaluation of schools staffing levels in light of increased enrollments.

Evidence of Progress for 2004-2005:

Salaries at the 60 percentile of peer institutions

Activities planned for 2005-2006:

Continue to make salary of full-time tenure track faculty a priority. Do salary comparison with Urban 13 schools. Continue to monitor staffing levels. See that new employees are properly trained and have good work environments.

☐ Initiate and support a faculty and staff development program
  
  **Campus Planning Theme:** Research, Scholarship and Creative Activity
  
  **Secondary Goals:**
  
  **Sub Unit:** None
  
  **Time Frame:** On-going

Actions taken for 2004-2005:

Assessed needs of the school for new faculty and faculty replacement. Established one new lecturer position under trustee’s initiative. Continued for the third year a bonus pay plan for staff and awarded bonuses for those 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 2004-2005:

Successfully completed two search and screens for two lecturer positions. Appointed one visiting lecturer in the Department of Physical Education and one in the Department of Tourism, Conventions and Event Management levels.

Activities planned for 2005-2006:

Do search and screen process for one visiting lecturer now in her second year and two newly created tenure track positions. 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 enrollments. Continue to 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 2004-2005:

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. Remodel laboratory space to provide better efficiencies. Initiated contract work with St. Vincent Hospital on joint replacement study.

Evidence of Progress for 2004-2005:

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

Activities planned for 2005-2006:

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 2004-2005:

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. Continue to work with the City of Indianapolis in support of their cultural tourism initiative. Completed quality of life study for Indianapolis. Assumed management for operation of Camp Brosius in Elkhart Lake, Wisconsin and marketed to alumni and friends of the university.

Evidence of Progress for 2004-2005:

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

Activities planned for 2005-2006:

Continue to market program to state high school athletic directors. Establish a web-site for online 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.

☑️ 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 2004-2005:

Completed Campaign for IUPUI and exceeded campaign goal. Continued to increase contact with alumni and expanded cultivation to business and industry. Wrote proposal for $150,000 grant from the Efroymson Fund.

Evidence of Progress for 2004-2005:

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. Received $150,000 grant from Efroymson Fund.

Activities planned for 2005-2006:
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. Hold first Cultural Tourism Conference in May of 06.

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

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Actions taken for 2004-2005:

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 schools 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.

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**Evidence of Progress for 2004-2005:**

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

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**Activities planned for 2005-2006:**

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.

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Increase minority enrollment

**Campus Planning Theme:** Campus Climate for Diversity

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** On-going

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Actions taken for 2004-2005:

Minority research scholars program in 9th 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 2004-2005:

Increased minority enrollment to 13% during an inordinate growth in headcount. African American enrollments increased to 10%. African American headcount as a % of campus headcount increased to 2%. Increased % of minority faculty. Hired one new minority faculty member.

Activities planned for 2005-2006:

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. Offer introductory TCEM class in Spanish.

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 2004-2005:

Offer an intramural and recreation program for students, faculty and staff that include 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 and Community Life about expanding recreational sports facilities.

Evidence of Progress for 2004-2005:

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

Activities planned for 2005-2006:

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 2005-06 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 continues to experience inordinate growth in both headcount and credit hours and indications are that it will continue into fiscal year 2006-07. Fall 2005 data indicated a 19.7 increase in enrollment and a 16.6 increase in credit hours.

The school has completed a 10-year financial plan in response to questions posed by the IUPUI Financial Planning Advisory Committee. Given the parameter of no growth in state appropriations, a model was created to modestly grow the school. In just the third year of the plan, we have more than met our obligations while even adding faculty and staff. Allowances were also made for 18/20 obligations which will begin to impact the school in 2008.

The school has established a tuition reserve of $255,137, which is more than twice greater than the trustee's mandate 3% of budget. In addition to the tuition reserve, the school has allocatable resources of $1,162,813. These reserves will allow us to fund our cash initiatives including research support, student recruitment and retention, equipment replacement and renovations.

**Reallocation Plan**

**Other Question(s)**

*Doubling goals. In what ways has and will your responsibility center contribute to the Chancellor's doubling goals for enrollment (retention and graduation rates and degree conferrals), research and scholarship (grants and contracts), and civic engagement (service learning, internships, community collaborations)?*

The School of Physical Education and Tourism Management is trying to contribute to the doubling goals for enrollment by focusing on retention. We continue to focus on advising as the principle tool in improving retention, doing all we can to see that students see their advisors on a regular basis. All of the advising is done by full-time faculty and the most recent student satisfaction surveys rate academic advising in the department or major area at the 64th percentile which is significantly higher than the campus mean. We have just started a campaign titled "Help Us Help You Graduate" which asks the students to get regular help from an advisor to keep them on track for graduation. Our most recent one year retention rates have increased rather dramatically over the last year. Retention rates for freshmen and sophomores increased from 73% to 76%, junior and seniors from 84% to 88% and all undergraduates from 79% to 83%

Despite small dollar amounts, the Research and Sponsored Program Income per budgeted academic FTE more than doubled in the last year. We have and continue to make strategic investments in faculty research efforts, particularly with new and probationary faculty. An extensive renovation to our Human Performance lab completed last summer will provide for better efficacies in some research projects.

Civic engagement continues to be a strength in the School of Physical Education and Tourism Management. While all of our students are required to complete an internship and we have many venues in which those internships take place, we are constantly working in the community to provide new and better opportunities for our students. More and more of our faculty are including a service learning component of required courses and we have received invaluable assistance from the Office of Service Learning to fund student assistants for many of these courses. A new program at George Washington High School
called, Fit for Life, has focused on fitness, wellness and nutrition for both students and their families in the Wesco area. We hope to expand this program to other schools as feasible.

The Department of Tourism, Conventions and Event Management continues to work with the City of Indianapolis on the Cultural Tourism initiative and this project hold considerable promise for future collaboration.

*Diversity.* What actions have you taken and what results have you achieved in diversifying your student body (particularly in improving the success rates of minority students) and your faculty and staff?

The School of Physical Education and Tourism Management continues to be a partner in the Diversity Scholars Research 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. Our first Diversity Scholar was also extended an opportunity to become a graduate teaching assistant in the Department of Physical Education and is now in graduate school pursuing a degree in occupational therapy. Our second Diversity Scholar did graduate work in science at IUPUI and has now been accepted into the School of Medicine. Clearly, this program has helped us reach the best and the brightest minority students. The school has also developed a number of departmental scholarships for minority students.

The School of Physical Education and Tourism Management also attempts to cultivate a positive climate for diversity in the hiring and retention of a diverse workforce. The search and screen committee for all new appointments includes a member who serves as an advocate for women and minorities. This policy has been very effective in identifying minority candidates as evidenced by the diversity of our current faculty which includes 60% women and 20% minorities.

*Campus coordination and cooperation.* Are you willing to work with an adjudicative group in resolving conflicts in course and program offerings in the spirit of reducing campus duplication and overlap? If so, what forum or format would be most helpful to you? Please cite examples of your cooperation with other units in resolving such conflicts.

The School of Physical Education and Tourism Management is willing to work with an adjudicative group in resolving conflicts in course and program offerings to prevent duplication and overlap. In the past several years, we have only had a couple of issues with other units over duplication of effort and we were able to resolve them amicably by working directly with the other unit. In the past year, we work with several other schools on an agreement to accept beginning computer classes from other departments.

4) What actions have you taken to promote the retention of all students, and in particular, individuals who would diversify the student body, e.g., ethnic, racial, and gender minorities?

5) What uses are you making of the student technology fee?