

Written Reports for Faculty Meeting

May 2, 2019

Faculty Senate

Prepared by Kevin Goebbert, Faculty Senate Chair

Faculty Senate has met eight times since the last faculty meeting. Highlights from each month are given below. The full minutes of the faculty senate can be found [here](#).

September

- Liz Wueffel and Andrea Welch gave a presentation on the feedback they received from campus regarding drop/add practices at VU that was completed last year. The slides to the presentation can be found [here](#) including the next steps at the end.

October

- The Provost gave a presentation on the Academic Dashboards, which are a series of metrics that are presented yearly to the board on things related to the student academic experience. Please see the [presentation slide deck](#) for further information.
- There was a confidential [presentation](#) from Vice President for Advancement and Strategic Initiatives, Lisa Hollander, on the status of the current campaign. The following slide show is considered confidential – please do not share beyond university members. If you have questions about its content, please feel free to reach out to Lisa.

November

- There were two other Faculty Handbook changes that were pending from our November meeting. The early retirement language was passed, and the termination language was amended and passed. The final versions can be accessed at the links below.
 - [Section 5.4.4.1.1 and 5.4.4.1.2 Early Retirement](#)
 - [Section 2.3.10 Updates Termination language due to Nondiscrimination Policy](#)
- The Honor Council presented a change to the Honor Council constitution and as a part of the new constitution (implemented last year) any changes start with action in the faculty senate. After a brief discussion, the senate approved the changes and the process for making this amendment will move onto its next step.
 - [Honor Council Constitution Amendment proposal](#)
- Spring Break Resolution
 - There was a resolution to affirm the faculty position that a two-week spring break was preferred. After some discussion, the resolution was passed with 18 Ayes, 2 Nays, and 1 Abstention. The resolution now goes to the President's Council who will make a final decision on this one outstanding item from the academic calendar process we have been going through for the past two and a half years.
 - [Spring Break Resolution](#)

December

- This month the faculty senate dedicated an hour of our meeting to allow senators and other faculty to discuss potential solutions to the issues that we face as faculty and as an institution. There was robust discussion on a number of issues and the faculty senate executive committee hopes that this was simply

the beginning of a discussion and that the faculty can continue to work together to understand all of our different perspectives as we navigate difficult conversations surrounding the work we do together across the institution.

January

- The bulk of the senate's January meeting was spent considering the CORE proposal to change the credits for each semester of that class from five to four credits. There was extensive questions and debate. An amendment was adopted to include a requirement that "An annual review, following the first full year of a four credit CORE model, be undertaken by the Educational Policy Committee to assess the quality and impact of the change until such time as a full revision to the general education plan is made and implemented." The proposal was then adopted as amended with 14 Ayes and 3 Nays.

February

- The senate passed a resolution in support of the University pursuing clean energy opportunities. The full resolution can be found [here](#).

March

- The faculty senate approved a change to the faculty handbook to include a new section that enumerates faculty essential functions passed and the details of the proposal can be found [here](#).
- During the open forum the senate heard a report summarizing the results of the faculty governance survey's that were conducted at the beginning of February related to the size and composition of the faculty senate and its committees. The presentation can be found [here](#). The raw data for the faculty senate survey can be found [here](#) and for the senate committee survey [here](#).

The working group that conducted the survey (myself along with Gregg Johnson, Liz Wuerffel, Nick Rosasco, and Craig Goehler) will be drafting a series of proposals for the senate and faculty to consider that respond in part to the survey results.

April

- The Provost talked about the programs that have been identified for the program discontinuance process and the data that informed the decision-making process. There was extensive discussion between the senate and the Provost related to issues surrounding the student-faculty ratio and implications for programs.
- The faculty senate approved faculty qualifications for new programs and approved changes to the faculty handbook related to clarifying sabbatical leave. The proposal to change the faculty handbook language can be found [here](#).
- There was extensive discussion on a resolution to support the study of once-a-year registration. After that discussion the resolution was slightly amended and subsequently approved. An already convened working group will continue to investigate the feasibility and usefulness of once-a-year registration and the many interacting elements including financial holds. The amended and passed resolution can be found [here](#).

Our first 2019-2020 meeting will be held on 8 May 2019.

All are welcome to attend the Faculty Senate meetings.

