

## **IUPUI Staff Council (SC) Minutes**

**November 19, 2014 ~ Campus Center, Room 450A ~ 2:00 – 4:00 p.m.**

**Members and Guests Present:** James Bellamy, Kaitlin Bell, Michelle Benberry, Gary Brackett, Greg Brenner, Camy Broeker, Denise Brown, Elizabeth Bunge (Alt: Jill Mathews), Kristy Chapman, Pam Clinton, Emily Clossin, Nicole Collins, Julia Daley-Backus, Venus Davis-Wallace, Carol Dill, Jose Espada, Carla Ewing, Alicia Gahimer, Dana Gonzales (alt: Jen Dowling), Dan Hall, Barb Hanes, Michele Hansen, Laura Heathers, Deborah Hirt, Patti Holt, Leslie House, Felicia Jackson, Lans Jameson, Jim Klenner, Lyndy Kouns, Melissa Lavitt, Lodema Lines, Dan Mathew, Greg Mobley, Lindsey Mosier, Kevin Mouser, Andrew Myers, Kara Peterson, Greg Rathnow, Ritha Ridgeway, Tim Roach, Liz Rybak, Tanika Scott, Kurt Snyder, Lee Stone, Rachael Urso, Louise Watkins, Terry Wilson, Emily Wren, and Cortnee Yarbrough

**Members Absent or Excused:** Rose Baker, Margo Barton, Victoria Bills, Rob Bullock, Susan Corrie, Caitie Deranek Stewart, Jennie Elmore, Rita Flynn, Todd Herring, Ranna Johnson, Todd Kirk, Betty Klein, Summer Layton, Rachael Limbach, Matthew McKay, Camille Meyer, Brianne Nickel, Scott Orr, Kristi Palmer, Dawn Rodney, Barb Tafflinger, Yolanda Taylor, and Jackie White

### **Agenda Item I: Welcome and Call to Order**

IUPUI Staff Council President Lee Stone called the meeting to order at 2:03 p.m.

### **Agenda Item II: Adoption of the Order of Business for the Day**

The agenda was adopted as the Order of Business for the Day.

### **Agenda Item III: [Action Item] Approval of the Minutes of the October 15, 2014, Meeting**

The minutes of the October 15, 2014, Staff Council meeting were approved and entered into record.

### **Agenda Item IV: Report from the President**

Lee Stone

Stone reported on the following:

- The Faculty Relations Committee is meeting next week. They worked with the IFC Campus Planning Committee and the Staff Relations Committee in a combined response to the Bicentennial Strategic Plan (BSP). Klenner will report more on this as well.
- Chancellor Bantz asked Stone to give his thanks to the Staff Council for their dedication to the staff and hopes it continues as a new chancellor comes on board. The chancellor announced his resignation on Monday.
- Stone and Klenner spoke about the response to the BSP as proposed by the SC Executive Committee. The SCEC provided the responses that are outlined in the document appended to the minutes. Highlights are to establish a University Staff Council as well as Staff Annual Report. The BSP mentions faculty and staff many times throughout the document, but staff only 12 times. The response calls for staff to play a larger part in the plan. Yarbrough suggested removing the paragraph about the “Great Recession;” however, it’s been called that from 2008-2011 by economic forecasters and was kept in the draft. Stone encouraged each member to submit their own responses to the university plan on the website as the more voices heard, the better. Regarding Comment 3, a member encouraged the response to include out-of-state students as they enhance the education of the resident members. He thinks it’s important to say we have a commitment to the taxpayers, but it is important to note that out-of-state-students are welcome and encouraged as well. Non-resident students have no supplement from the state as in-state students do. There is no cost to the State of Indiana to recruit an out-of-state student. Stone said the document will be sent to the SC for an electronic vote in order to submit it by the Friday deadline. It may be sent to the constituents with

a note that it is a formal response and no other comments are being taken at this time. Klenner will make the suggested changes for distribution on Thursday morning. A final version will be sent on Friday morning to Vice President John Applegate.

**Agenda Item V: Update from the Associate Vice Chancellor for Facilities**

Emily Wren, Associate Vice Chancellor for Facilities / Chancellor's Administrative Designee Alternative

Wren took the following questions.

- Chancellor Bepko gave the State of the Campus remarks, but he did not mention the Wishard property. Please provide an update. Wren said there are multiple efforts to decide how to use the property. Several of the buildings will be demolished. At this time, the School of Nursing is not a part of the buildings as they have not indicated they need the space. A campus master plan showed a study on integrated professional education. The study includes dentistry, public health, maybe optometry and science, can be part of the plan to use the space. She thinks in the spring she will know what square footage will be used for what or whom. The School of Medicine is doing a study on space they need. IU Health is trying to decide if University Hospital will be vacated, moved elsewhere, or a new building built. It is a big decision which would change the square footage available and open a garage.
- Will some parking along the demolition area go away? Wren said most likely along 10<sup>th</sup> Street and the edge of the demolition area. The physician's lot for Regenstrief was lost due to that new building's plans. We are in the process of hiring a consultant to look at shuttle routes.
- Update us on the Natatorium renovation and on the new residence hall. Wren said the Natatorium renovation will probably start in April 2015. Planners will start a serious design based on the money they will receive. Some things that are visible will be fixed and will look so much better. There are walls that are crumbling that will be repaired. The 2016 Olympic Diving Trials will be there, so the renovation will go fast. The new University Hall building is going up fast and will be ready in April with furniture going in in May and staff in June. University standards on building have had to be slightly different than normal because of the budget the architects have had to work with. The building will be managed by the university now, not by the developer. Has there been conversation about parking the occupants will have? Wren said there is a lot of discussion about this based on the need. The IU Foundation, the president, and campus administration all have special parking needs. Most likely those parking needs will be across the street in the present lot. The Foundation may buy a portion of the lot for their staff since they fall under different rules. The Sports Garage may be refigured to better utilize the lot and the new building. They connect, so it is natural to want to use it. There may be a dozen spaces under the building. Regarding housing, the exterior look is being finalized and will be presented to the Board of Trustees at their December meeting. It will hold 700 beds and sited at the west end of the site originally designated. The rest of the site will remain parking. Parking Service employees have been counting parking spaces three times a day, and are finding there are always parking spaces available. They may be reallocated. The report is not finalized yet, but it appears more than thought. The counts are done during the day when most people are here. The campus is not planning to buy a garage for the new housing.
- How many people will be housed in University Hall? Wren and Broeker did not know.
- Can you update us on the change in New York and Michigan Streets? Wren participates on the committee that is looking at changing the streets to two-way streets. The changes are difficult with all the sporting events and moving furniture into University Hall. It will be difficult on New York Street for a little while because of the University Hall construction/move in. New York Street will be completed before Michigan Street. They will do their best to keep traffic open as much as possible by working horizontally and closing one side at a time. They will install five new medians with plantings for beautification. A hawk light will be installed at the BS building area. The committee is looking at curb cuts and where they will be. The bike path is off the street and to the

north. Bike carts will be available. The pedestrians will not be close to the bike path for safety sake. She felt the improvements will be nice, but getting there will be difficult with the Mini Marathon and other runs scheduled. The construction will begin in May and not be finished until after classes begins in August. Blackford Street will not be changed at this time. It will be changed eventually, but not until Michigan Street is done.

- What will happen to the Foundations/Alumni Building we currently have? Wren said she did not know as the campus does not own the building. Benberry said there is a new occupant in the present building.
- What will happen to the current chancellor's office? Wren said the AO building will be torn down. Hopefully, it will become short-term parking. A design will be done with a pedestrian walkway for students coming from campus housing.
- Where is Campus Facility Services going? Wren said they have looked at different models where they could go on the Wishard campus, but the renovations are very expensive. At this time, it is not known where they will go.
- Roach asked if there has been discussion about light rail. Wren said the university likes to be in discussion on this because it is a good idea. She met with an organization who gives grants to cities who want to do light rail. The representative felt the city would be favorable to receive the money, but talk continues. The campus continues to be convinced that it is part of the solution, and Wren felt the city would be a perfect place for an experiment on new rails or transportation to be done. Demographics for the city/campus is perfect. She mentioned the campus is participating in the BlueIndy electric car initiative. A hub will be constructed around University Boulevard and Vermont Street.

#### **Agenda Item VI: Report from the Chancellor's Academic Liaison**

Melissa Lavitt, Senior Associate Vice Chancellor for Academic Affairs

Lavitt reported on the following:

- Searches: The School of Liberal Arts dean search committee is being appointed. The Faculty Council has nominated a few faculty to serve. The School of Nursing dean search has applications coming in. A search will be started soon for the director of the Center for Research and Learning. A search will also be appointed soon for the Associate Vice Chancellor for Student Services.
- She is working with Kerri Dabbs, director of training and occupational development, to look at the search and screen process for hiring faculty. The current process is not user-friendly, and we need to change our relationship to view the process is as we are working with customers. The process should be easier and quicker. After revisions are made to the process, they will be shared with HR Liaisons.
- The Faculty Annual Report vendor will be Digital Measures. The product allows schools or whomever to have a searchable database that can help us find out who is doing what. She has used the product before and feels it is the right fit for the campus.

#### **Agenda Item VII: [Information Item] Understanding IUPUI Undergraduates and Beginners**

Michele Hansen, Executive Director, Office of Student Data, Analysis, and Evaluation

Hansen spoke to the presentation appended to the minutes.

#### **Agenda Item VIII: Standing and Ad Hoc Committee Reports and Other Standing or University Committee Reports**

The following report was given orally:

- Special Events Committee (Kristy Chapman and Cortnee Yarbrough, Co-Chairs): Chapman thanked everyone for donating or attending the blood drive last week. Data have not been received yet on the amount donated. Chapman and Yarbrough are looking at retreat sites for next year. Yarbrough spoke about the Hoosier Veterans Assistance Foundation of whom the SC will be donating items to the group at the December meeting. A flyer (appended to the minutes) will be sent to the SC members to post in their areas. A member asked why there weren't many items for women veterans on the need list. Yarbrough said the organization serves mostly men, but she will check on that. Paw's Pantry will be targeted in the spring when the need is great as well. Most likely spring break.

The following written reports were submitted (unedited):

- Committee on Diversity, Equity, and Inclusion (Rob Bullock, Chair): The Staff Council Diversity, Equity and Inclusion Committee met on November 12, 2014 with Vice Chancellor for Diversity, Equity and Inclusion Karen Dace. She updated us on her first year on the job and shared that they have a committee formed who are now beginning the process to develop a DEI plan for the IUPUI campus. One of the best parts of her presentation was the affirmation that our top leadership is committed to continuing to look at how to make our campus more diverse, welcoming and safe for everyone – students, faculty and staff. We are already known nationally for our work in this area, but rather than rest on our laurels, we are committed to get even better. Notes from the meeting can be found on the Oncourse site <https://oncourse.iu.edu/portal/site/12411038-0db5-496f-987f-b41eb0a23e48/page/f8b082c9-5d66-48e6-9bfe-40f434f98fd0>
- Staff Affairs Committee (Margo Barton and Lyndy Kouns, Co-Chairs): Committee members were tasked with prioritizing issues to identify where efforts should be targeted. It was determined priority should be given to areas with the greatest potential for success. Those ranked most important include:
  - Tuition benefits/fee courtesy
  - Maternity leave
  - Incentives for process improvements
  - 37.5 hour work

Next steps on these areas will include seeking information from the employers in the area to determine the benefits offered by our top “competitors” for the talent on IUPUI staff. A brief proposal on each issue will be drafted and submitted to the Staff Council Executive Committee. As first steps, a list of key area employers will be circulated and members will seek benefits information, much as we did for the Urban 15. Parking fees and a fitness facility will be curbed until a later time. There are perks and benefits for employees across campus but a single central location publicizing the many benefits afforded to IU employees is lacking. OneStart and HRA both provide some information but should be upgraded to assure IUPUI employees are well-informed of the opportunities provided by the institution. Summaries of the results from the Staff Survey will be drafted and the status of the Urban 15 University Project will be distributed to SAC members for review before the next meeting. Members were also informed the Staff Council Executive Committee discussed holding a panel meeting on the ‘Strategic Initiative 7: Develop Faculty and Staff’ and has charged the SAC with identifying key topics for discussion. A copy of the Initiative was distributed. After a quick perusal, SAC members quickly tied some of our goals to the initiatives and asked for a chance to review the document more thoroughly. Before the next meeting members will be prepared to identify key topics and evaluate the benefits of a discussion panel of Vice Chancellors or Executive Vice Chancellor Paydar as a single invited speaker.

- [Ad Hoc] Staff Development Committee (Lindsey Mosier and Caitie Deranek, Co-Chairs): We have had one application for the 12/1 round of grant funding already, which is great since it was only up and running last week. We plan to send an email reminder to all IUPUI staff on Monday, November 24<sup>th</sup>, a week before the closing date. The review committee is being formed and will

meet quickly after the closing of applications to choose recipients. We also received word from Kerri Dabbs that the new OD/T plan will be posted on the website on November 15<sup>th</sup>. The committee has agreed to meet after the plan is released and each of us has had an opportunity to take a look at the information provided. Our next meeting will be held the first week of December. Finally, we would like to remind everyone to submit nominations for our monthly Staff Member Feature. Please email Lindsey Mosier [lmosier@iupui.edu](mailto:lmosier@iupui.edu) with any nominee suggestions.

**Agenda Item IX: Report from Human Resources Administration (HRA)**

Camy Broeker, Associate Vice Chancellor for Finance

Ritha Ridgeway, Senior Benefits Specialist

Broeker reminded everyone that there were two days left for open enrollment. Backus has had employees ask about lateral transfers and that the “marginal amount” of funds would not be given the amount listed if an outside application came in. Broeker said the support staff policy is different than a PA staff member. A PA staff member has to show significant more high level duties for a mid-year increase. She will get more specifics on this and report on it again. A department can have a more restrictive policy if they want to. Stone said this was included in the strategic plan, and he will put this on the agenda for the Faculty and Staff Relations Committee agenda. Broeker said they are working on career development opportunities. HR is trying to not create internal inequities when a person is hired outside and makes more than a person inside who has been here for a number of years. Broeker encouraged having conversations with HR if there is a dispute or problem.

Davis-Wallace asked if there is an opportunity to update position descriptions. Is there a way to look up your position description? Broeker will talk to John Murray about this. HR likes to be sure all employees have an up-to-date position description. Broeker said you can look up your job description if the description is not so old that it is still on paper and not electronic.

Ridgeway gave a presentation on the Health Savings Account and the transition to Nyhart from Chase. The presentation is appended to the minutes.

**Agenda Item X: Unfinished Business**

There was no Unfinished Business.

**Agenda Item XI: New Business**

That was no New Business.

**Agenda Item XII: Final Remarks and Adjournment**

With no further business appearing, President Stone adjourned the meeting at 4:02 p.m.

Minutes prepared by Staff Council Coordinator, Karen Lee  
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# IUPUI

## OFFICE OF THE STAFF COUNCIL

INDIANA UNIVERSITY-PURDUE UNIVERSITY  
INDIANAPOLIS

November 21, 2014

John Applegate  
Executive Vice President for University Academic Affairs  
Bryan Hall 204  
IU Bloomington

Dear Vice President Applegate:

The IUPUI Staff Council requested that members review the IU Bicentennial Strategic Plan (BSP). The following are the comments and recommendations received and have been compiled and represents the IUPUI SC formal response.

Given that IU wants to present the Bicentennial Strategic Plan to the trustees for approval on December 4, 2014, please accept this formal response in time for changes to be made in the document.

**Comment 1:** We have an opening to do some good things under the sentence "The Human Resources Office will be asked to review all these programs for effectiveness and recommend on where additional programs might be initiated."

**Recommendation:** Two recommendations for programs for development and initiation:

### **University Staff Council**

Modeled after the University Faculty Council, the University Staff Council (USC) will help bridge gaps and build consensus among staff governing bodies (or lack thereof) on each campus. The USC will provide guidance in an efficient manner to the IU administration on issues affecting all staff. It will serve in addition to the Staff Councils serving individual campuses.

### **Staff Annual Report**

Modeled after the Faculty Annual Report, the Staff Annual Report (SAR) performs as an electronic portfolio. This serves as a tool to record career development, awards, training, service, etc. The SAR can also be used for performance reviews, job applications, and by the administration to search for subject matter experts.

**Comment 2:** Throughout the BSP, there is mention of faculty and/or student activities and functions but while these often require support of staff, little mention is made of staff.

**Recommendation:** Make additional efforts to include staff for their value, expertise, and involvement and the role they play in the Bicentennial Strategic Plan beyond the 12 times they are mentioned in it. It is suggested that IU would be well served if the authors incorporated some of the staff concepts from the IUPUI strategic plan in the overall IU strategic plan. The document does address specifically faculty and has an entire section on faculty. Why not use more inclusive language that would also include staff?

**Comment 3:** The BSP Priority #6 discusses IU's role in building a "prosperous and innovative Indiana."

**Recommendation:** Per the Indiana Commission for Higher Education, \$539 million of IU's 2014 operating budget and 27.5% of its general education fund come from the State of Indiana tax revenues. We suggest the plan should state it is a priority of the university to serve the higher educational needs of the resident students of the state – perhaps in the form of a statement of commitment to the taxpayers of the state.

**Comment 4:** Under BSP Priority #10 Responsible Stewardship, the second paragraph refers to *necessary, and often mandated, administrative functions, etc.*, as well as *talented administrative personnel*.

**Recommendation:** This seems to infer that only administrative personnel have to be talented and only mentions necessary and mandated administrative functions. A better reflection of the contributions made by staff systemwide would be to mention all personnel (staff) regardless of position. Is *talented* (gifted, able, brilliant, artistic, endowed, capable, clever) the best word to describe the work force, or would *skilled* (accomplished, expert, capable, able, trained, skillful, experienced, practiced, competent) be more appropriate?

**Comment 5:** The document does not address support and retention of staff.

**Recommendation:** Include staff in plans for strengthening each campus. Standardize procedures, such as "TIME," for staff across campuses.

**Comment 6:** There is mention of enhancements to student fitness and wellness centers, but not anything related to staff wellbeing.

**Recommendation:** Inclusion of staff health, fitness, and wellbeing should be included in the BSP as a demonstration of IU's value placed on staff while considering them an important part of the academic process.

**Comment 7:** In section 10 on page 36, the BSP refers to the "Great Recession."

**Recommendation:** This may be confused with the "Great Depression" of the 1930s. Perhaps a more appropriate phrase would be to simply reference the current recession in order to avoid comparisons to the economic state of the US in the early 20<sup>th</sup> Century.

**Comment 8:** In section 10 under Bicentennial Action Items, the document calls for HR to "review all university policies".... There is additional language on page 36 that is similar.

**Recommendation:** Do we want HR to be making policies or do we want them to implement policies that are directed to them? Would IU be better served if an independent review was done?

**Comment 9:** There are several typographical and grammatical errors in the BSP. A thorough review should take place prior to final approval and publication.

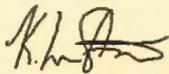
John Applegate  
November 21, 2014  
Page 3

**Comment 10:** On page 5 under *The Principles of Excellence, An Excellent Education* -- we think the text for educating outstanding students could be reworded. As written, it seems to say that IU is only looking for academically outstanding students from diverse and under-represented backgrounds.

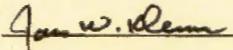
**Recommendation:** This may be misinterpreted by potential students/parents. No doubt, IU wants to attract academically outstanding students from diverse and under-represented backgrounds but the following language might be better, "Attract academically outstanding and promising students, including those from diverse and under-represented backgrounds throughout Indiana, the nation, and the world."

We would like to thank you for this opportunity to provide feedback and considering our suggestions for incorporation into the IU Bicentennial Strategic Plan.

Sincerely,



K. Lee Stone, President  
IUPUI Staff Council



James Klenner, President-Elect  
IUPUI Staff Council

# Help us support homeless veterans in Indiana!

The Hoosier Veterans Assistance Foundation needs the following items to help its residents this winter season:

- Manual can openers
- Canned meat (tuna, chicken, etc.)
- Canned fruit and soups
- Pasta and pasta sauce
- Peanut butter
- Men's boxers and briefs (all sizes)
- Men's undershirts (all sizes)
- Bath towels
- Pillows
- Wash cloths
- Bottled sports drinks
- Bus passes
- Calling cards
- Umbrellas
- Ponchos
- Shaving cream
- Razors
- Deodorant



We will be collecting items at the December 17 Staff Council meeting with the help of SPEA grad students and members of Pi Alpha Alpha. If you would like to donate, please contact Karen Lee at [klee2@iupui.edu](mailto:klee2@iupui.edu) or 274-2215. Thank you!

# Understanding IUPUI Students

IUPUI Staff Council  
November 19, 2014



# Michele J. Hansen, Ph.D.

Office of Student Data,  
Analysis, and Evaluation  
(OSDAE)

[mjhansen@iupui.edu](mailto:mjhansen@iupui.edu)

<http://osdae.iupui.edu/>

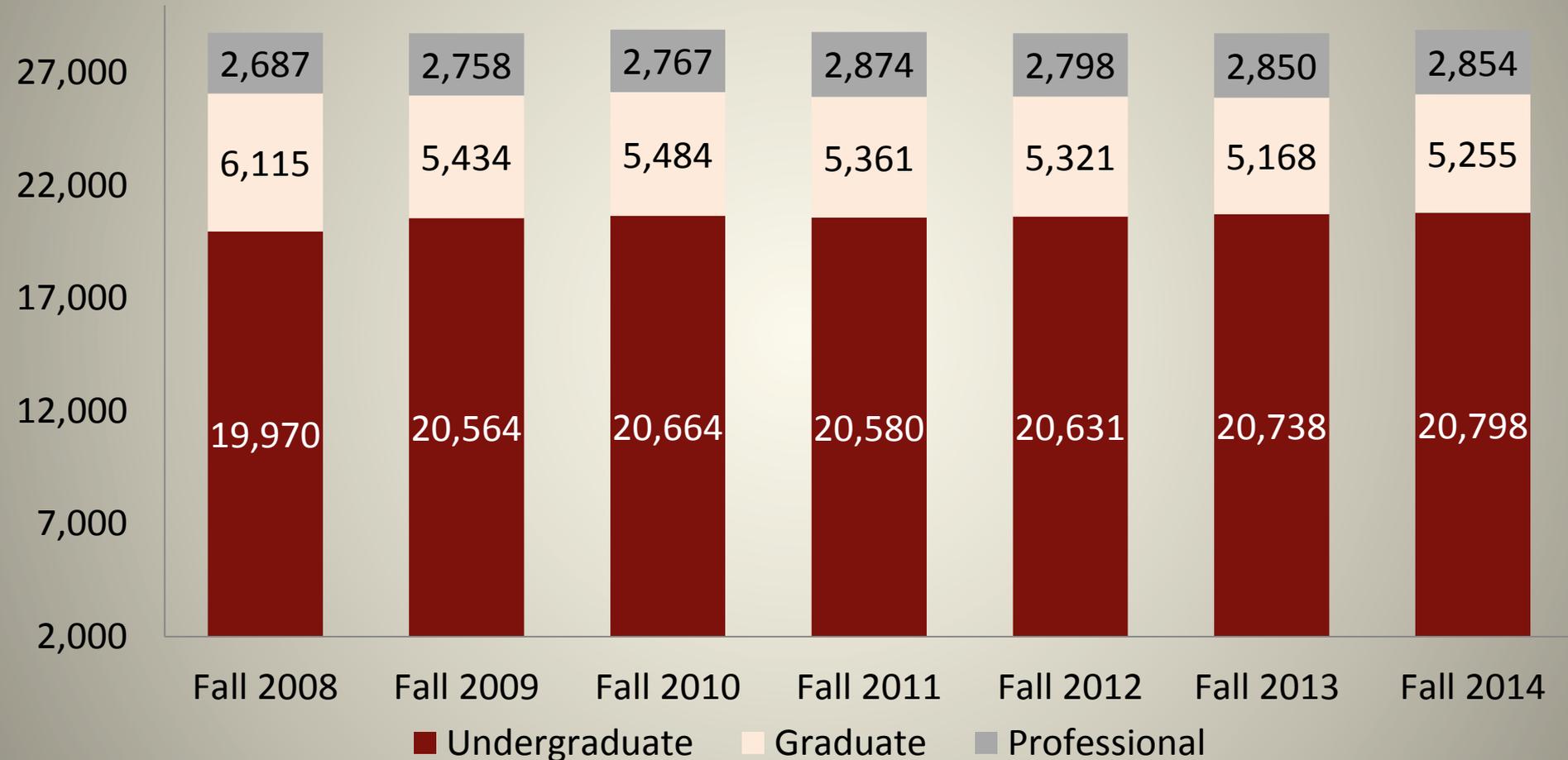


# Data Sources

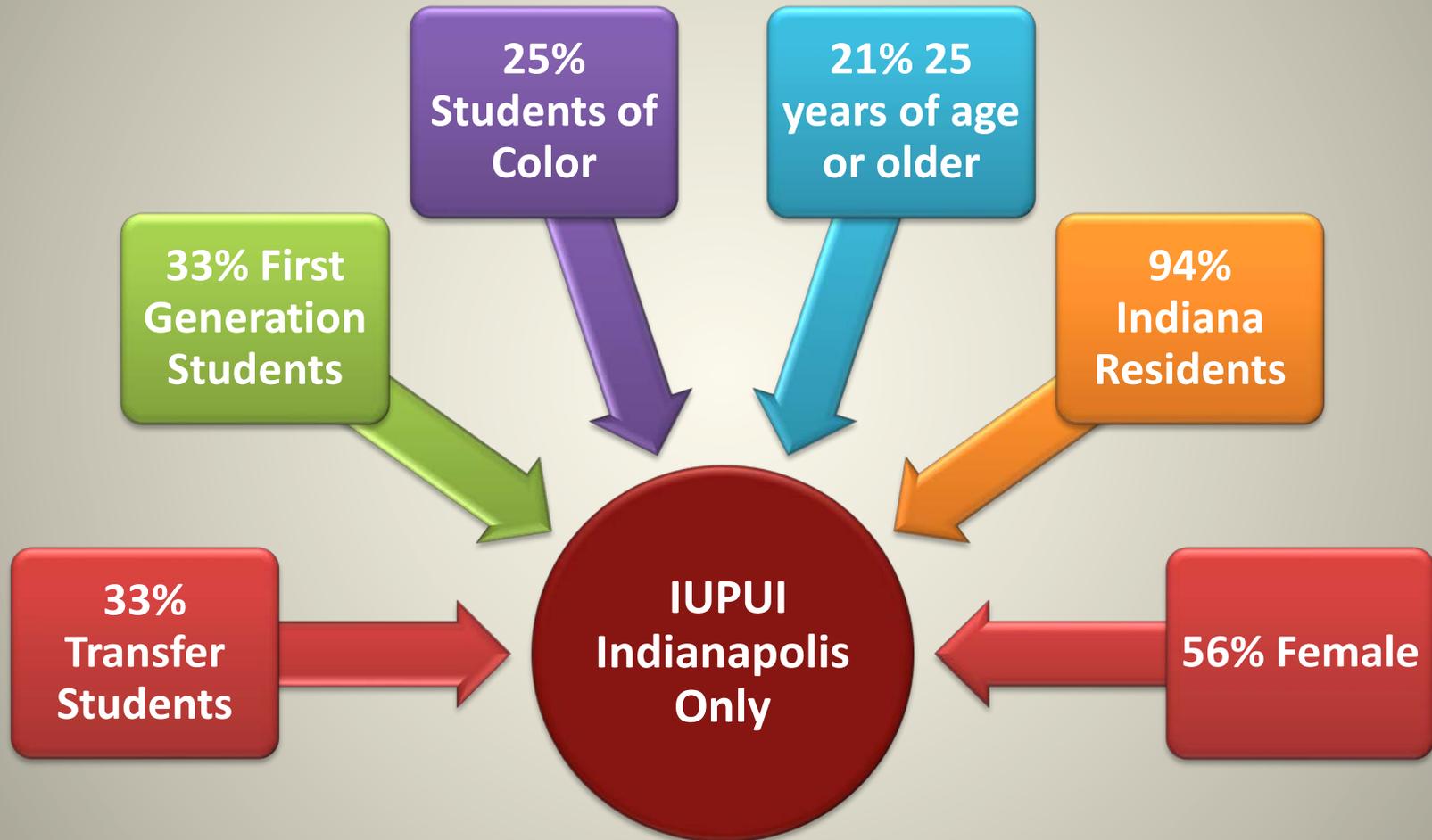
- Institutional Data
- Division of Enrollment Management
- Entering Student Survey (administered at the end of New Student Orientation)
- All IUPUI Undergraduates (Indianapolis and Columbus)
- First-Time Beginners IUPUI Indianapolis Only (class of 2018)

# Undergraduate Student Enrollment

IUPUI Indianapolis Includes Part-Time and Full-Time, 2014 Total 28,907



# Undergraduates 2014



**Did You  
Know . . .**

# IUPUI enrolls more degree-seeking Hoosiers than any other university campus.

**26,473** Indiana residents were enrolled Fall 2014. 24,821 of these were in Indy.

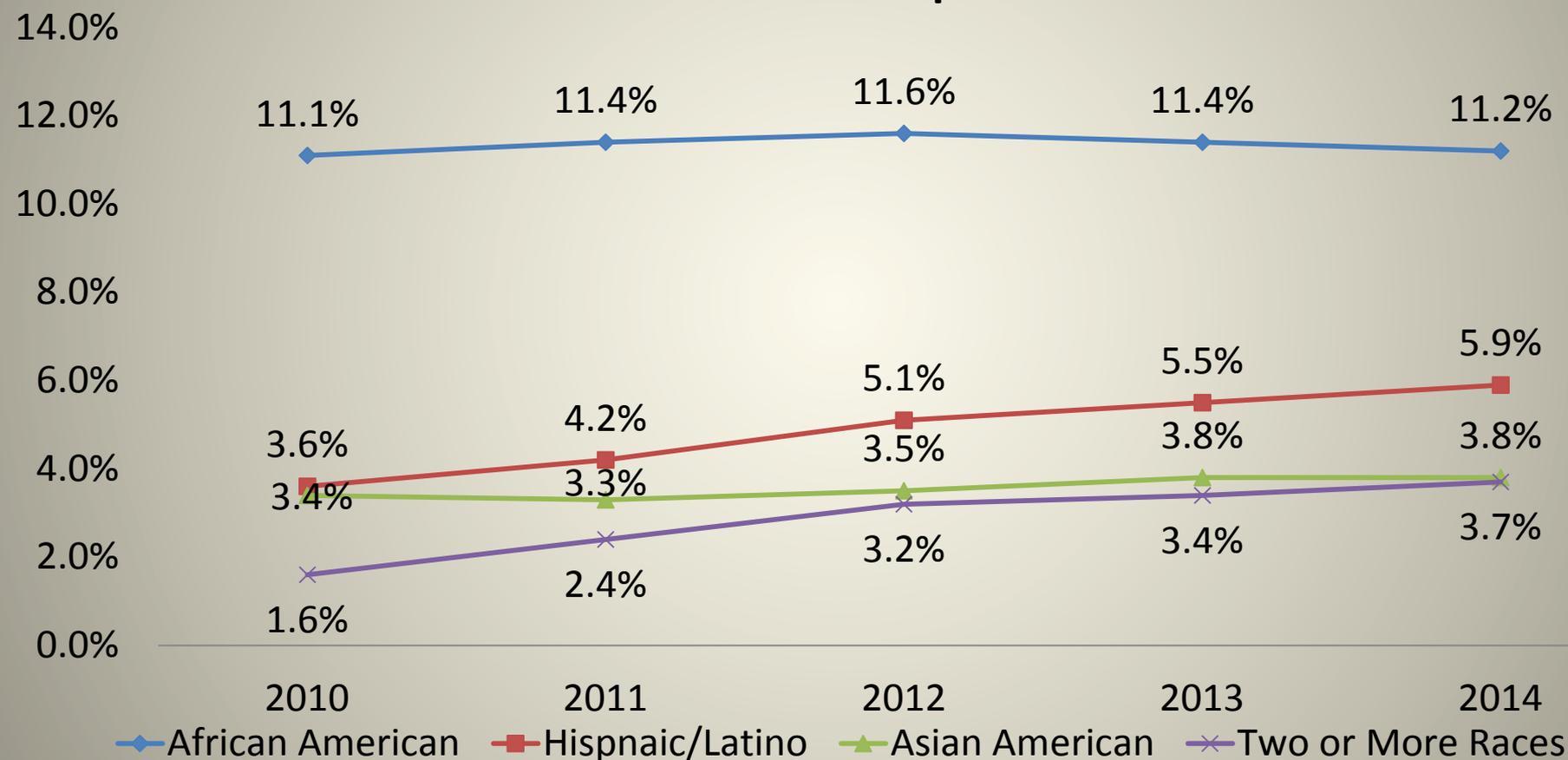
Source: IUPUI Admissions

# Where They Come From

- IUPUI students represent all 92 counties in the state of Indiana
- 74% of IUPUI undergraduates come from Marion or a surrounding county and Lake county.
- In fall 2014, IUPUI served undergraduates from 111 other countries and 46 states other than Indiana, including Puerto Rico.
- Most out-of-state domestic undergraduate students came to IUPUI from Illinois (24%,  $N = 160$ ), Ohio (11%,  $N = 72$ ), California (9%,  $N = 56$ ), and New York (4%,  $N = 37$ )

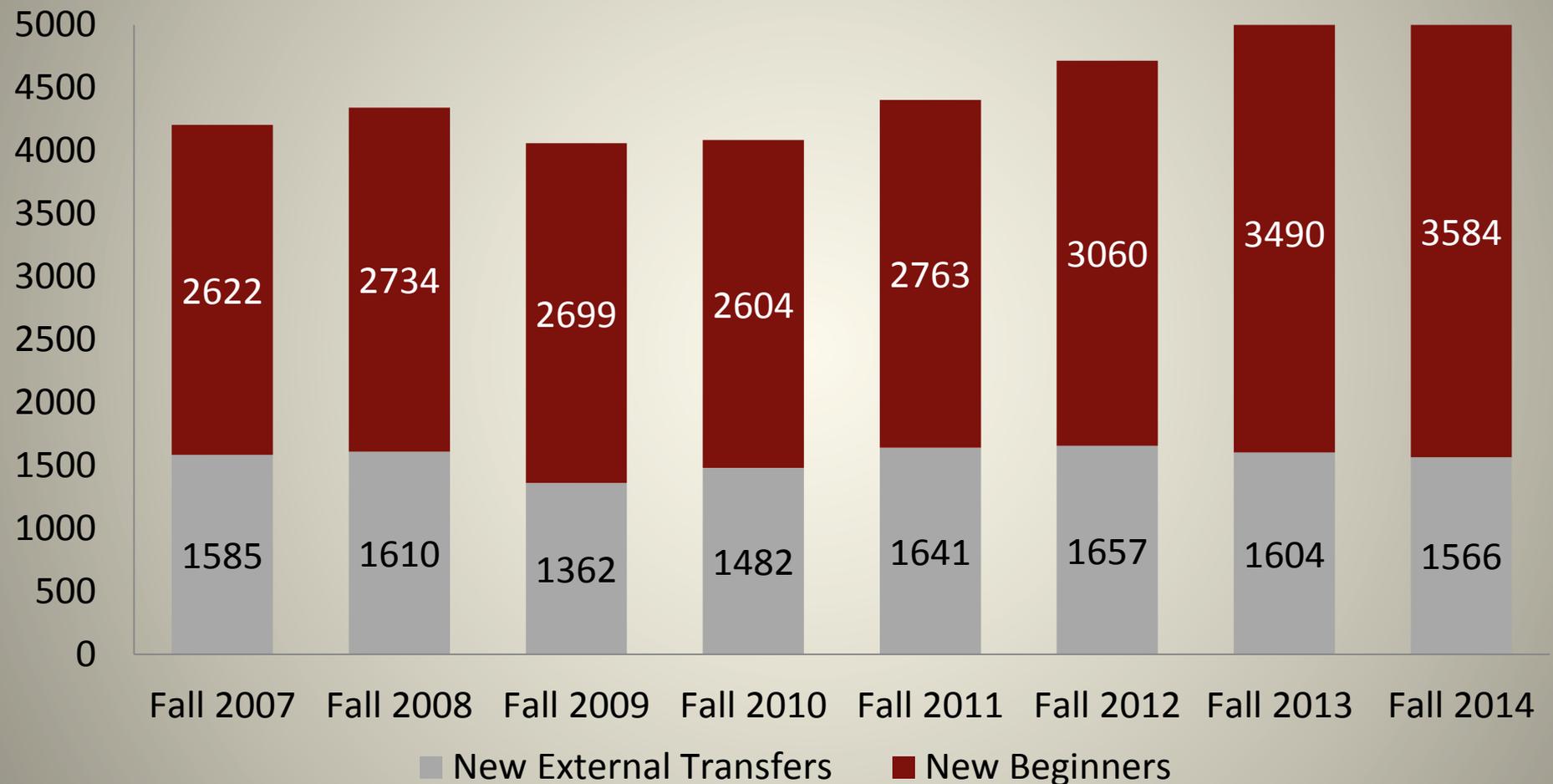
# Students of Color Undergraduates

## IUPUI Indianapolis



# New Beginners and External Transfers

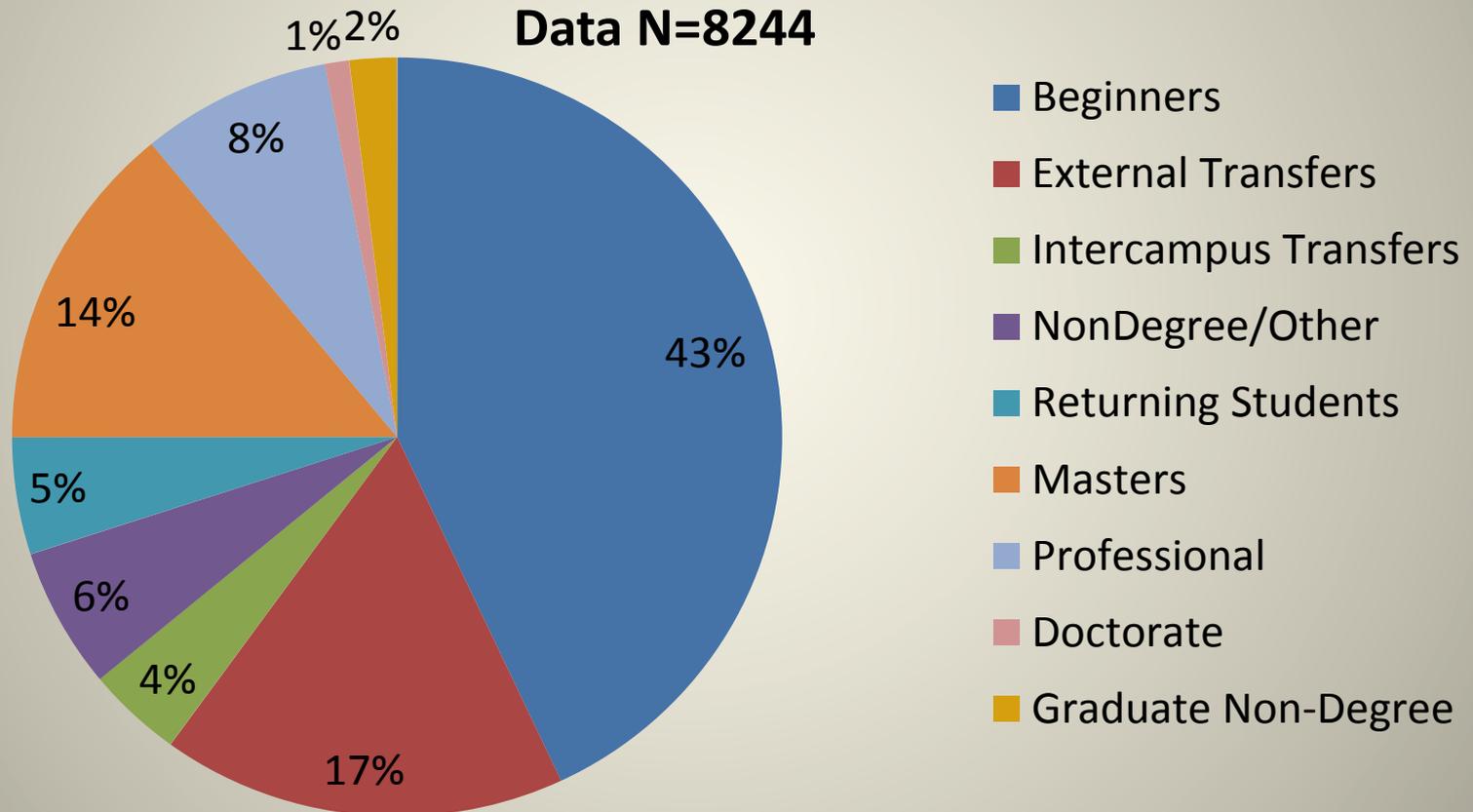
IUPUI Indianapolis Includes Part-Time and Full-Time



# IUPUI New Students

## 2014 Indianapolis Only New Students Based on Admissions

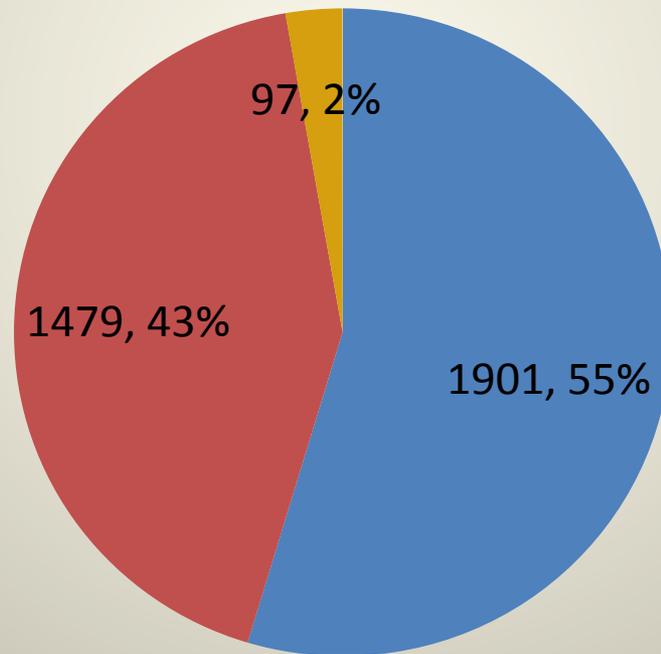
Data N=8244



# Transfer Students Make up Over 40% Total 2013 FY Bachelor Degrees

**Total Bachelor Degrees Conferred 2013 FY Indianapolis Only  
N=3477**

■ Beginners (FYU)   ■ External and Internal Transfers   ■ All Others



# ICHE Performance Funding

- Degree completion
  - At-risk degree completion (Pell Eligible)
- High impact degree completion (STEM Fields)
- Persistence
- Remediation success (only 2-year)
- On-time graduation (What is the change in a school's the two-year and four-year graduation rates for first-time, full-time students?)
- Institution selected measure

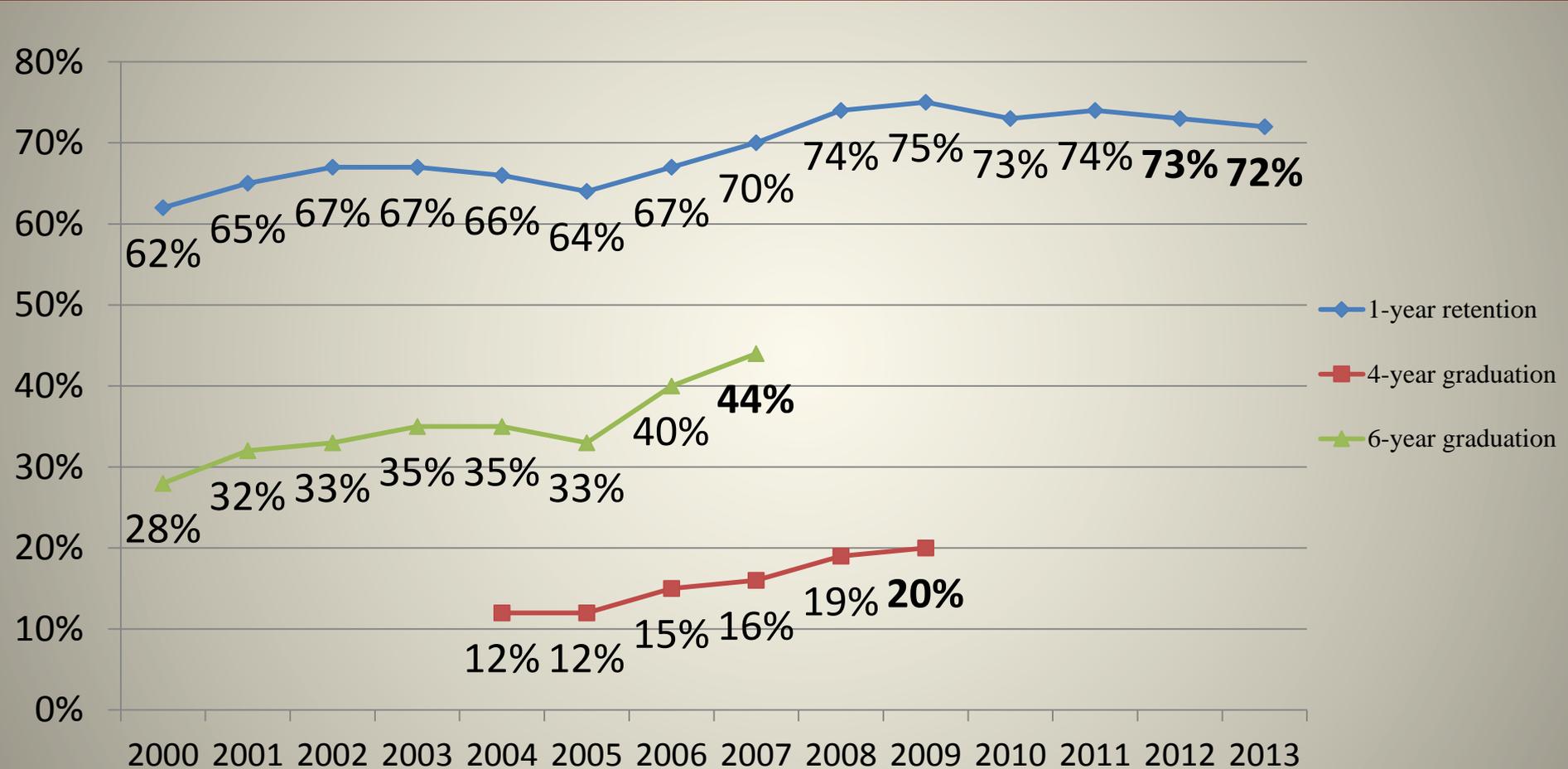


# One-Year Retention Rates

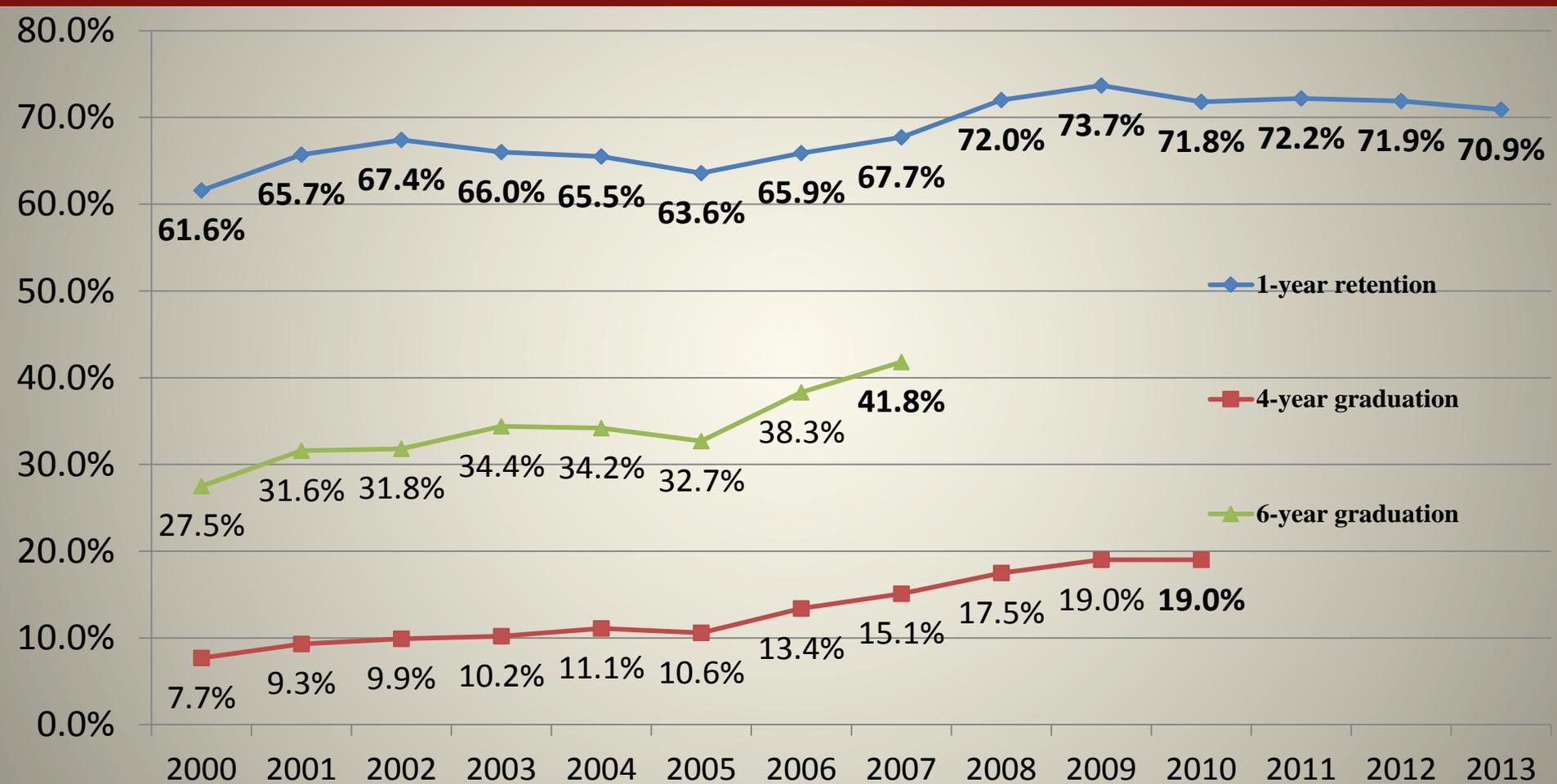
One-Year Retention Rate by Type	2010-2011	2011-2012	2012-2013	2013 - 2014
IUPUI* (includes all degree seeking – Bachelors, Associates, Certificates)	71.3%	72.3%	71.7%	<b>70.8%</b>
IUPUI* (includes only Bachelor degree seeking)	71.8%	72.2%	71.9%	<b>70.9%</b>
IUPUI Indianapolis (includes all degree seeking – Bachelors, Associates, Certificates)	72.9%	73.7%	72.7%	<b>71.7%</b>
IUPUI Indianapolis (includes only Bachelor degree seeking)	74.0%	73.6%	73.0%	<b>71.8%</b>

- \* IUPUI official always includes Columbus

# Indianapolis First-Time, Full-Time Cohort Retention and Graduation Rates (Bachelor's, Associate, and Certificate)



# IUPUI First-Time, Full-Time Bachelor Degree Seeking



# Success or Thriving Factors for First Year IUPUI Students

Factors Associated with High Levels of Academic Achievement and Persistence

- Gender (female)
- Low levels of unmet financial need or having high levels of socioeconomic status (SES)
- High levels of academic preparation (high school GPA is strong predictor)
- High rigor and intensity of high school curriculum
- Not being a first-generation college student
- Living on campus

# Success or Thriving Factors for First Year IUPUI Students

## Factors Associated with High Levels of Academic Achievement and Persistence

- High sense of belonging to IUPUI
- Grit or Perseverance (Have a lot of will power, think about goals intend to achieve in the future, change study strategies when do poorly)
- High levels of institutional commitment (not intending to transfer at entry)
- Not expecting to spend significant amounts of time engaged in external activities (e.g., working for pay off campus, spending time caring for dependents, commuting)
- Reporting that she or he was careful in completing high school assignments and completing assignments on time
- Participating in early interventions or academic support programs
- Applying and registering early (proxy for motivation)
- Placing into credit bearing math
- Participating in early interventions such as Summer Bridge, First-Year Seminars, or Themed Learning Communities

# Understanding IUPUI 2014 Beginners Class of 2018

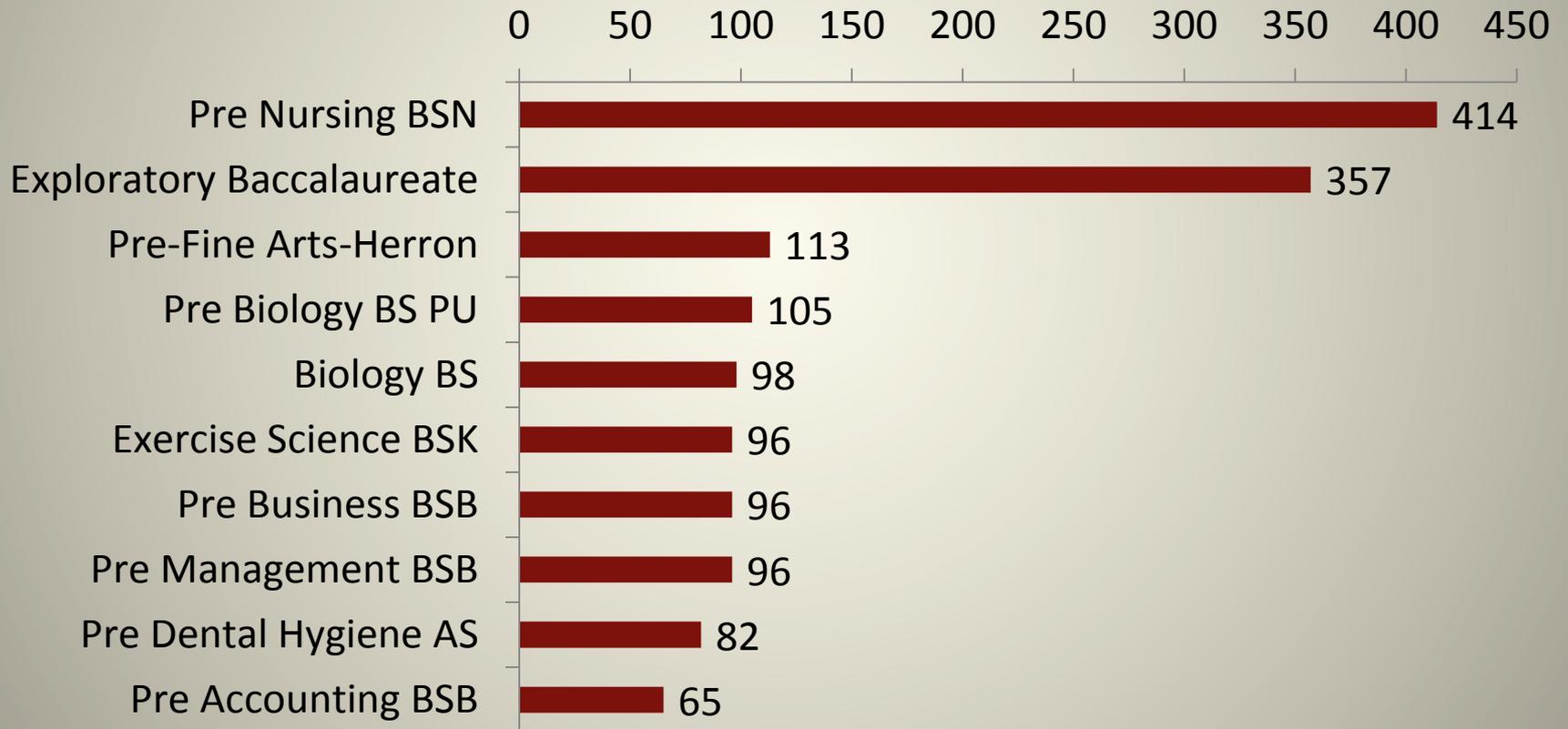
# Top 10 Reasons For Choosing IUPUI New Beginners Fall 2014

1. Availability of specific academic programs (majors)
2. Institution's academic offerings such as courses, certification, and degrees
3. Graduates get good jobs
4. Opportunity for an IU or Purdue Degree
5. Job, career, and internship opportunities available in Indianapolis while attending school
6. Career and job opportunities available in Indianapolis after I complete my degree.
7. Availability of financial aid/scholarship
8. Cost
9. IUPUI's reputation
10. Social opportunities associated with IUPUI located in city of Indianapolis

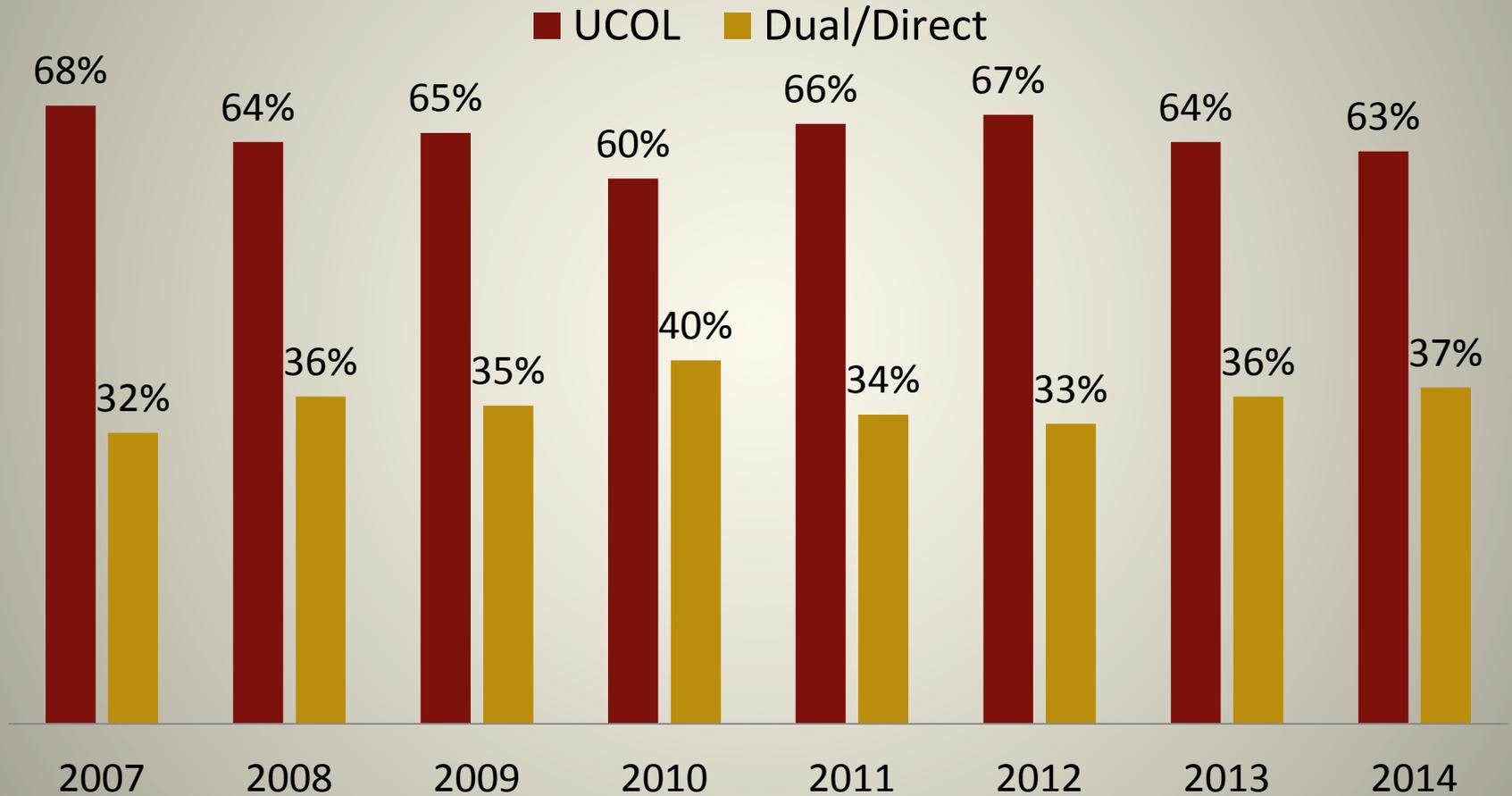
***Rank ordered by mean ratings out of 21 items***

# Top 10 Majors

## Fall 2014 Number of Beginning Students

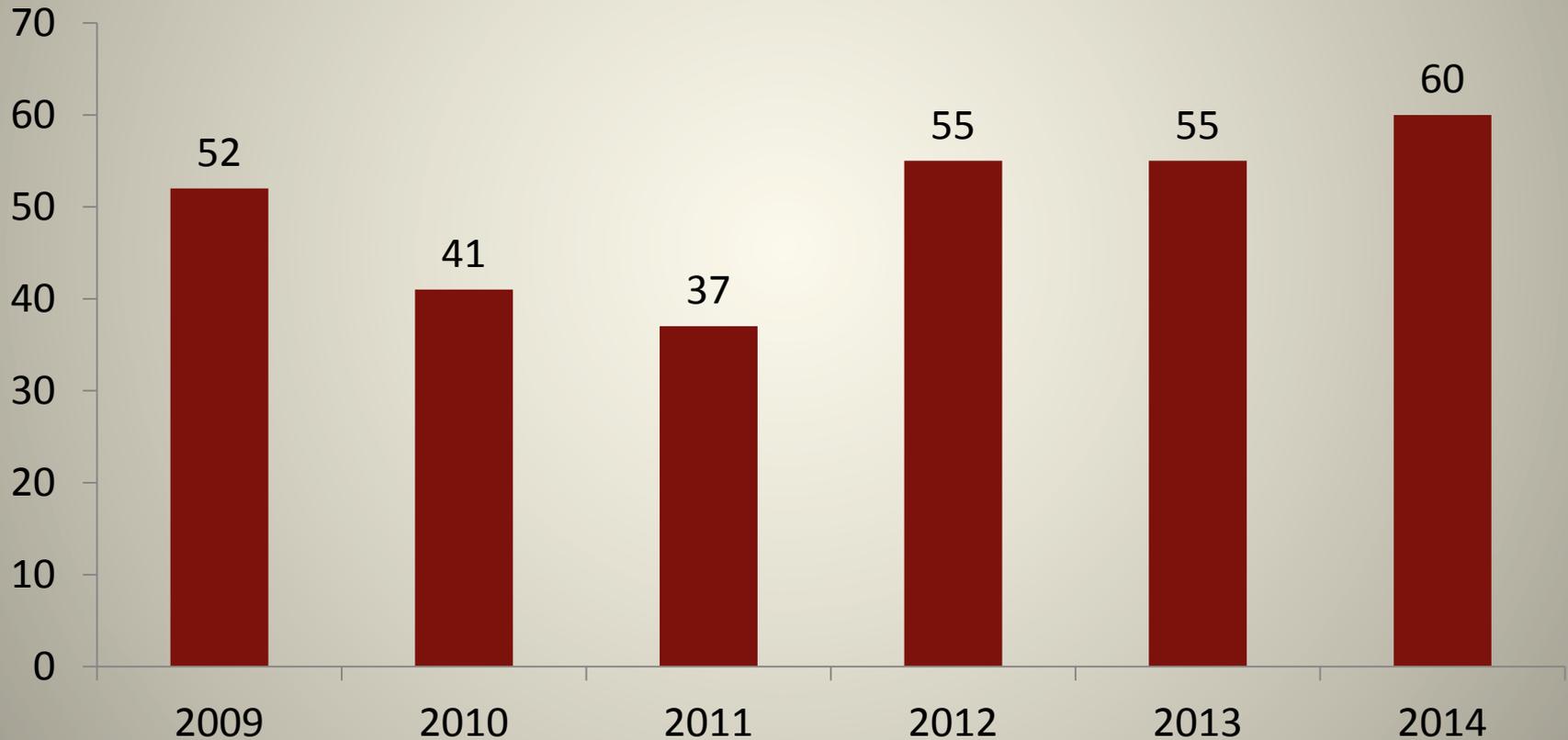


# New Beginners Direct/Dual and University College Admits



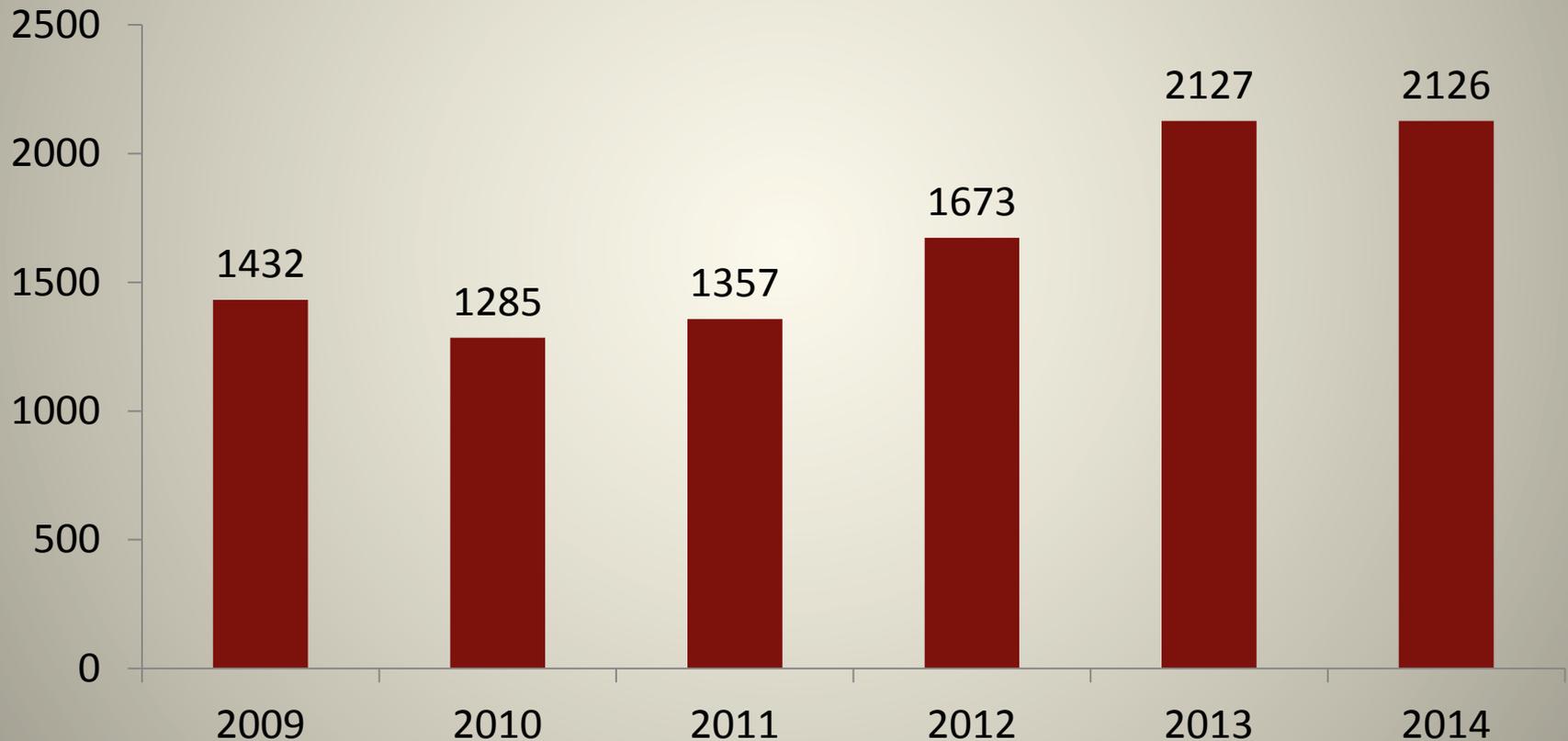
# Number of Valedictorians/ Salutatorians

## IUPUI Beginners



# Number of Academic Honors

## Graduated with Indiana Academic Honors Diploma

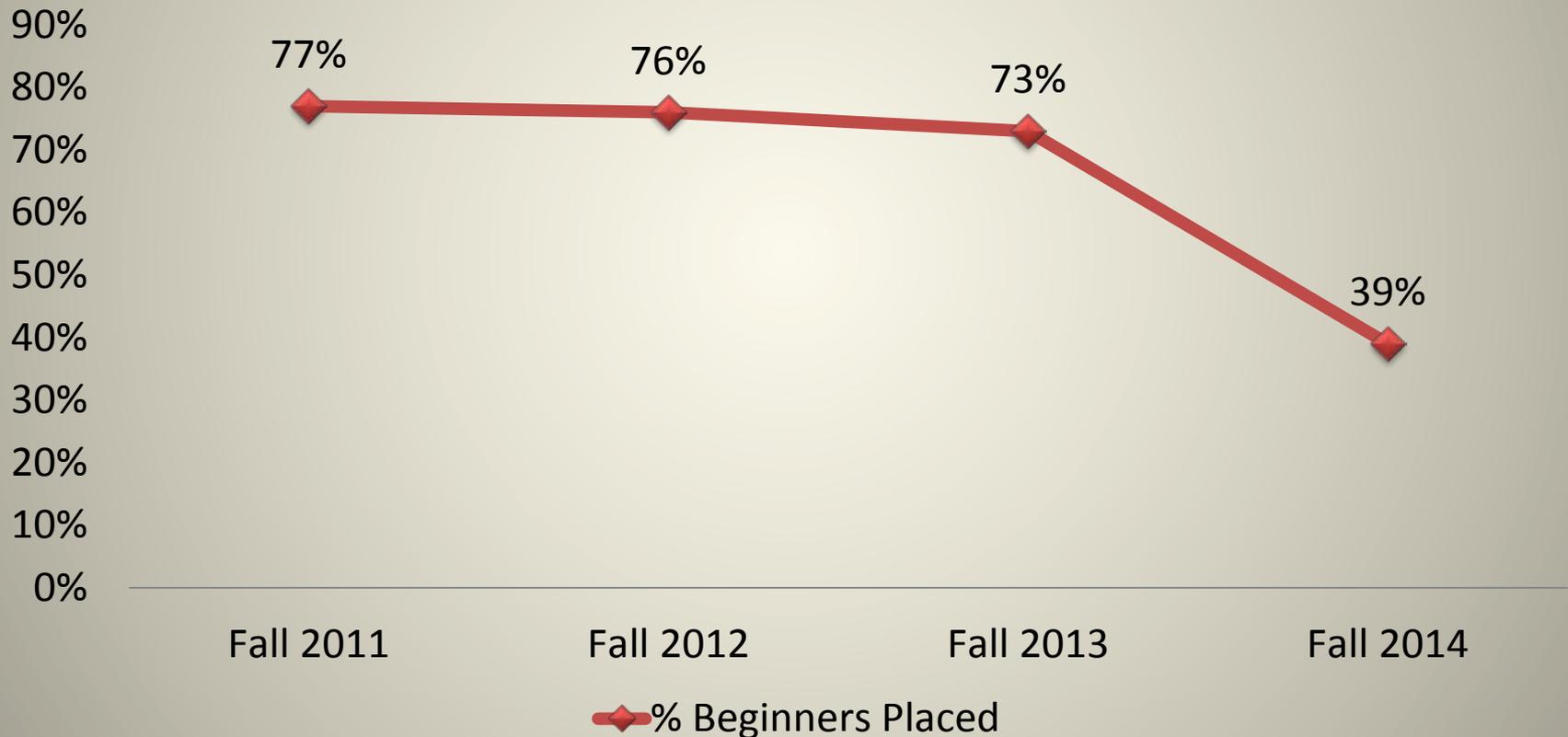


# Average High School GPA



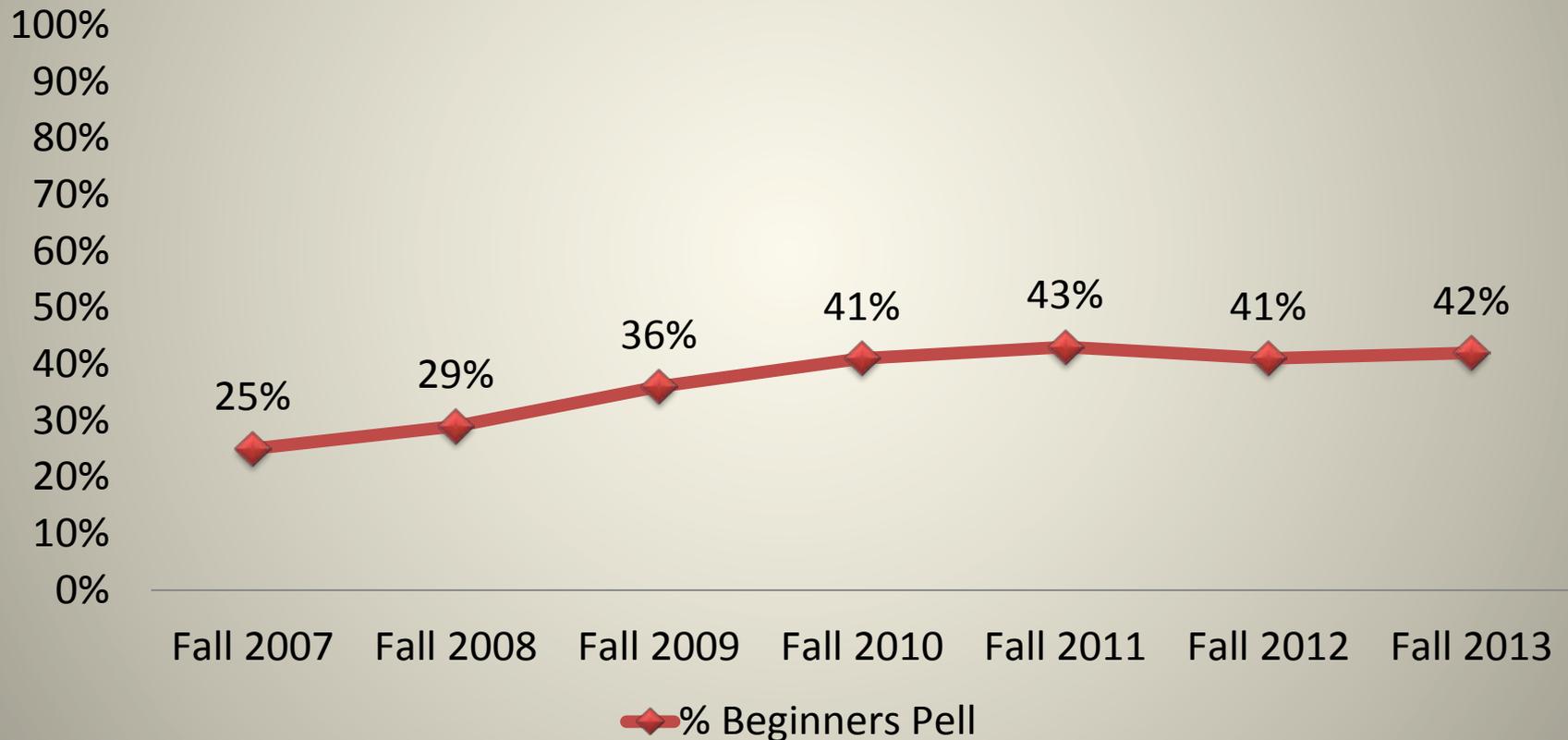
# Developmental Math Placement

## % Placed into Developmental Math



# Pell Grant Recipients (SES indicator)

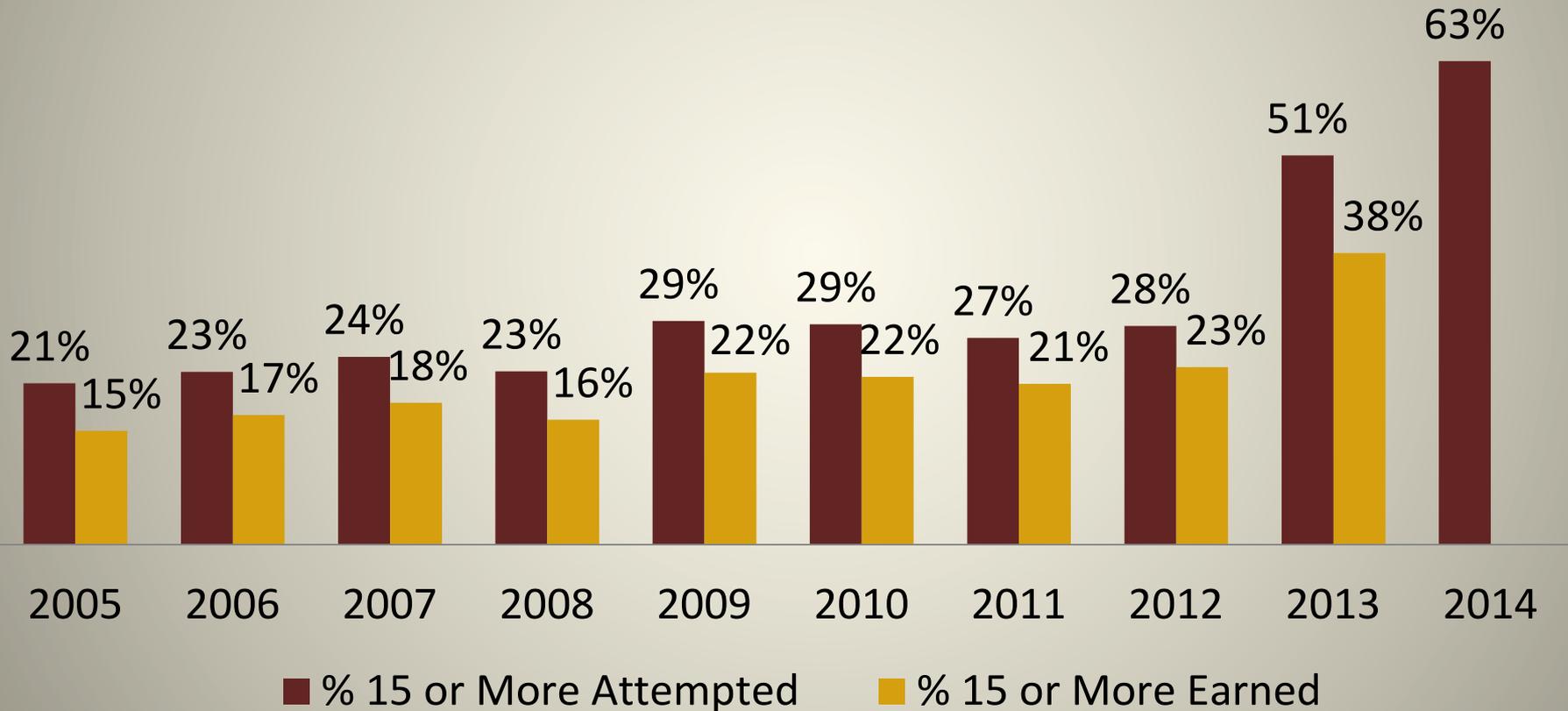
## % Received Pell Grant First Semester





# 15 or More Credit Hours Attempted and Completed Fall Semester

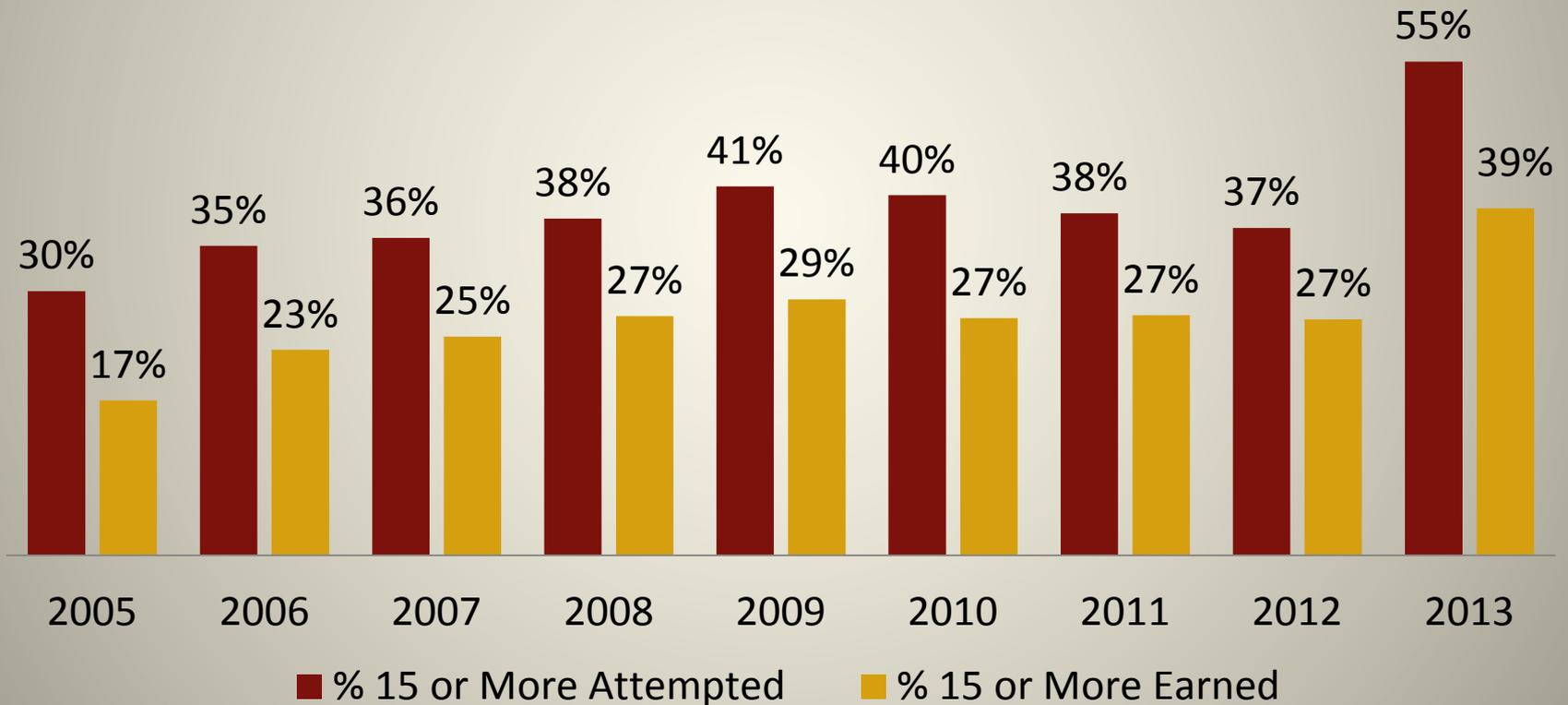
**% 15 IU Credit Hours or More Attempted and Earned  
First-time, Full-Time Beginners**





# 15 or More Credit Hours Attempted

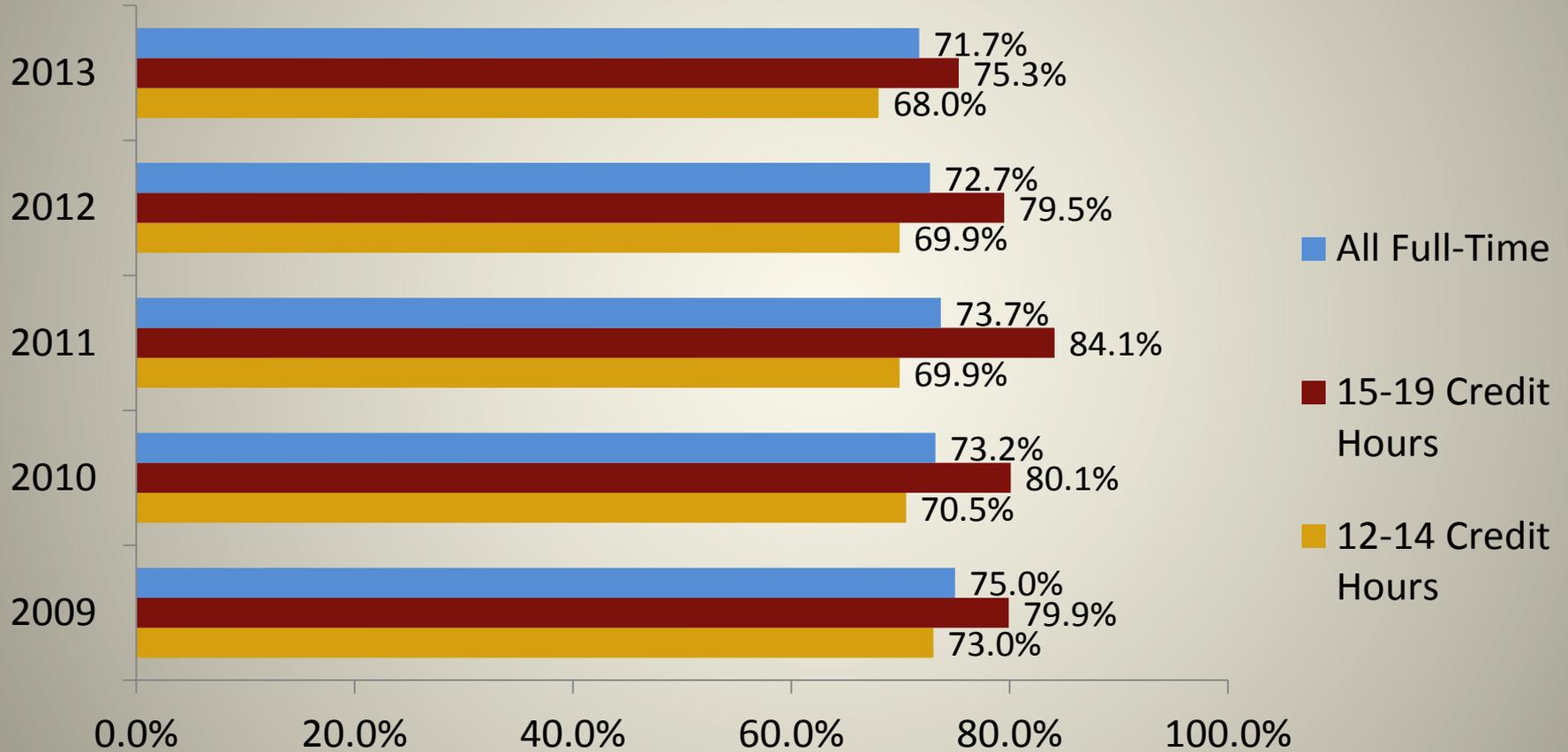
**% 15 Credit Hours or More Attempted and Earned in the Spring Semester, First-time, Full-time Beginners Enrolling in Spring**





# Retention Rates by Credit Hours Attempted

## One-Year Retention Rates for First-Time, Full-Time Beginners by Credit Hours Attempted



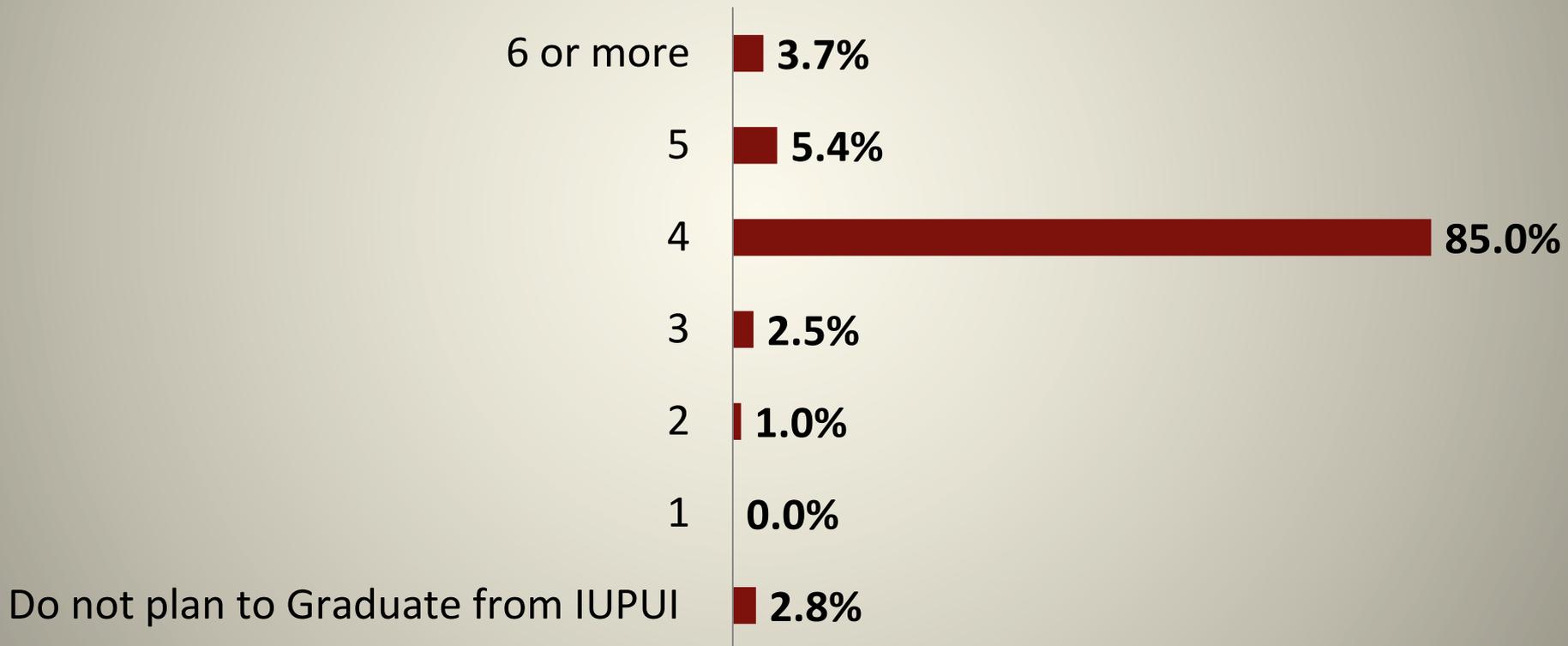
Source: Gary Pike, Retention Analyses Report, September, 2013



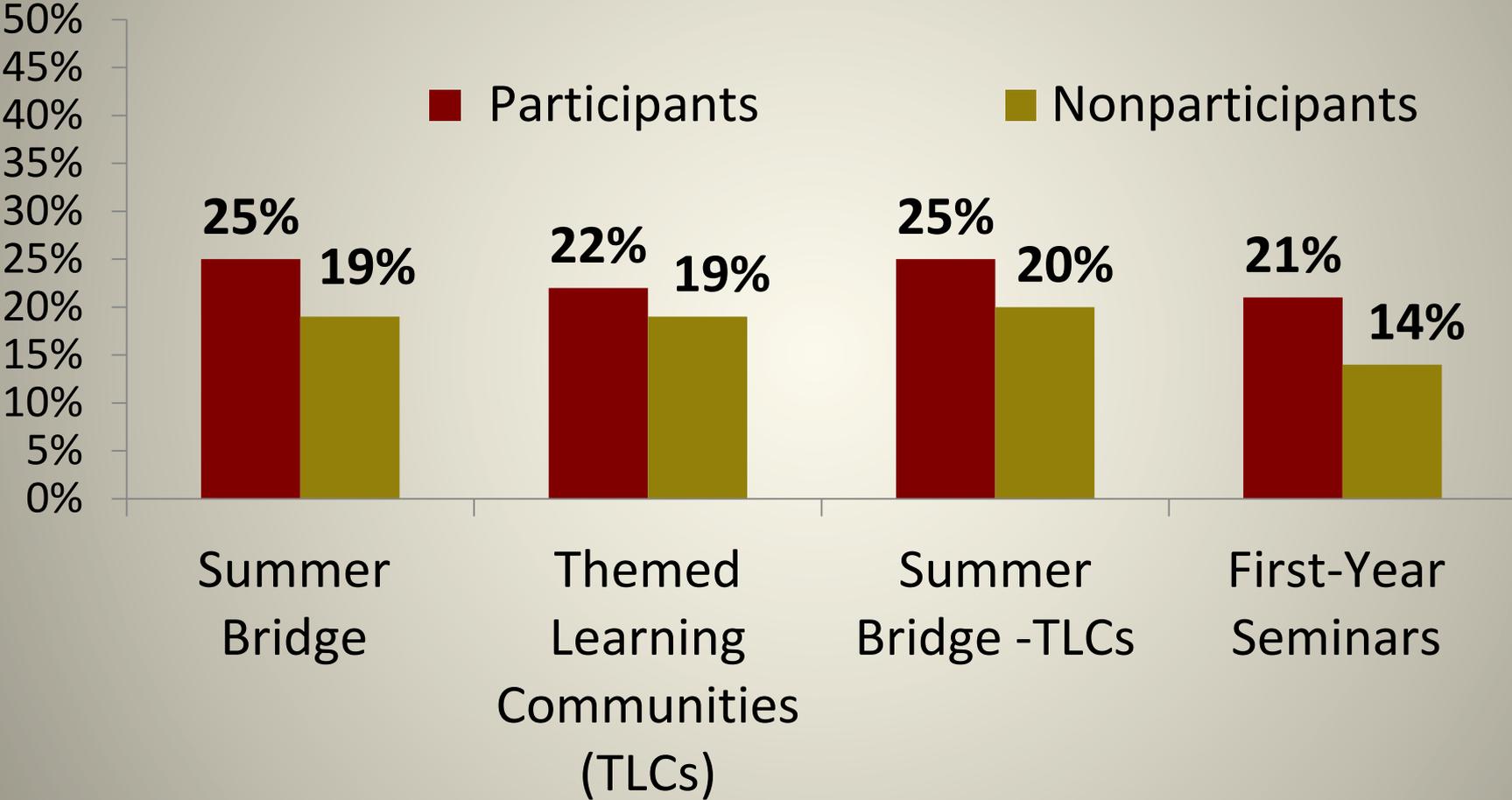
# Years to Graduate

## First-Time, Full-Time Beginners Years Expected to Take to Graduate

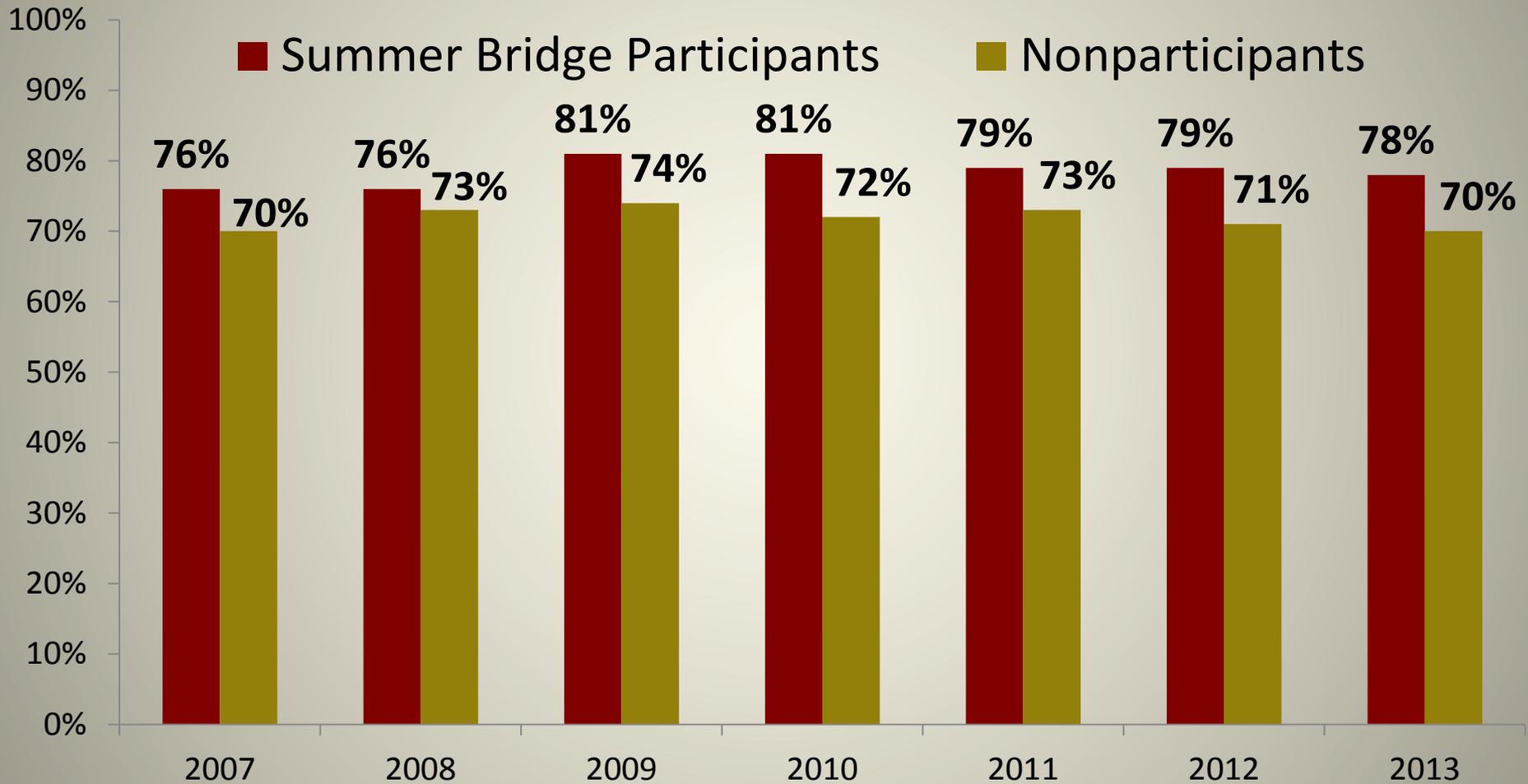
■ Beginners



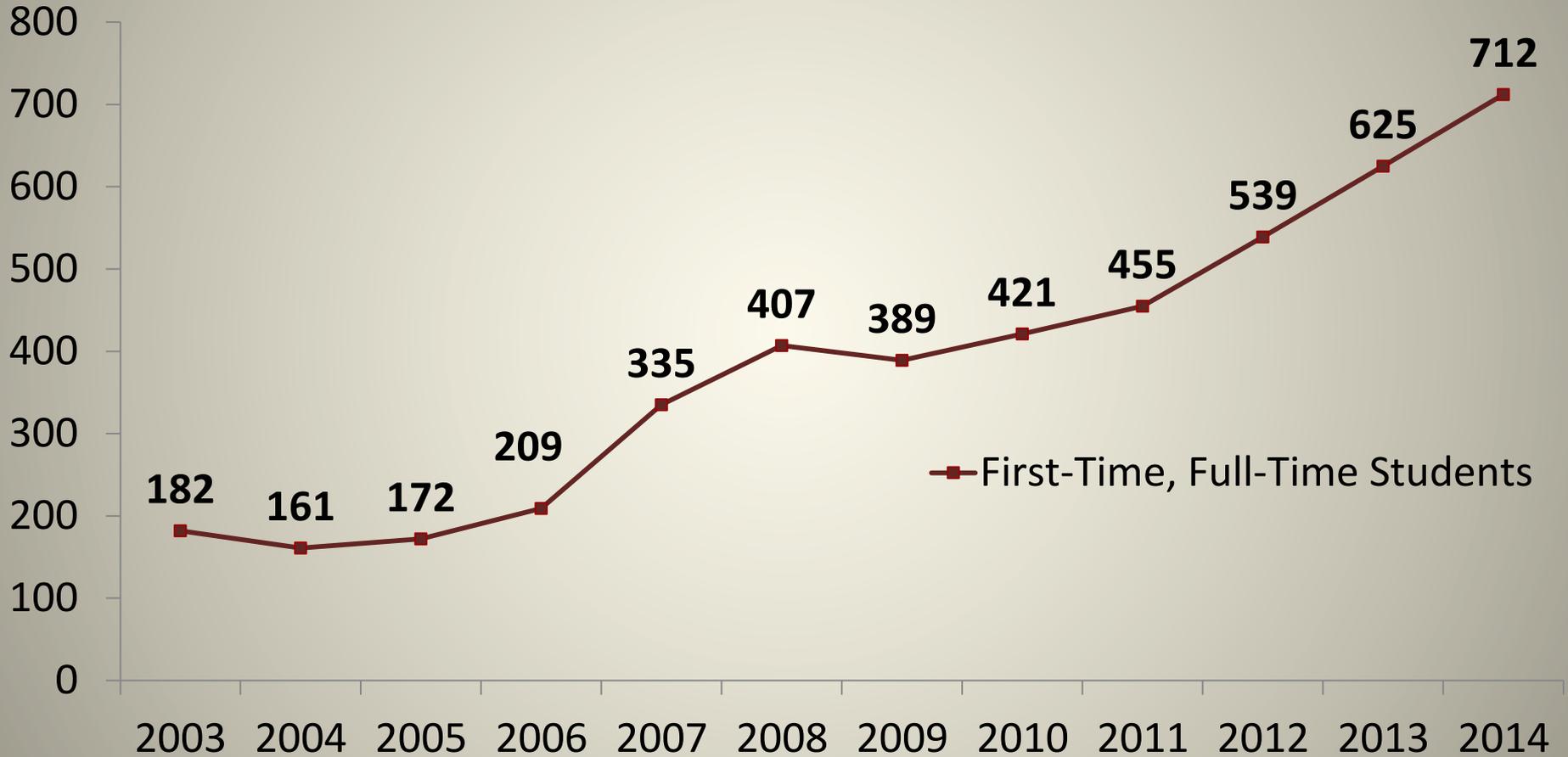
# Indianapolis Only 2009 First-Time, Full-Time Cohort 4-Year Graduation Rates



# Summer Bridge Students Have Higher One-Year Retention Rates Compared to Nonparticipants

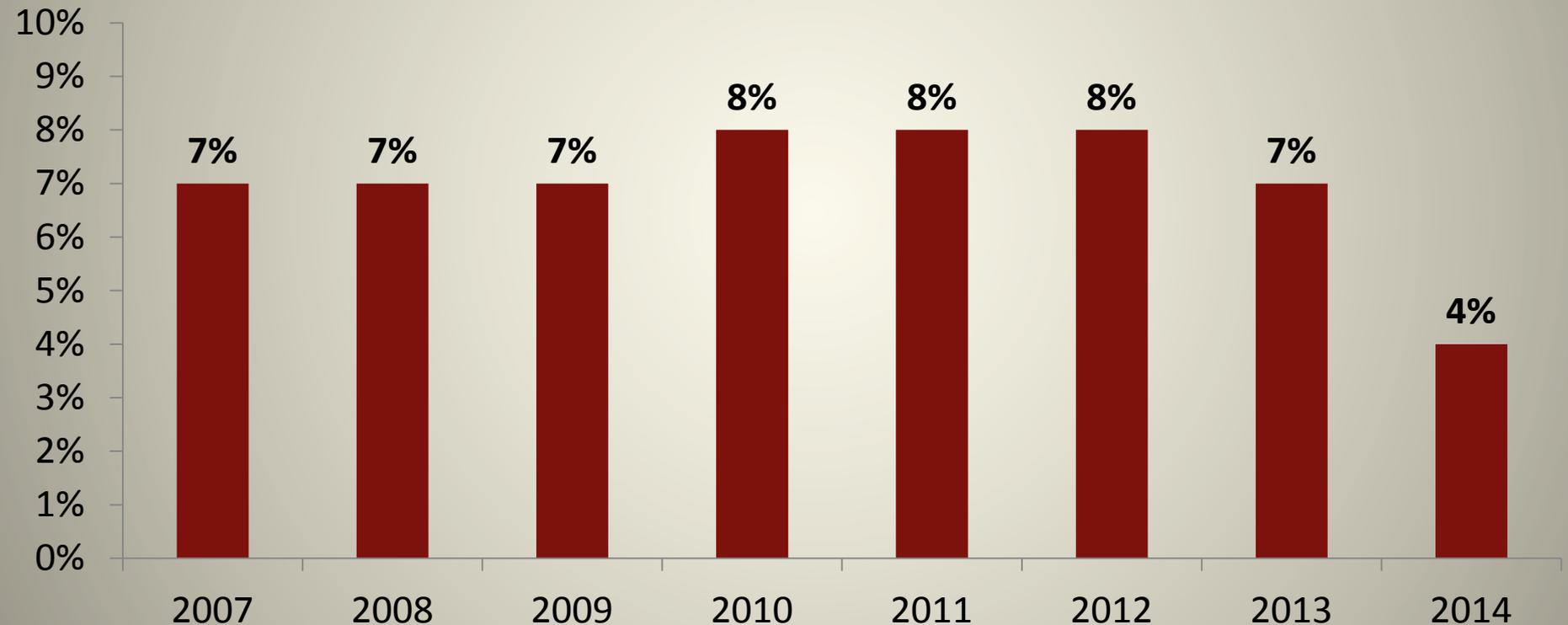


# Growth Of Summer Bridge Program

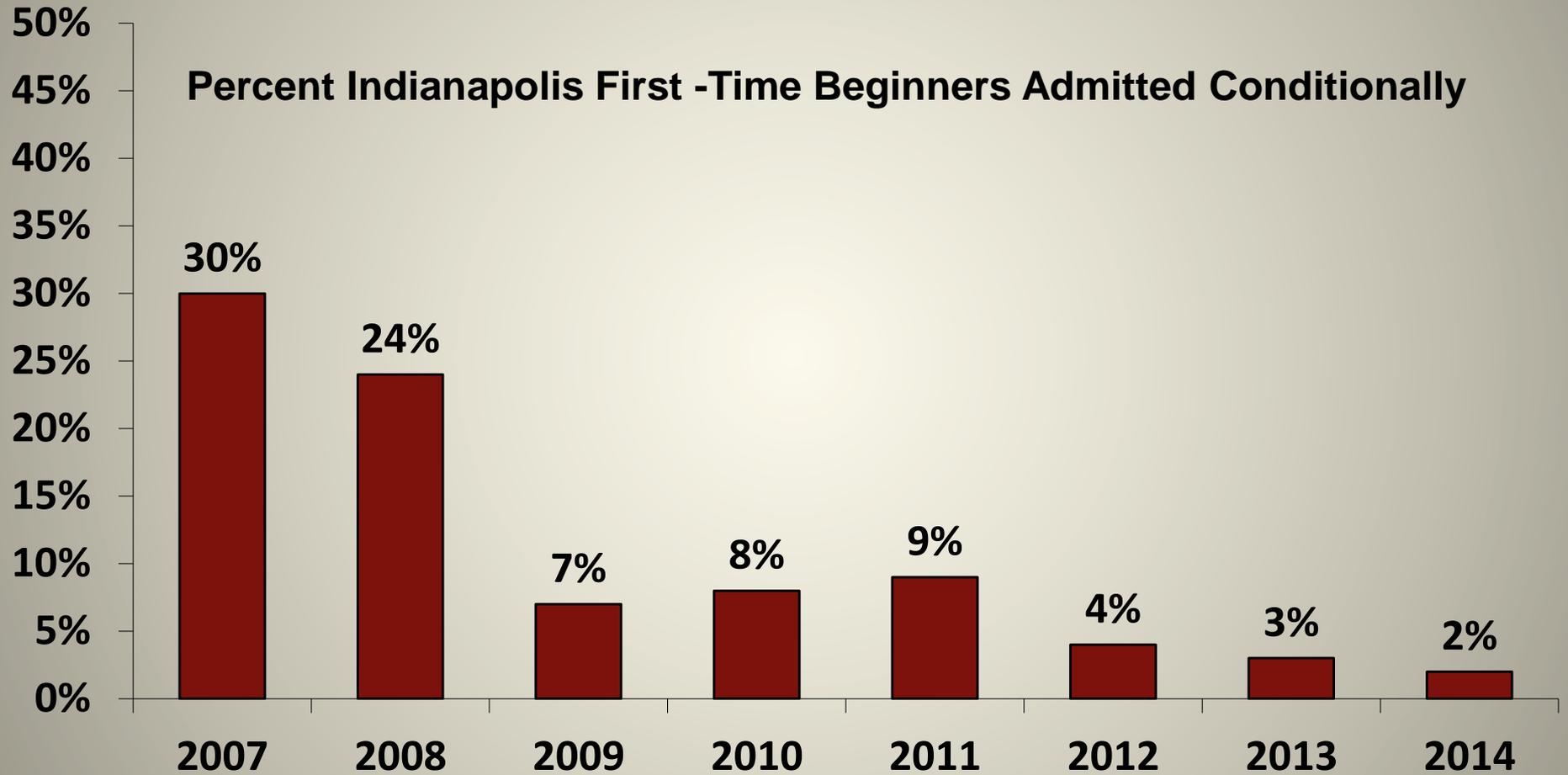


# Part-Time Students

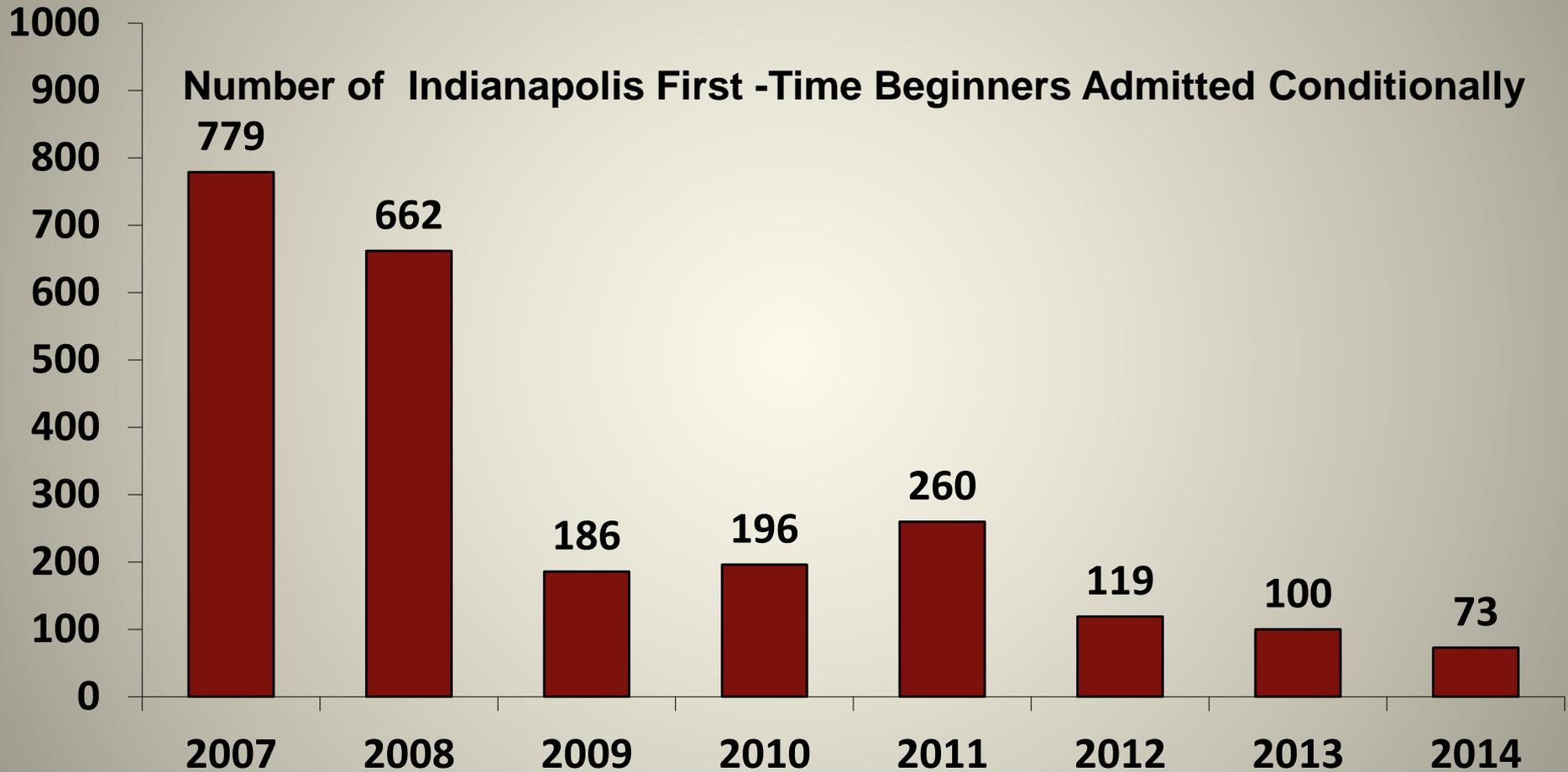
Percent of First-Time Beginners that Enrolled Part-Time  
During First Fall Semester



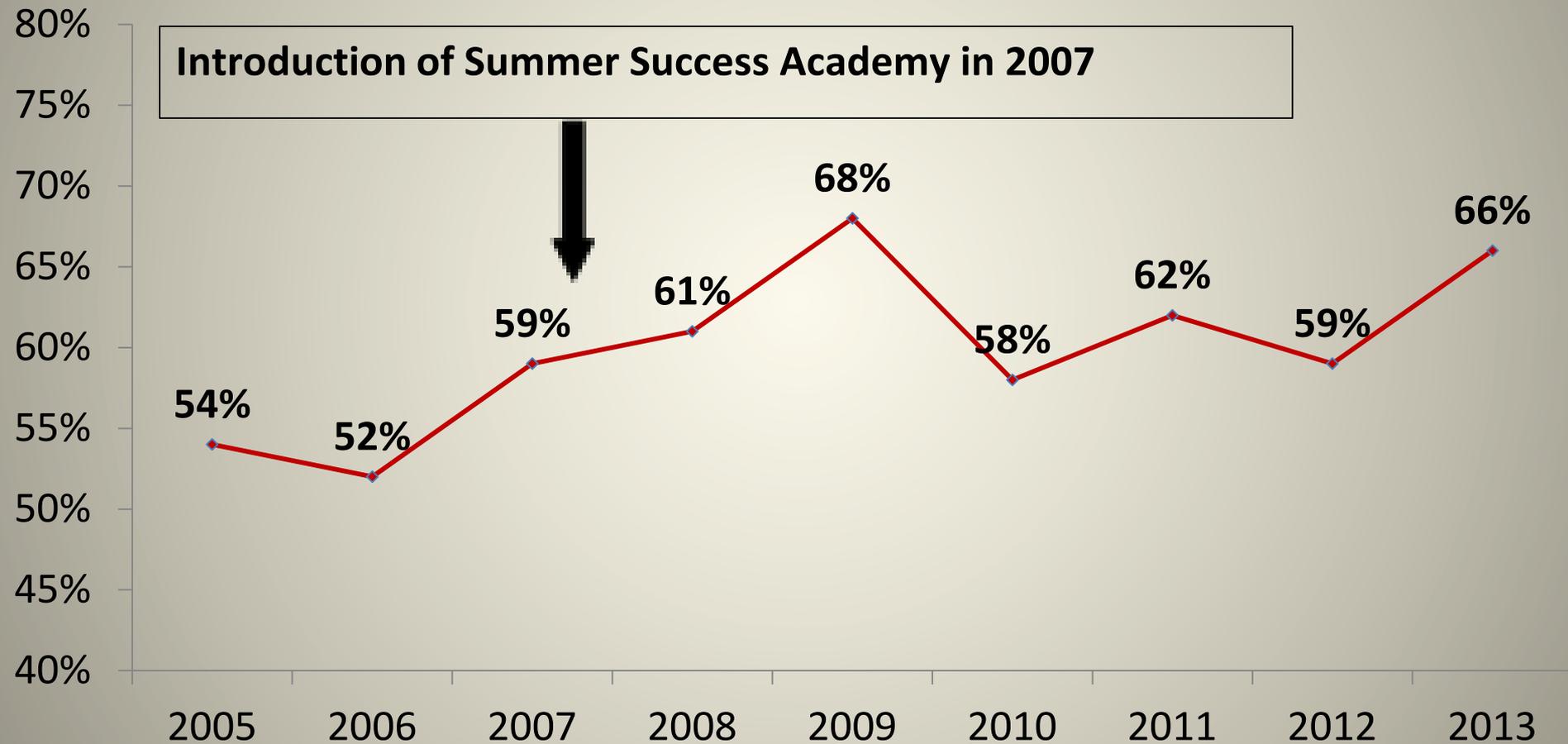
# Conditional Admits



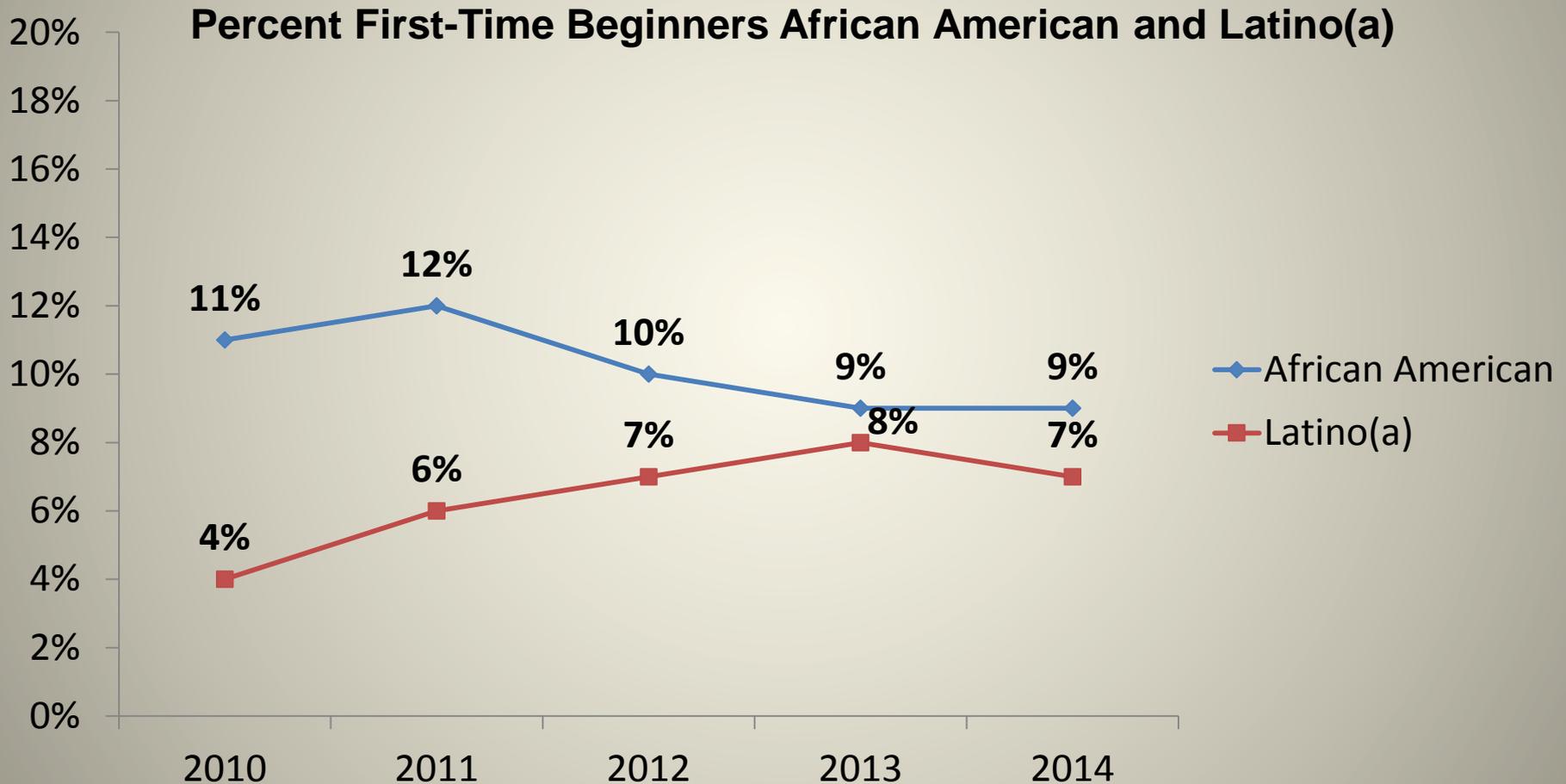
# Conditional Admits



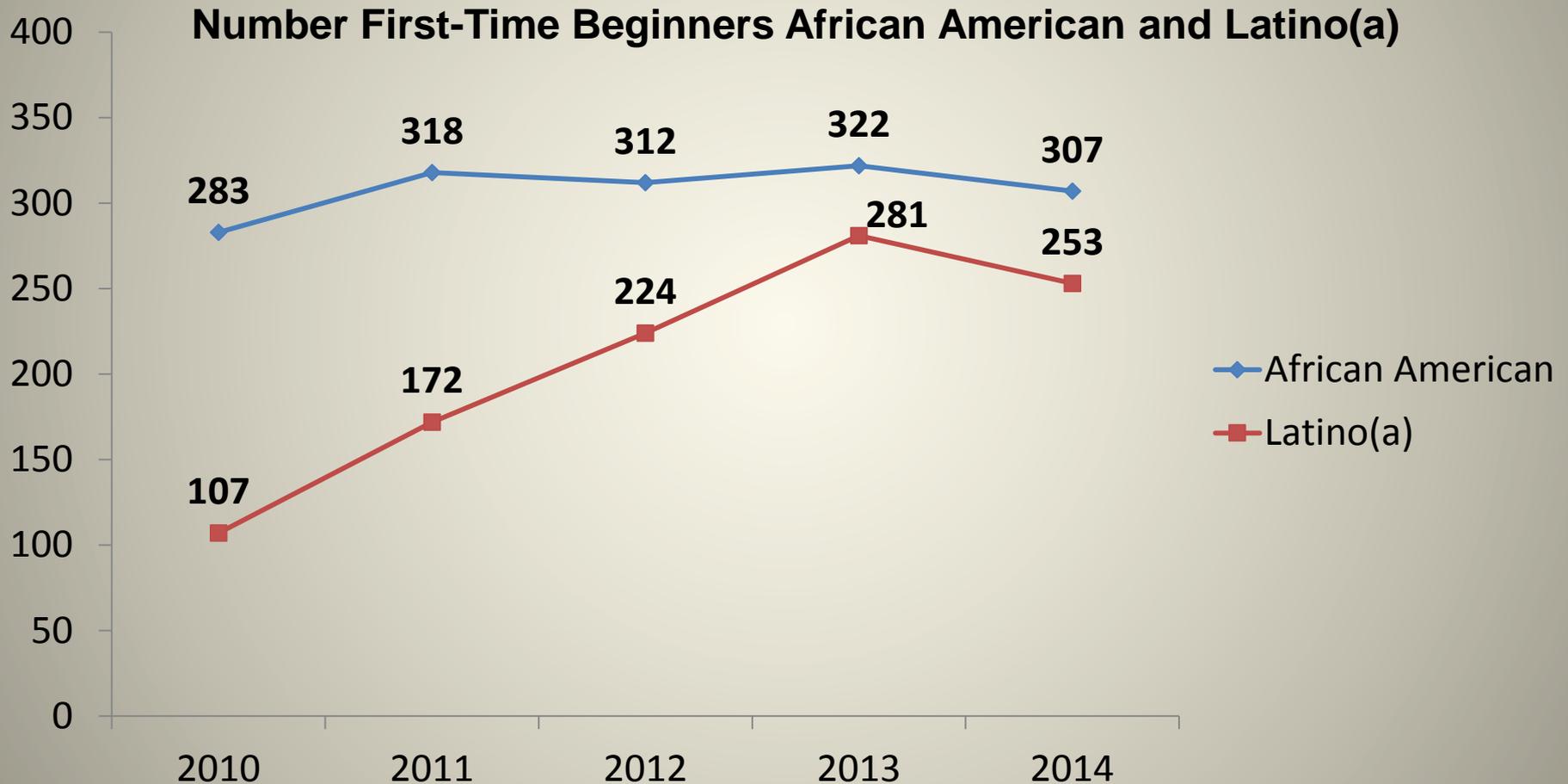
# First-Time, Full-Time Conditional Admits One-Year Retention Rates



# Underrepresented Students

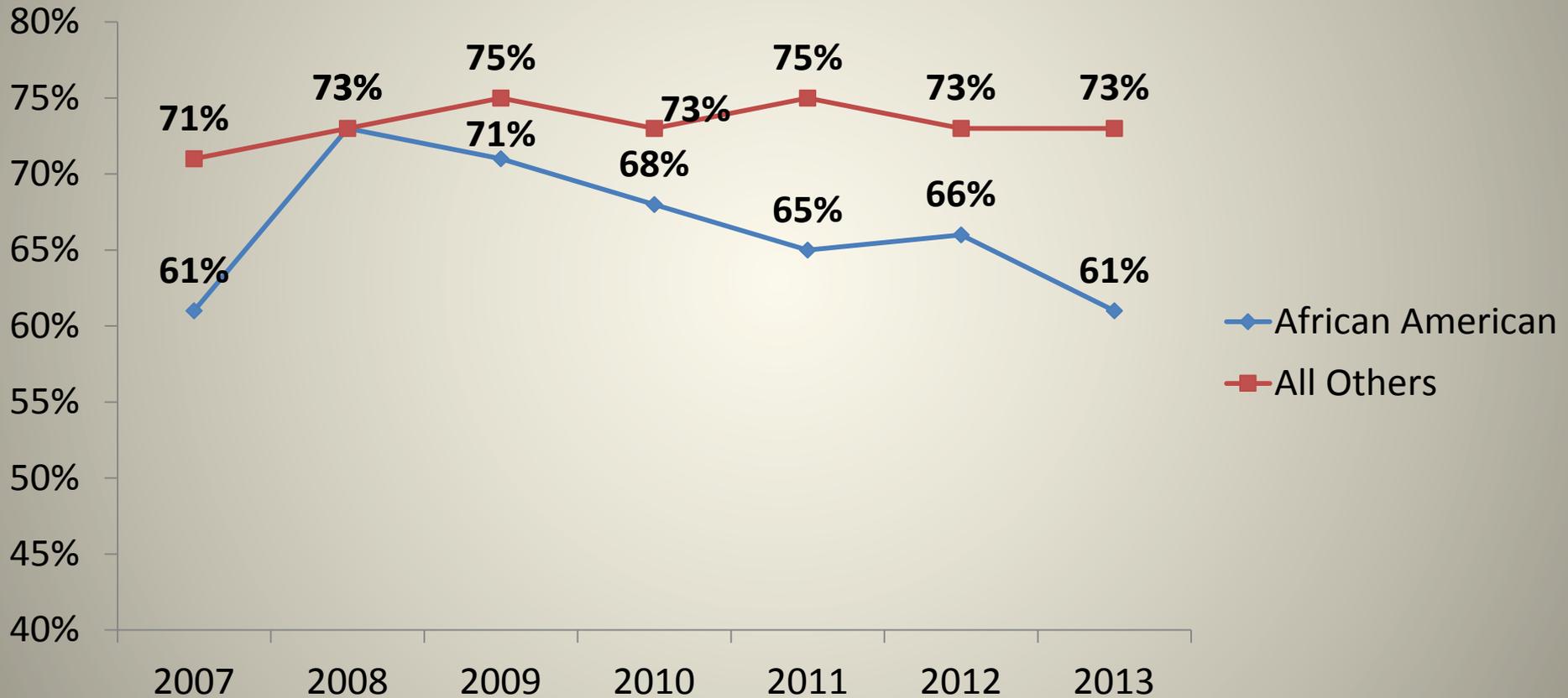


# Underrepresented Students



# African American Retention Rates

## First-Time, Full-Time Beginners One-Year Retention Rates

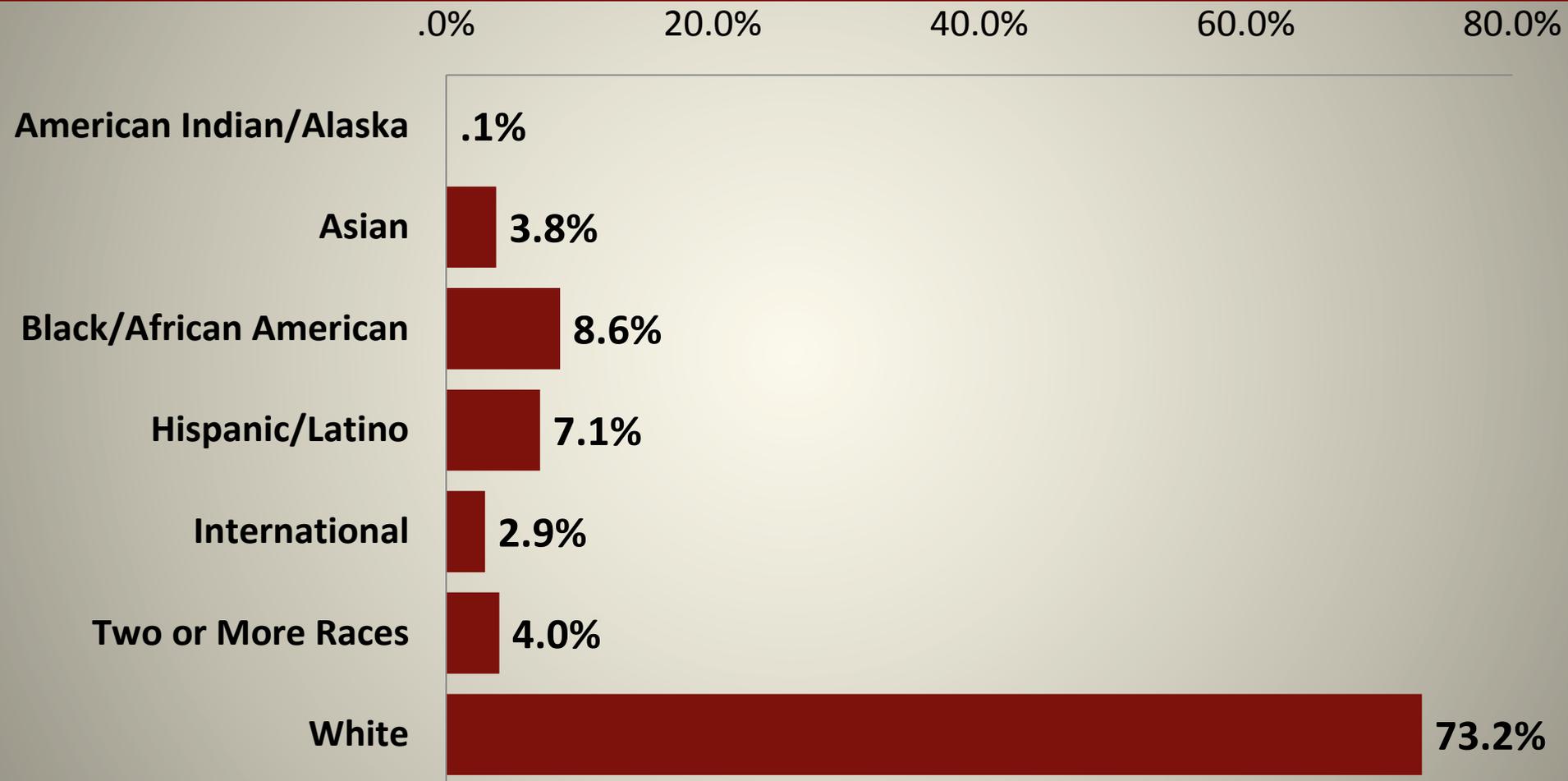


# Latino(a) Retention Rates

## First-Time, Full-Time Beginners One-Year Retention Rates

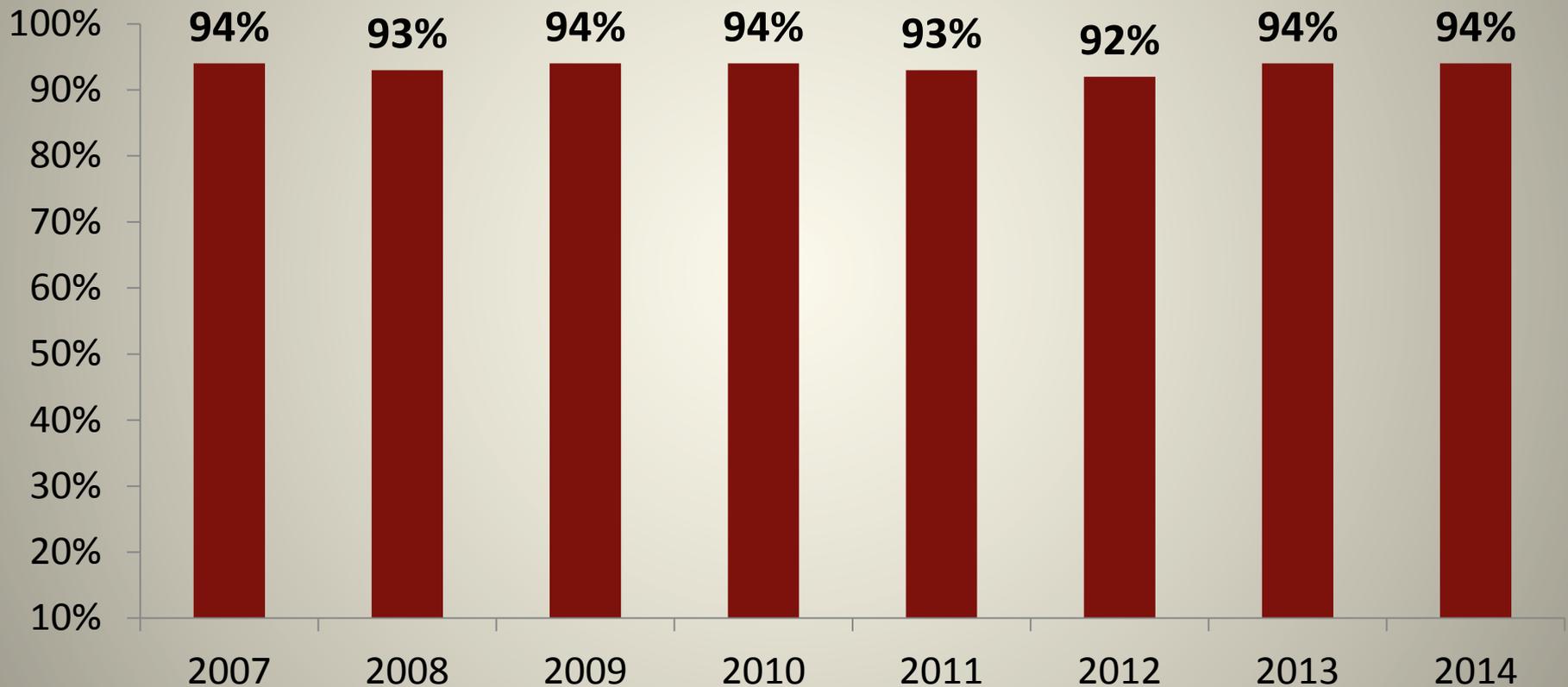


# 2014 Beginners Ethnicity



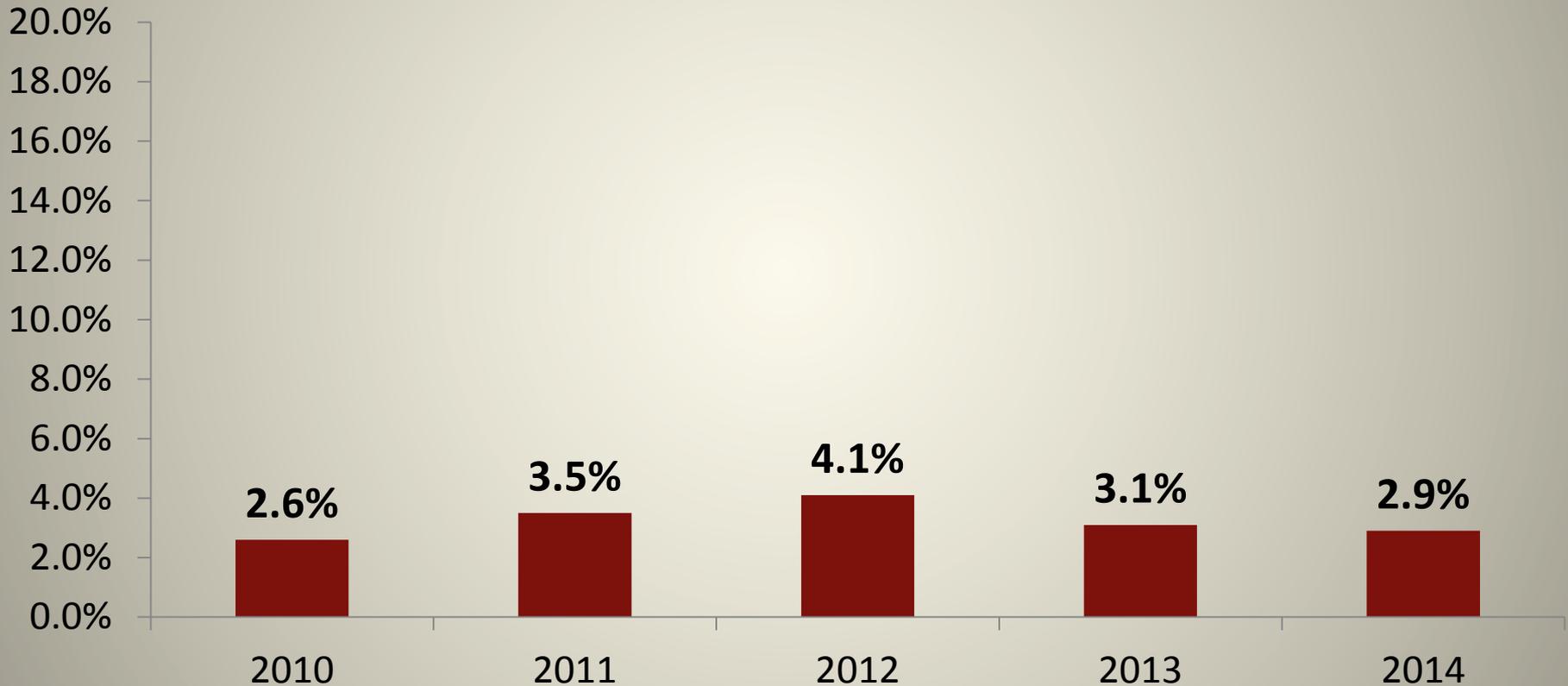
# Indiana Residents

## Percent of First-Time Beginners Indiana Residents



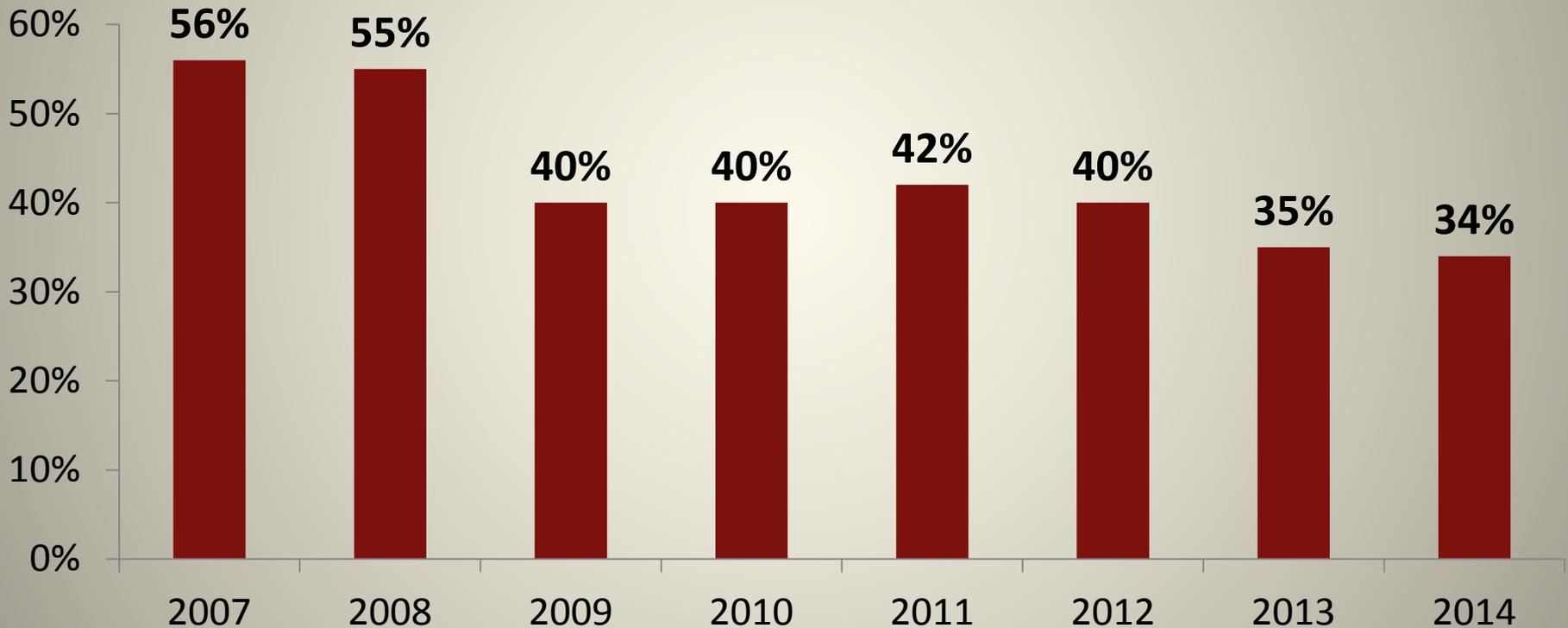
# International Students

## Percent of First-Time Beginners International Students



# First Generation

Percent of First-Time Beginners First Generation (neither parent attended college)

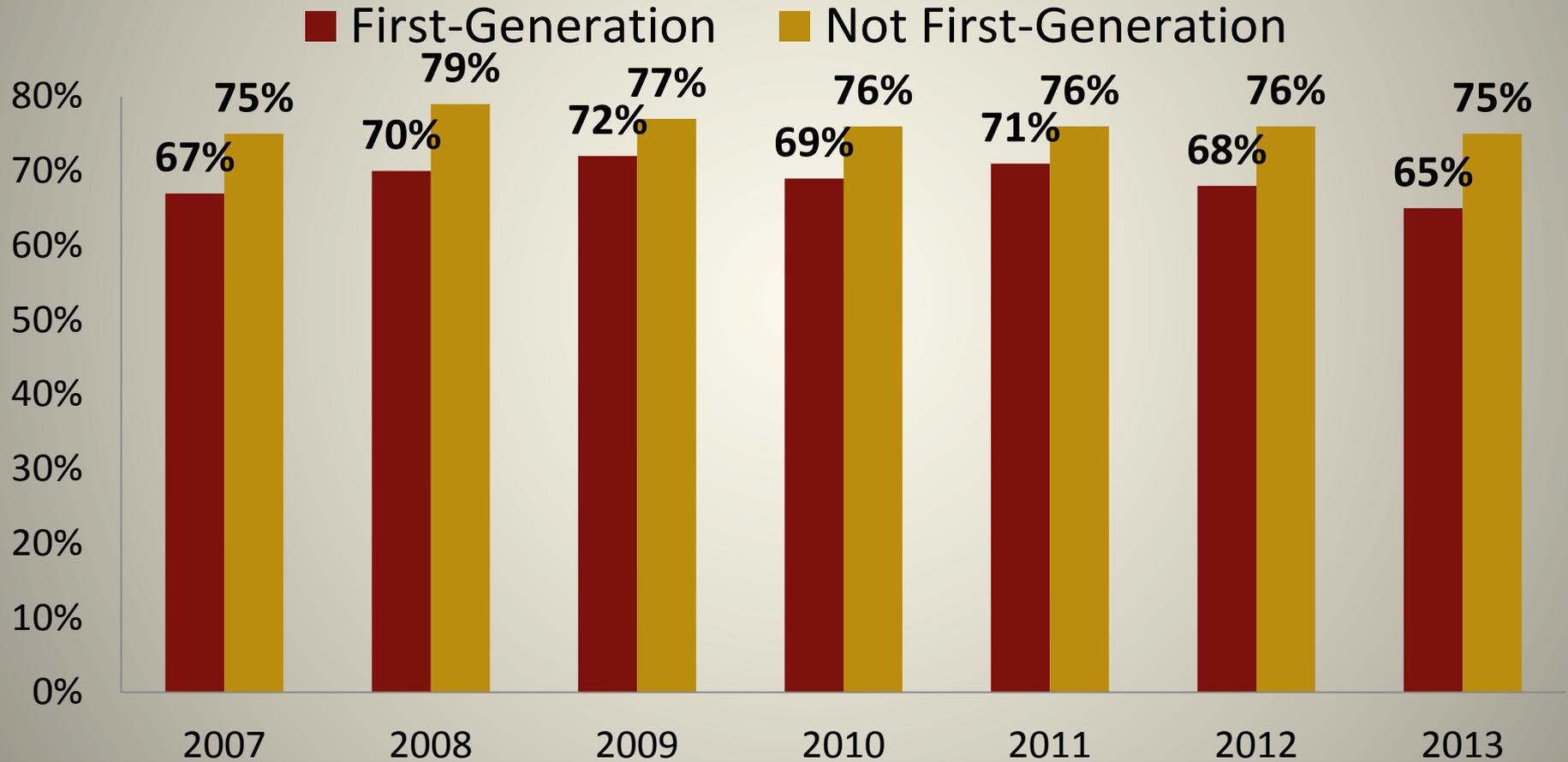


# First Generation

Number of First-Time Beginners First Generation (neither parent attended college)

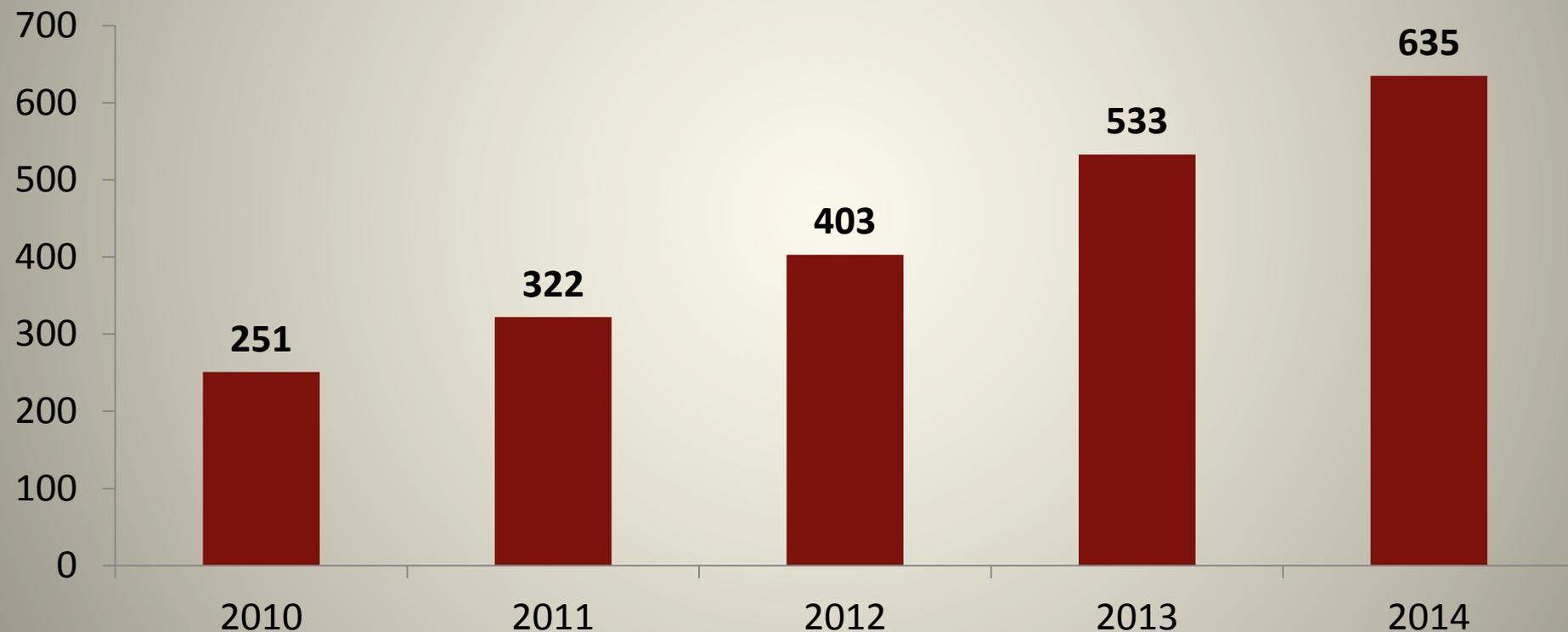


# First Generation One-Year Retention



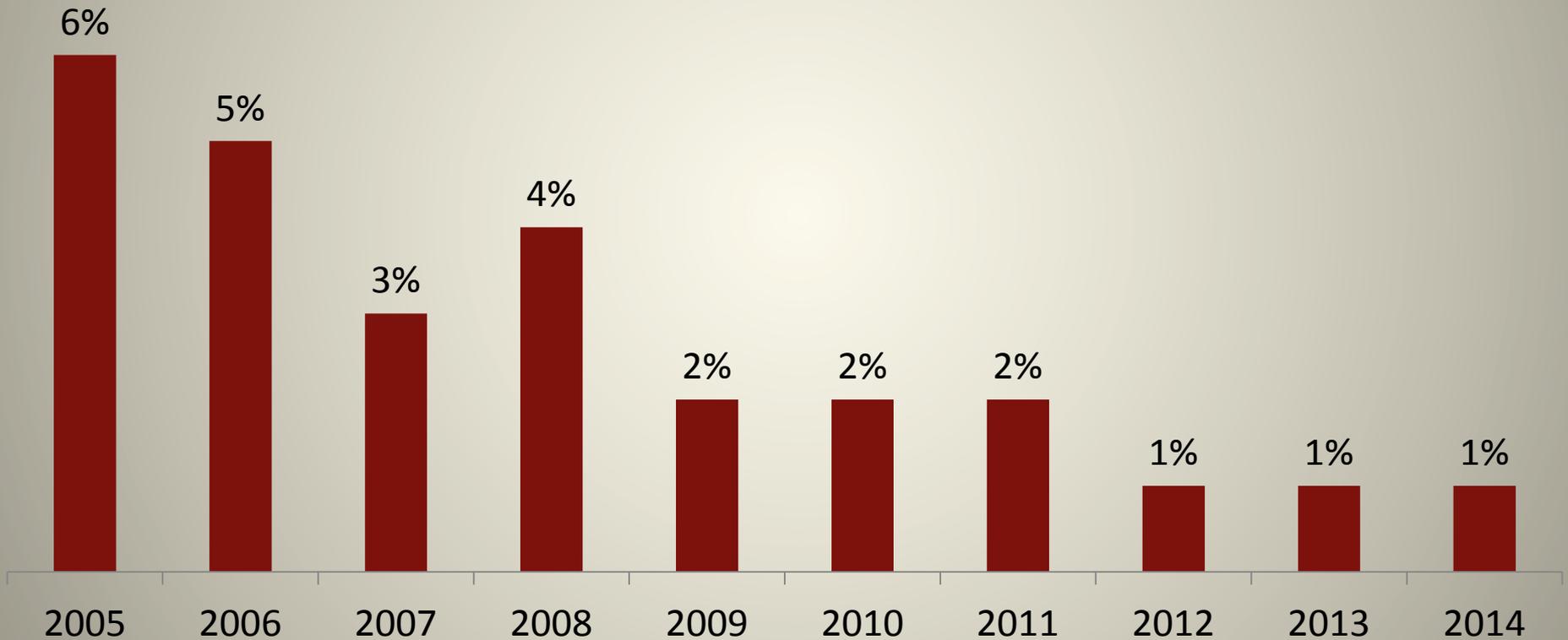
# Twenty First Century Scholars

Number of First-Time Beginners Twenty First Century Scholars  
(Received State Funds)



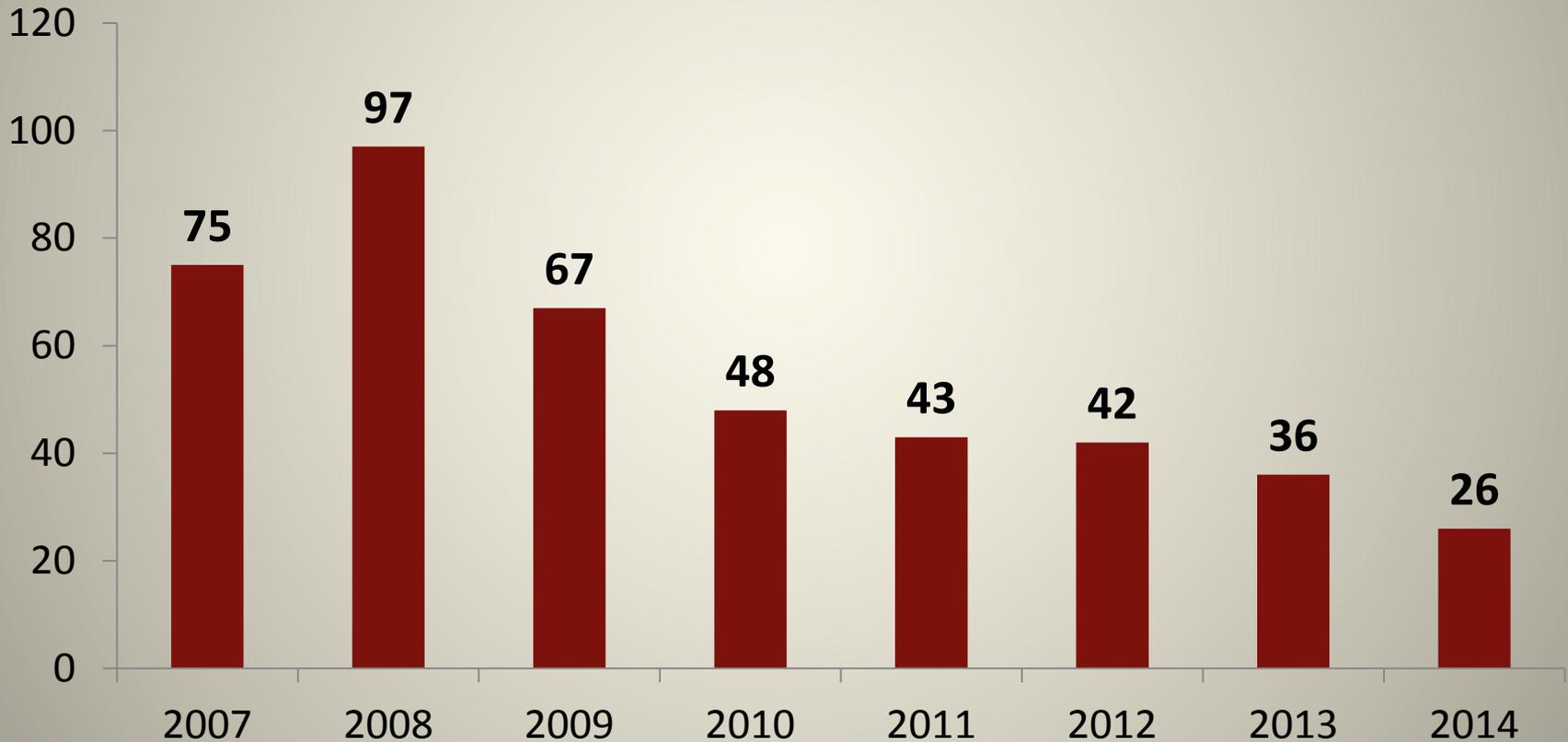
# Age 25 or Older

% Age 25 and older

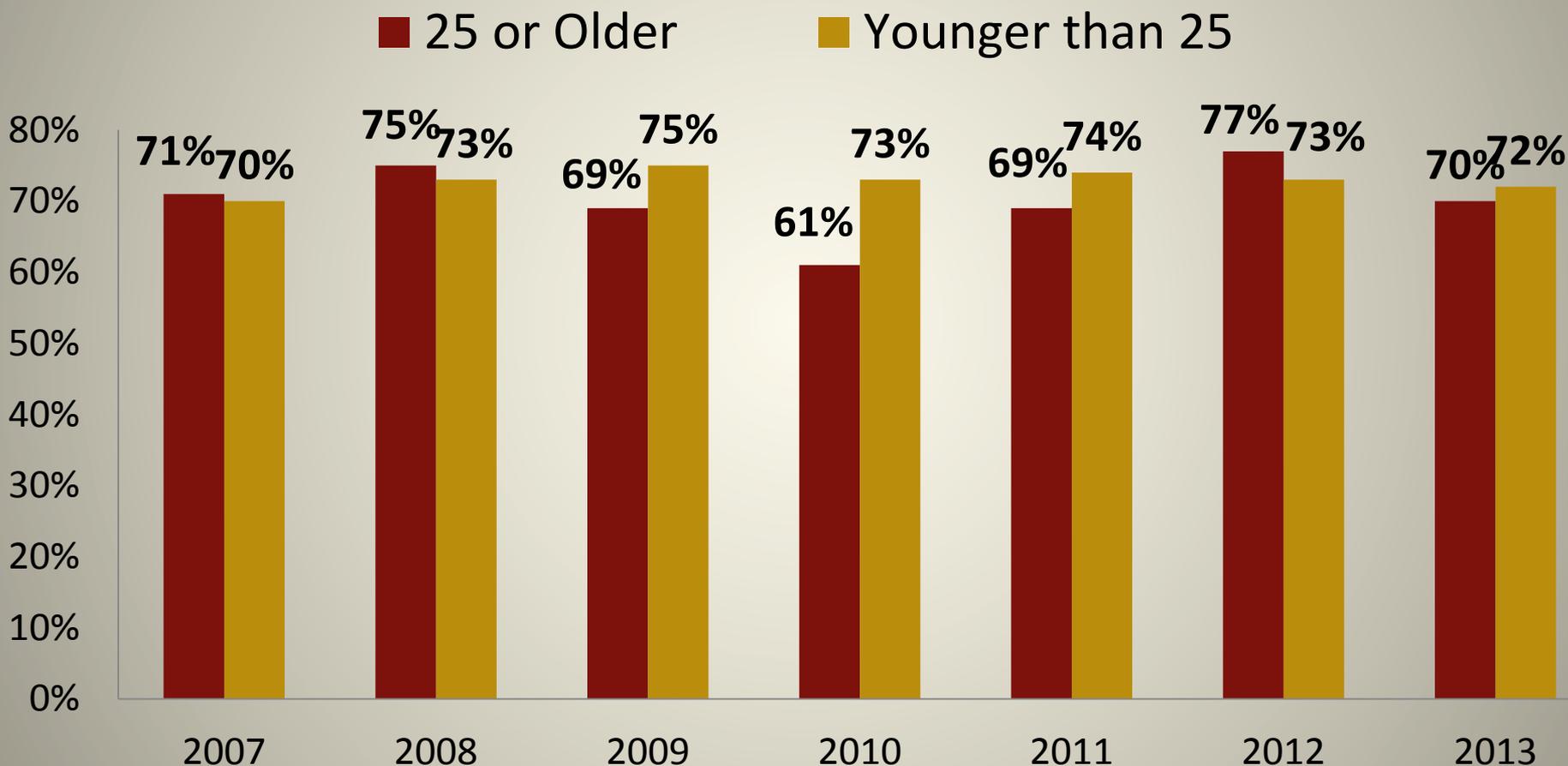


# Age 25 or Older

Number First-Time Beginners Age 25 or Older

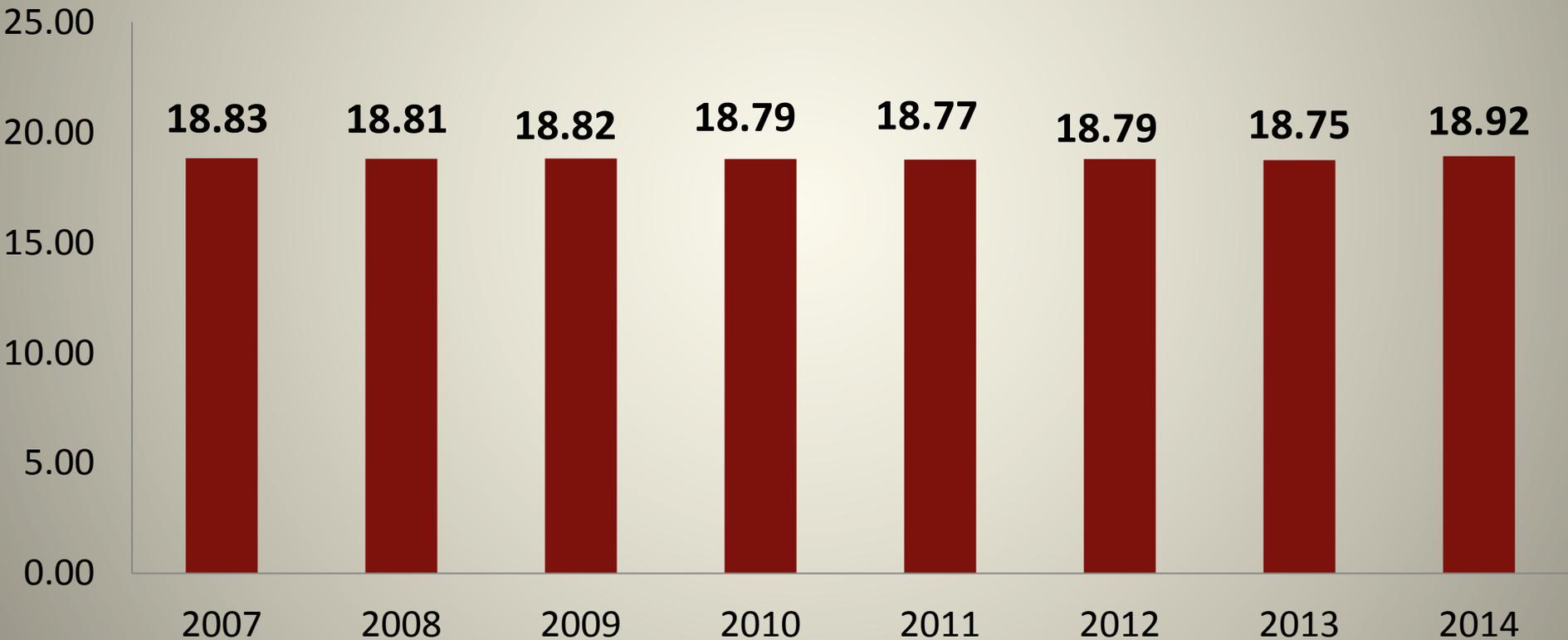


# Age 25 or Older One-Year Retention (Full-Time Beginners)



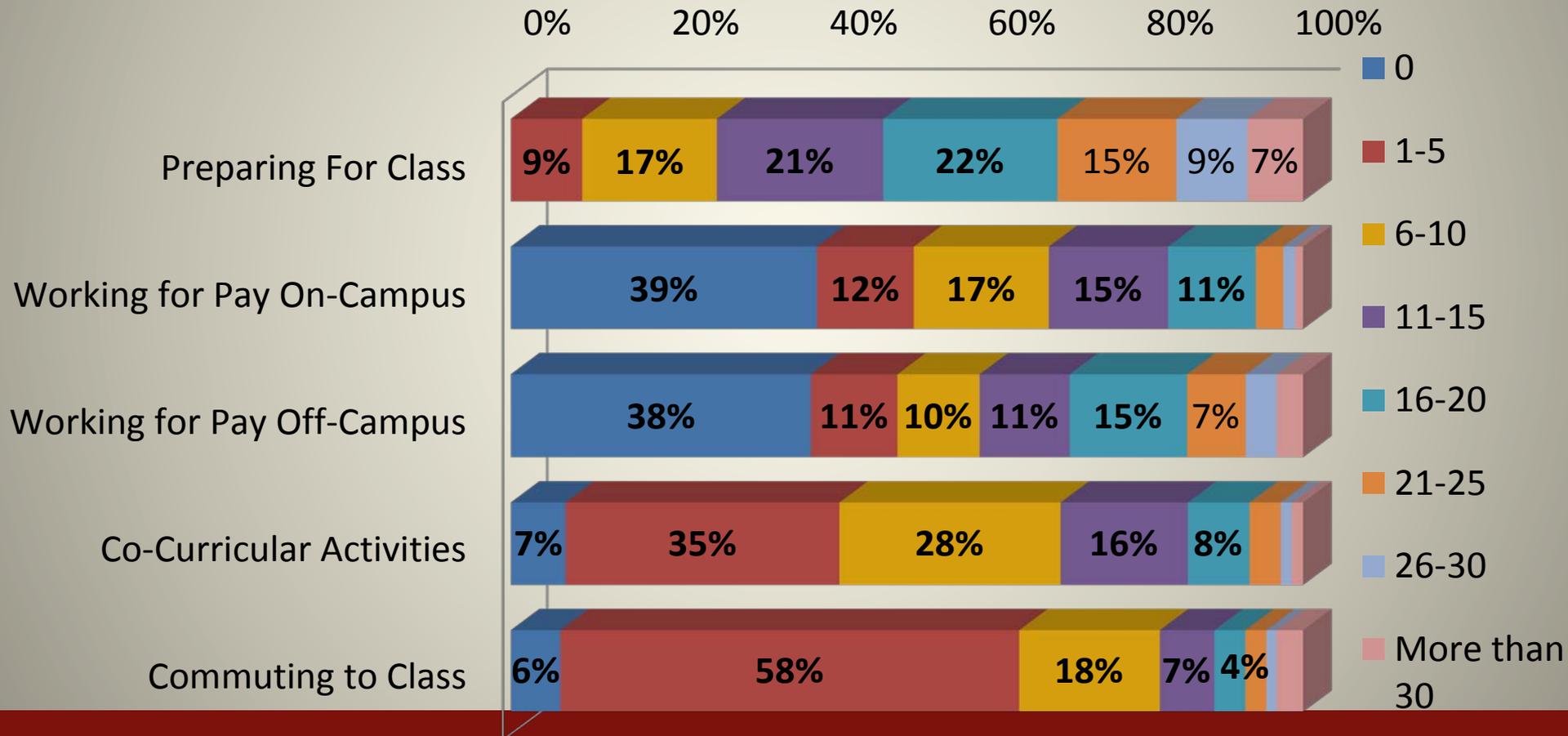
# Median Age

## First-Time Beginners Median Age



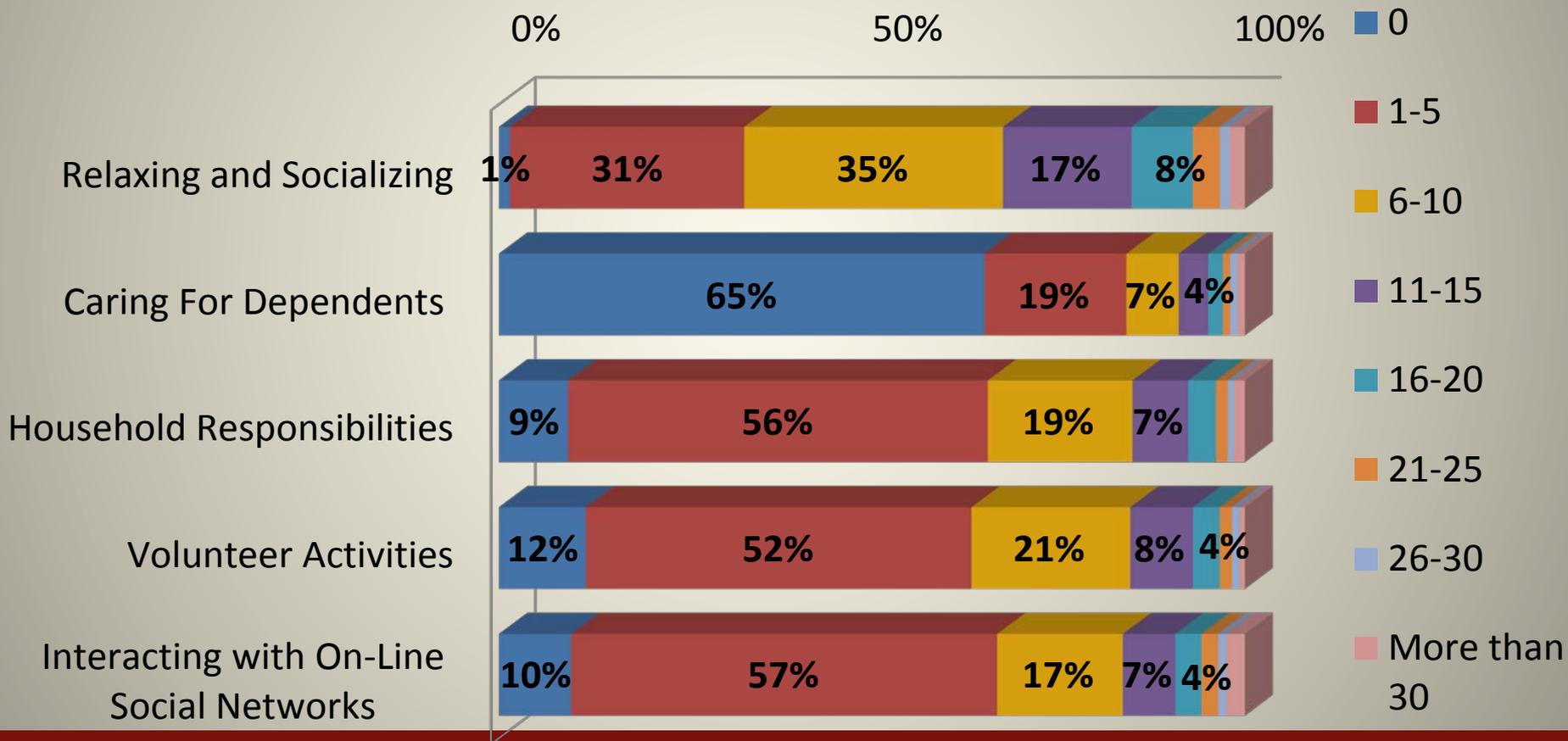
# Time Commitments

First-Time, Full-Time Beginners Percent Hours Per Week Planned to Engage in Activities



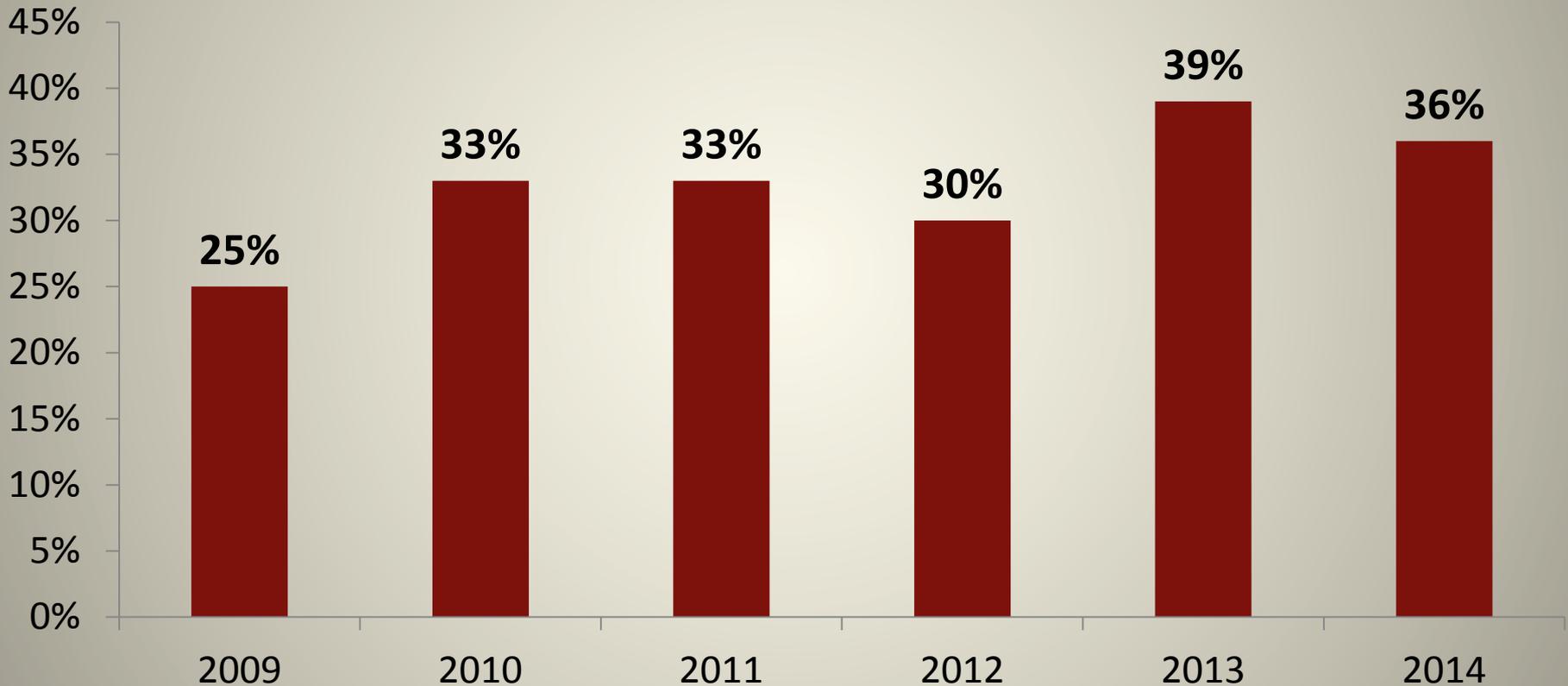
# Time Commitments

First-Time, Full-Time Beginners Percent Hours Per Week Planned to Engage in Activities



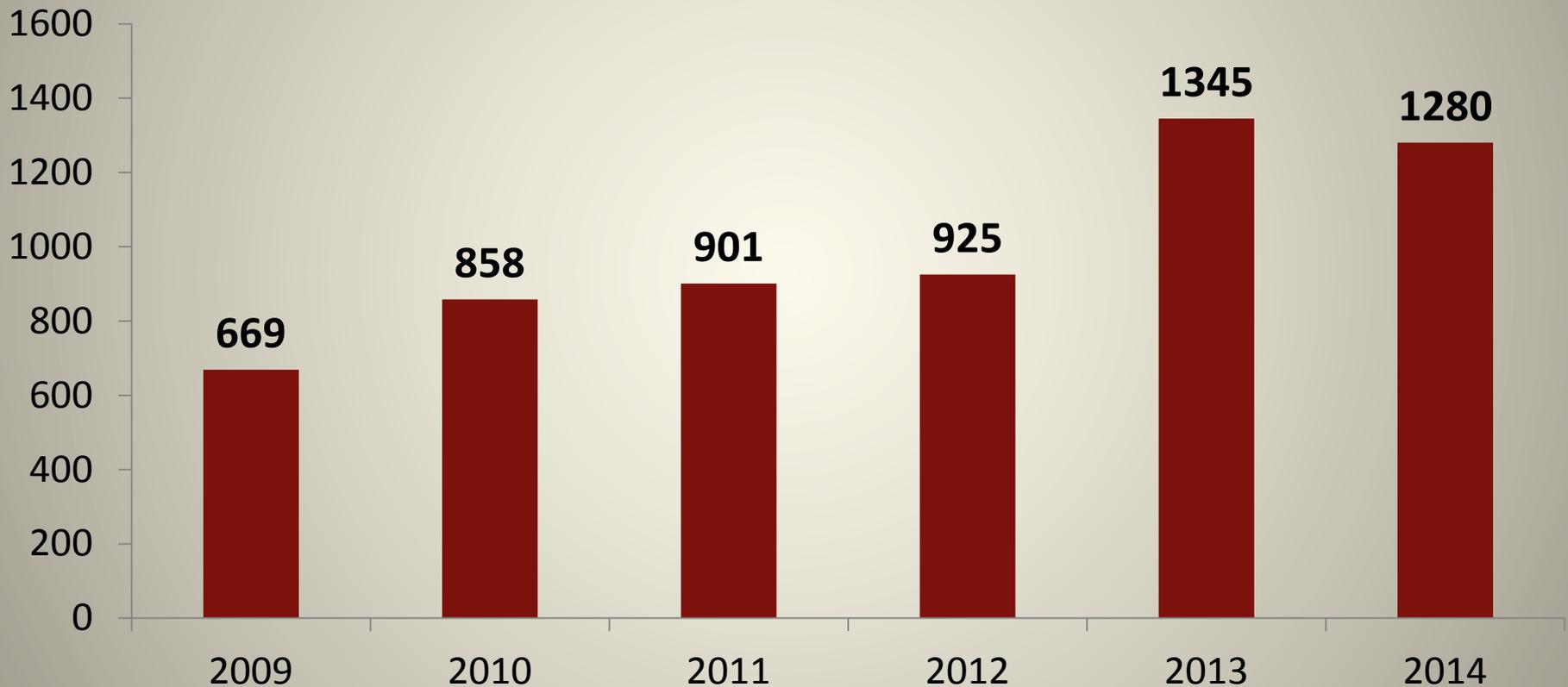
# Living on Campus

Percent of First-Time Beginners Living in Campus Housing



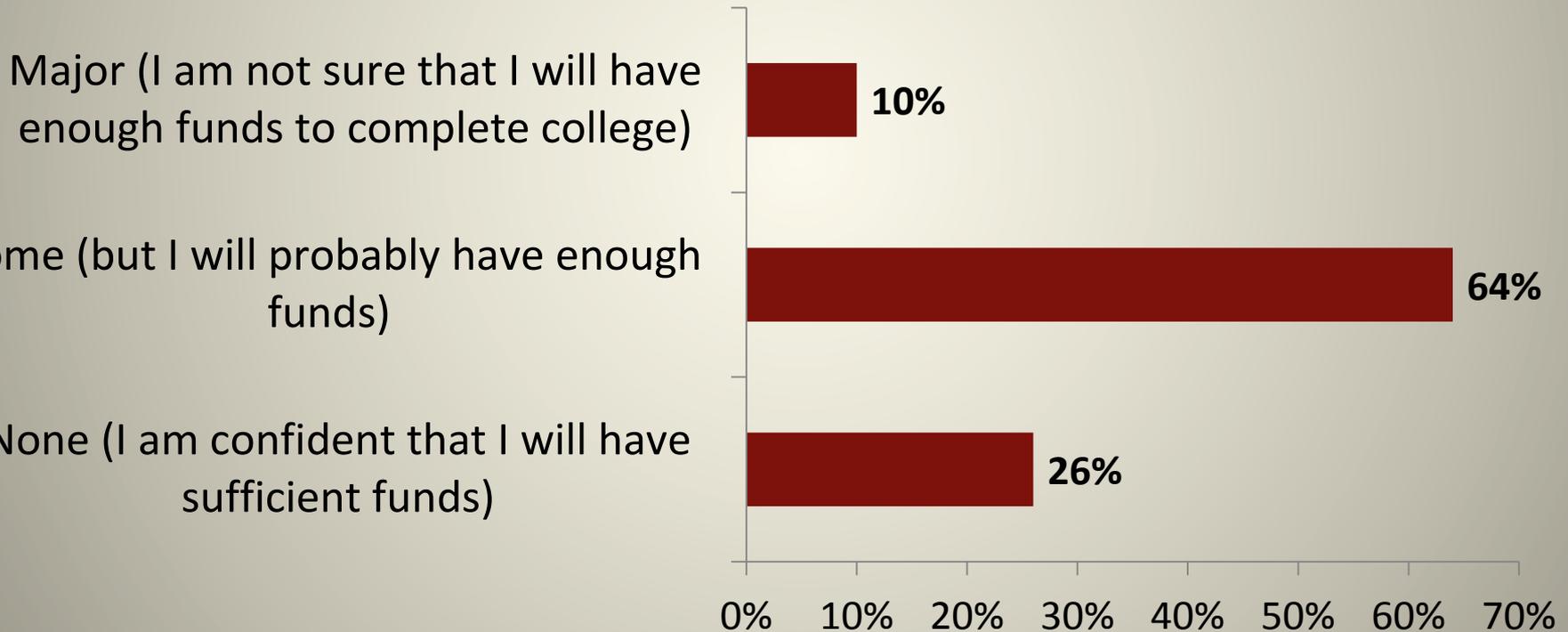
# Living on Campus

Number of First-Time Beginners Living in Campus Housing



# Concerns About Finances

**% of Entering Student Survey Responders to Question:  
Do you have any concerns about your ability to finance your  
college education?**



# Concerns About Finances

**Number of Entering Student Survey Responders to Question:  
Do you have any concerns about your ability to finance your  
college education?**

Major (I am not sure that I will have  
enough funds to complete college)

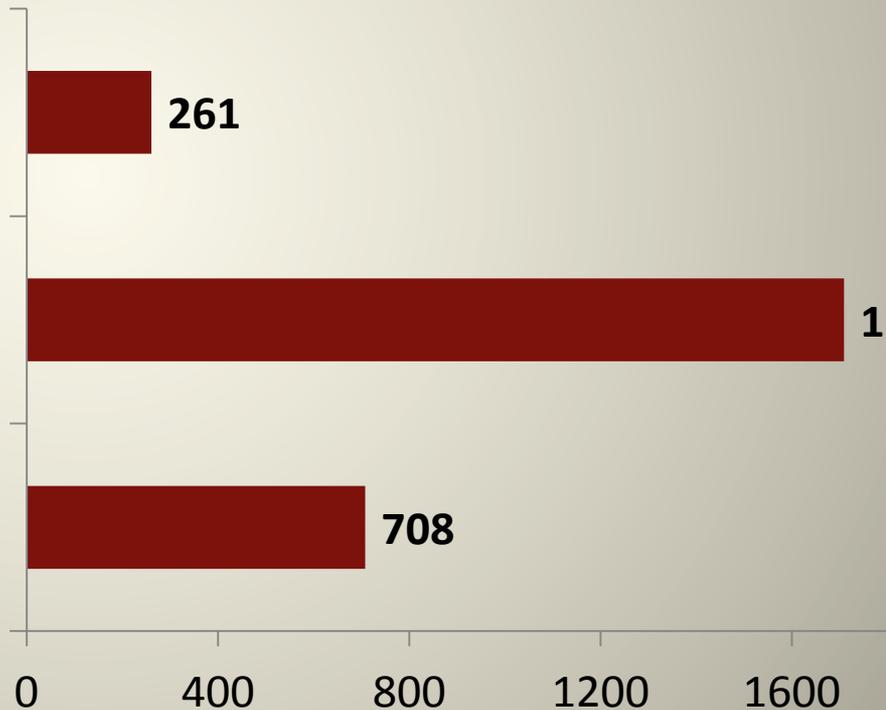
261

Some (but I will probably have enough  
funds)

1709

None (I am confident that I will have  
sufficient funds)

708



# Student Expectations

## First-Time Beginners' College Expectations and Planned Behaviors

■ No Chance   ■ Very Little Chance   ■ Some Chance   ■ Very Good Chance

Change Major Field   21%   46%   25%   7%

Change Career Choice   18%   43%   31%   8%

Make a B Average   5%   35%   58%

Participate in Campus Events   10%   46%   42%

Participate in Student Clubs/Groups   13%   45%   40%

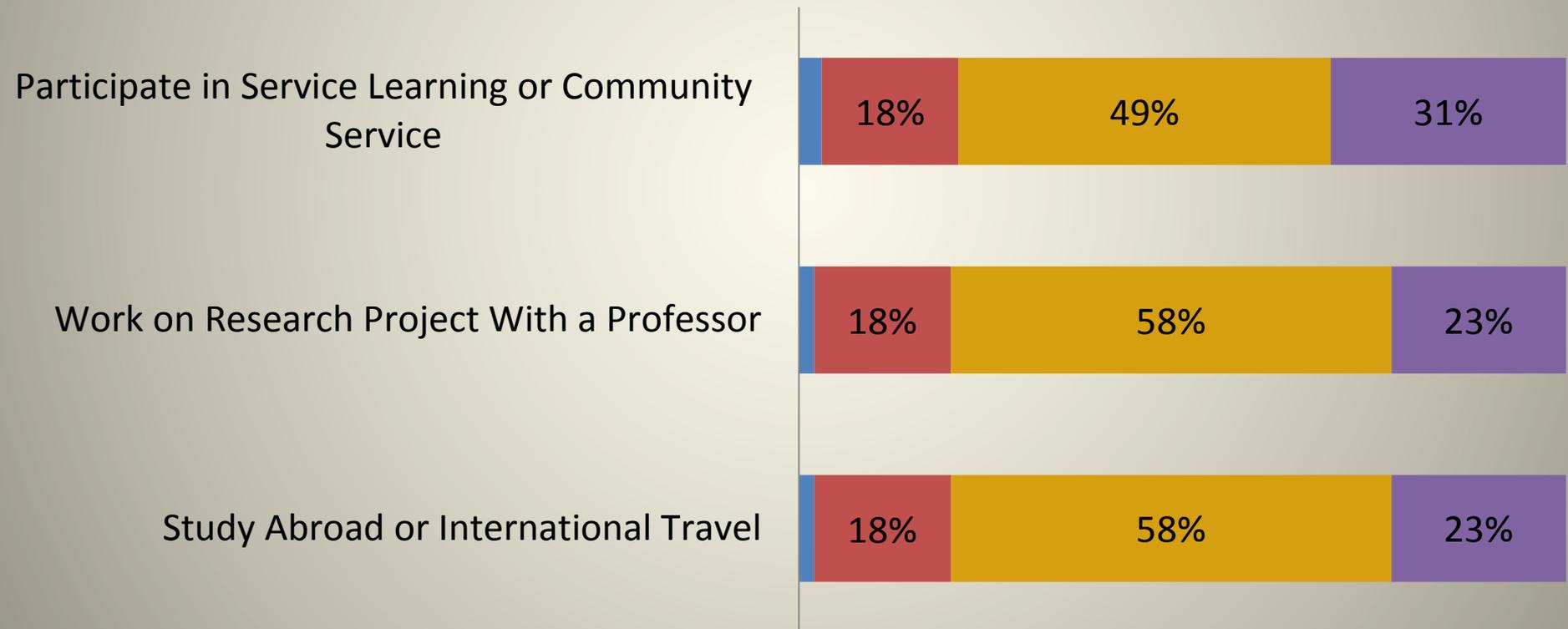
Exercise on Campus   11%   36%   50%

Enroll In Summer Classes   3%   11%   36%   50%

# High Impact Practices

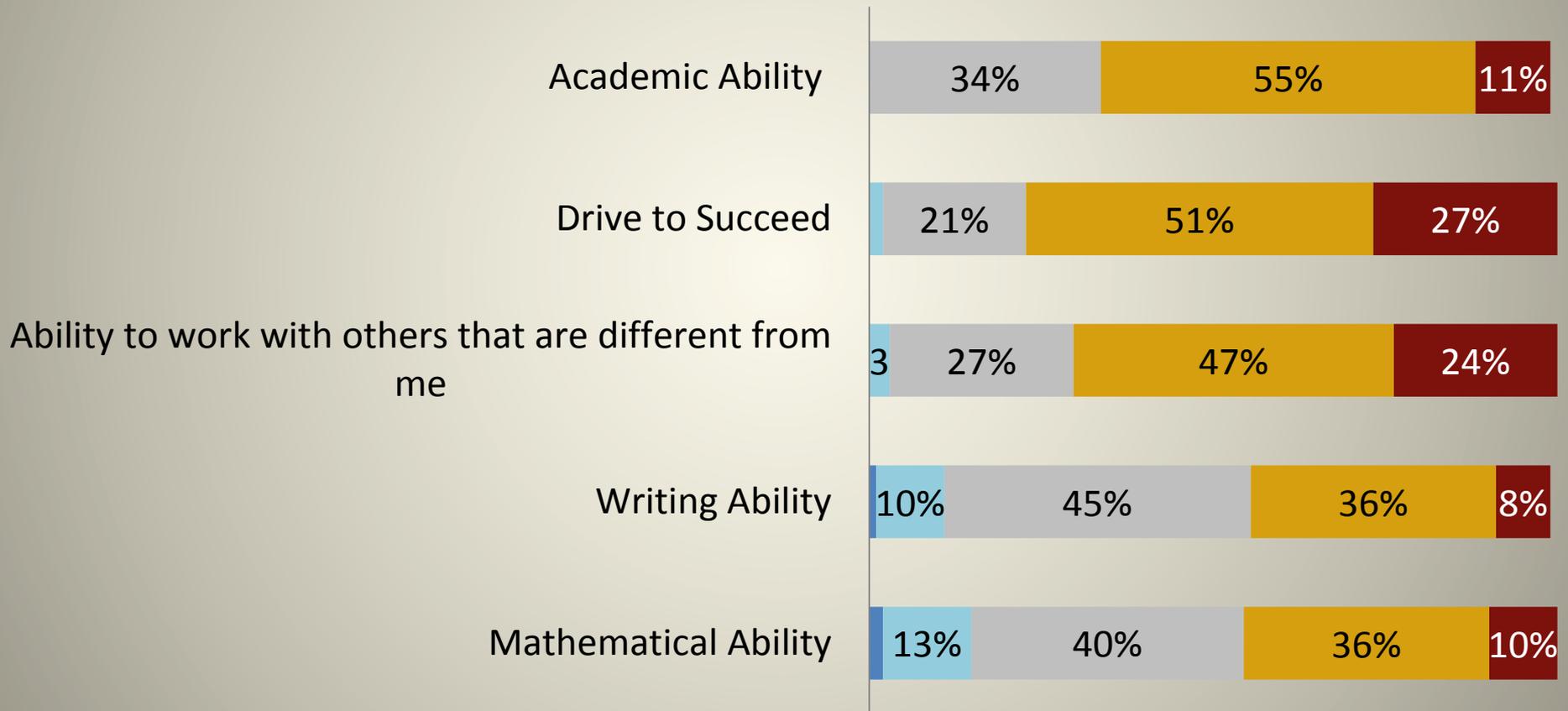
## First-Time Beginners' College Expectations and Planned Behaviors

■ No Chance   ■ Very Little Chance   ■ Some Chance   ■ Very Good Chance



# Confidence

■ Lowest 10%   ■ Below Average   ■ Average   ■ Above Average   ■ Highest 10%



# “Grit” or Perseverance

0% 20% 40% 60% 80% 100%

Have a lot of will power

30%

36%

Change study strategies when to not get the results I want

28%

31%

Think about goals intend to achieve in the future

28%

50%

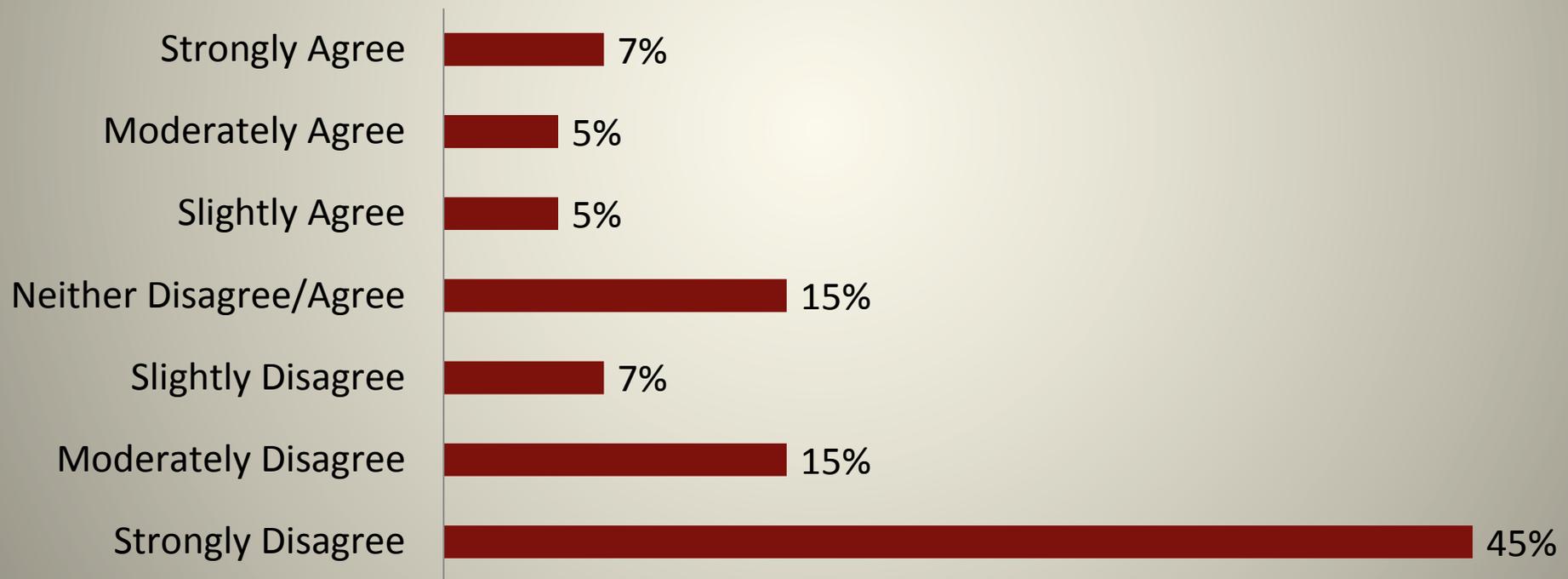
■ Mostly True

■ Definitely True

# Fall Full-Time 2014 Intent to Transfer

**“I intend to transfer to another institution”**  
**Entering Student Survey New Beginners N=2675**

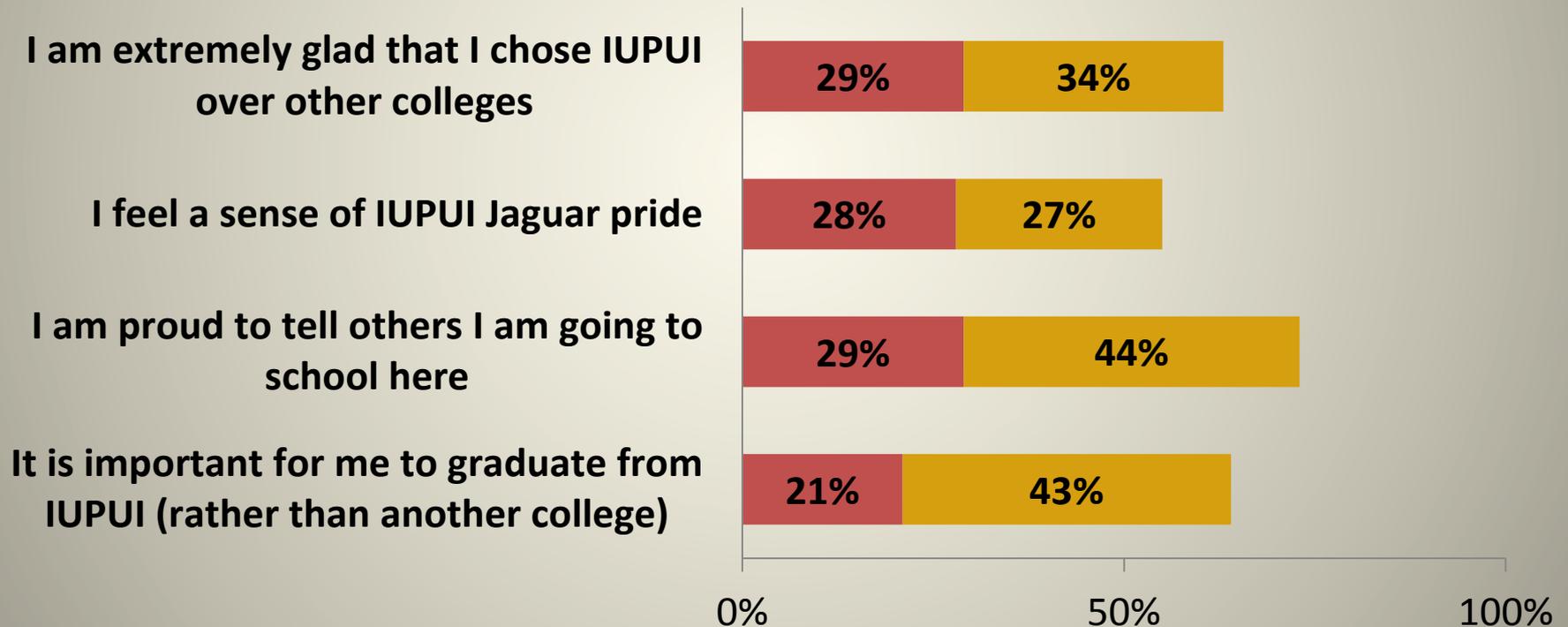
■ Beginners



# Commitment to IUPUI

## First-Time Beginners Entering Student Survey Responses

■ Moderately Agree   ■ Strongly Agree



# Class of 2018

- Largest incoming class.
- Better prepared academically.
- More students living on campus.
- Expect to be engaged in and outside of the classroom.
- Many are first-generation college students.
- Attempting more credit hours.
- Concerned about ability to finance college education.
- Committed to earning degree at IUPUI.

# The Students Are Excited About the IUPUI Experience

# US NEWS AND WORLD REPORT RANKINGS

- Nationally Ranked University (1<sup>st</sup> time)
  - #110 Public National University
  - #194 overall
    - Graduation rate (predicted = 48%; actual = 42%)
- 1<sup>st</sup> Year Experience
  - One of the 15 listed
- Learning Communities
  - One of the 12 listed
- Up and Coming University--#7
- High School Counselor Ranking--#74
- Best College for Veterans--#69

Information source: Division of Enrollment Management

# Michele J. Hansen, Ph.D.

Office of Student Data,  
Analysis, and Evaluation  
(OSDAE)

[mjhansen@iupui.edu](mailto:mjhansen@iupui.edu)

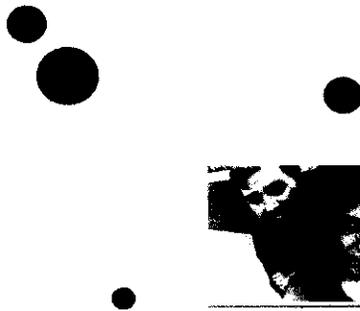
<http://osdae.iupui.edu/>





## Plan Features

### Health Savings Account



## Health Savings Account (HSA)

- Regulated by the IRS; Must meet eligibility requirements
- An individual (not joint) savings bank account
- Married couples both with HSAs—if either has family coverage (at IU or another employer), their maximum contribution is \$6,650 combined.
- Your account balance carries over from year to year, **even into retirement**
- It's yours to spend even if you change to another medical plan or leave the university
- No claim forms are needed
- Save your receipts/records for tax purposes if audited

## HSA - Eligibility

### IRS Qualifying Requirements

In order to be an eligible individual and qualify for an HSA, you must meet the following requirements:

- You must be covered under a high deductible health plan (HDHP),
- You have no other medical coverage
- You are not enrolled in Medicare.
- You cannot be claimed as a dependent on someone else's 2014 tax return.
- You have a valid Social Security Number.



## HSA - Eligibility

### No Other Medical Coverage requirement

The Employee can have no other medical coverage except another HDHP plan.

Coverage that excludes you:

- Coverage by a federal government program, e.g., Medicare A & B or D, Tricare, or VA medical
- Coverage by a spouse's medical plan at another employer unless it is also an HDHP
- Coverage by a spouse's flexible spending account (FSA) or Health Reimbursement Arrangement (HRA) either with IU or through another employer (this includes IU's TSB Accounts)



## HSA – When Ineligible

### Those that are not eligible for tax-free contributions

You can enroll in an HDHP plan and waive the HSA.

- No HSA account will be opened
- You will not receive the IU contribution.
- No tax consequences

If you are ineligible and still enroll in the HSA

- Recommend consulting a tax advisor
- You will receive the IU Contribution to your account
- You will be required to contribute the \$300 minimum
- You are responsible for reporting taxable contributions on your annual tax return and paying any taxes or penalties assessed by the IRS.



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## Health Savings Account (HSA)

### University's Contribution:

Those enrolled in the IU Health HDHP (\$2,500/\$5,000 deductible):

- \$1,600 for employee-only coverage level
- \$3,200 for all other coverage levels

Those enrolled in the PPO HDHP (\$1,300/\$2,600 deductible):

- \$1,300 for employee-only coverage level
- \$2,600 for all other coverage levels

IU's Contribution deposited into HSA accounts with the second paycheck in January.

- January 16, 2015 – for Bi-weekly paid employees
- January 30, 2015 – for Monthly paid employees



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## Health Savings Account (HSA)

### Employee Contributions:

Minimum annual contribution unchanged:

- \$300 annually (\$25 monthly/\$11.11 biweekly)

Maximum annual contribution increased per IRS:

- \$3,350 for employee only HDHP coverage level
- \$6,650 for all other HDHP coverage levels

Catch-Up Contribution (age 55+) unchanged:

- \$1,000



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## Using the HSA



- Use for IRS-qualified expenses; Access list at:
  - [hr.iu.edu/benefits](http://hr.iu.edu/benefits)
  - [iu.nyhart.com](http://iu.nyhart.com)
- For any IRS qualified individual (i.e., any of your tax dependents)
- The HSA is not limited to expenses of individuals covered under your HDHP plan
- Use debit/Visa card at healthcare providers (physician offices, pharmacy, dental, vision providers)
- Use online banking features to pay bills or transfer funds to personal bank accounts
- No access to ATMs or Account Checkbooks



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## Health Savings Account (HSA)

- Change in HSA Management:
  - Re-enrollment required to have HSA in 2015
- Changing from Chase to Nyhart
  - Online functionality will continue ([iu.nyhart.com](http://iu.nyhart.com))
  - You still do not submit claims; but keep receipts
  - IU Benefit card can be used for both the HSA and TSB
  - Can open an investment account with balance of \$1,000 or more; make online trades; access to investment counseling
  - Additional banking services available for additional fees (paper checks, paper statements, etc.)
  - IU will continue to cover monthly maintenance fees on the Nyhart cash account



## IU Benefit Card

- New IU Benefit 'smart' debit/Visa card – when enrolled in both the HSA and TSB plans:
  - Used at medical or pharmacy providers, the card automatically draws from the HSA account.
  - Used at dental and vision providers, automatically draws first from the TSB funds until depleted, then from HSA funds.
- If only in one or the other plan, the card will draw from the active account.



## HSA Account Transfer

- Active Chase HSA participants can elect to:
  - Transfer their Chase HSA account balances to their Nyhart accounts on the Open Enrollment HSA election page.
  - Leave their Chase funds with Chase, and pay the monthly \$2.50 maintenance fee.
  - Move their Chase funds to Nyhart at a later time.
- See the HR web pages or an HSA webinar for details.



## Plan Features

### TSB HealthCare Reimbursement Account



## Tax Savings Benefit (TSB) HealthCare Reimbursement Account

- TSB Participants are required to complete a Direct Deposit Authorization form before reimbursements can be released
- Accounts established in 2015
  - Will no longer have a grace period (Jan-Feb 2016) for using account funds.
  - Grace period replaced with a \$500 rollover of unused TSB funds into a new account in the following plan year.
  - Expenses can only be incurred from January 1 - December 31; all receipts need to be turned in by February 28<sup>th</sup> of the following plan year
  - TSB funds in excess of the \$500 carryover will be forfeited



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## Plan Features

### HSA & TSB



## HSA & TSB Why both ?

- The TSB pledge is available on January 1, even before you contribute to it.
- Use TSB for a major dental or vision expense early in the year, e.g., dental implants, crowns, bridges, laser eye surgery, orthodontia.
- Those who know with certainty that they will meet their deductible, can use the TSB to pay their 20% co-insurance.
- Save as much in your HSA account as possible for medical expenses or later expenses.



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### HSA

### TSB-HealthCare

• Balance rolls over year-to-year	• Can only roll over up to \$500 to the next year; forfeit any balance in excess of the \$500
• Offers interest/investments	• No interest/investments
• Contributions only available as they are deposited	• Full pledge amount available immediately
• Can change contribution amount anytime throughout the year	• Cannot change pledge amount mid-year unless there is a corresponding Family Status Change
• No claim forms; retain receipts for IRS purposes	• Must submit claim forms for reimbursement and be able to substantiate purchases made with the IU Benefit card
• Employee responsible for verifying the use of funds	• Nyhart responsible for verifying the use of funds
• Can contribute up to: \$3,350 or \$6,650	• Can contribute up to: \$2,500 per employee
• Can use the funds for expenses incurred as far back as the original date the account was opened	• Have 60 days (until February 28) after the plan year to submit claims for expenses incurred January - December.
• Can only use funds for true IRS tax dependents (i.e. spouses, qualified children under age 19, or full-time student age under 24, etc.)	• Can use funds for spouse and children through age 25, even those who are married and living away from home



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## HSA & TSB Managing Both Accounts

- Once annual HDHP deductible has been met
  - TSB Health can be used for medical and prescription expenses *incurred* from that date forward
  - Card can *NOT* be used at medical and pharmacy providers for TSB
  - Must pay for medical and prescription expenses out-of-pocket, then submit a claim to Nyhart for reimbursement.



## Questions