-- Kevin Goebbert, Chair

University Council Report

Prepared by Pat Sullivan, University Council Chair

At our October meeting we approved the 2019-20 academic calendar

At our February meeting the following resolution was approved:

University Council Resolution to Receive Annual, Comprehensive Report on Employee Wages

- SPONSORS** Amy Atchison, Mark Bartusch, Heath Carter, Kieth Carlson, Elizabeth Gingerich, Kevin Jantzi, Gregg Johnson, John Ruff, SEAC, Julien Smith, Liz Wuerffel
- WHEREAS,** It is our strong desire that we, as a governing body of Valparaiso University and dedicated members of our campus community, explore how best live out our mission and values as it relates to employee compensation;
- WHEREAS,** As detailed in the Preamble to AN INSTRUMENT FOR THE INTERNAL GOVERNANCE OF VALPARAISO UNIVERSITY, “the Administration, the Faculty, the Student Body and the Staff of Valparaiso University desire to create procedures and structures to accomplish the goals and objectives of the University in an atmosphere of mutual confidence, good order, academic freedom, respect for human dignity, and a commitment to the Christian faith in the Lutheran tradition;”
- WHEREAS,** The Lutheran Church Missouri Synod (LCMS) Indiana District salary guidelines instruct leaders to ask themselves whether they are “sharing all good things” with their employees and whether these employees have “an adequate living from the Gospel.” The Evangelical Lutheran Church in America’s 1999 Social Statement on Economic Life, *Sufficient, Sustainable Livelihood for All*, calls on the church to “compensate all people we call or employ at an amount sufficient for them to live in dignity,” and later calls for “other employers to engage in similar practice;”
- WHEREAS,** In Section 6 of the UNIVERSITY COUNCIL BY-LAWS, “The President of the University shall be asked to provide the Council and its committees with the information concerning the University which they need for their studies;” and
- WHEREAS,** In an effort toward better understanding our wage gap and institutional transparency in this area; therefore be it
- RESOLVED** That University Council recommends that it receive an annual, comprehensive report on the wages of University employees; be it further
- RESOLVED** That this report present descriptive statistics including mean, median, and range for each segment of the University, including hourly staff, salaried staff, full-time faculty by college, part-time faculty by college, and student workers, and for the entire workforce; be it further
- RESOLVED** That this report present wage data in deciles and quintiles, decile ratios and quintile ratios, and top 10% to bottom 10% ratios for each segment and for the entire workforce; be it further

- RESOLVED That this report includes a measurement of income inequality using the Wage Gap for reported gender and race for each segment and for the entire workforce; be it further
- RESOLVED That this report also include regional like institutions and CUPA data comparisons when possible; be it further
- RESOLVED That this report presents 2-year, 5-year, and 10-year comparisons in real terms; be it further
- RESOLVED That this report be delivered to University Council each fiscal year by the President, or, on behalf of the President, by the Chief Operating Officer or Senior Vice President for Finance.

At our March meeting the academic calendars for 2020-21 and 2021-22 were approved.

The University Council is scheduled to have its organizational meeting for the 2019-20 academic year on August 28, 2019.

Valparaiso University Undergraduate Admission Report - Summer/Fall 2019

CONFIDENTIAL

4/19/2019	2019					2018					2017				
	inquiries	apps	complete	admits	deposits	inquiries	apps	complete	admits	deposits	inquiries	apps	complete	admits	deposits
Total New Undergrads	39,354	6,804	5,970	5,168	571	32,702	9,097	6,917	6,488	706	33,522	10,075	7,659	6,990	745
Freshmen	38,511	6,372	5,702	4,939	461	31,831	8,555	6,917	6,203	577	32,394	9,339	7,659	6,617	611
Transfers	843	432	268	229	110	871	542	n/a	285	129	1,128	736	n/a	373	134
Market Segment															
Freshmen domestic	37,301	5,888	5,366	4,641	456	30,727	8,030	6,917	5,969	575	31,487	8,848	7,659	6,365	608
Freshmen international	1,210	484	336	298	5	1,104	525	n/a	234	2	907	491	n/a	252	3
Transfer domestic	729	386	250	219	109	790	472	n/a	276	129	1,049	661	n/a	361	132
Transfer international	114	46	18	10	1	81	70	n/a	9	0	79	75	n/a	12	2
Freshmen by College															
Arts & Sciences	31,330	3,313	3,023	2,633	226	23,601	5,052	n/a	3,679	289	24,011	5,614	n/a	4,021	330
Business	1,877	789	702	599	43	2,574	1,130	n/a	790	65	2,705	1,299	n/a	918	62
Engineering	2,297	862	780	703	68	2,921	1,120	n/a	819	79	3,077	1,150	n/a	832	87
Nursing & Health Professions	2,488	924	861	706	124	2,735	1,253	n/a	915	144	2,601	1,276	n/a	846	132
Freshmen Demographics															
Indiana	11,191	2,408	2,245	1,885	201	12,104	3,679	n/a	2,693	270	11,994	3,727	n/a	2,618	258
Illinois	9,988	1,805	1,688	1,440	134	8,382	2,705	n/a	1,973	178	8,891	3,046	n/a	2,180	201
Lutheran	1,884	479	461	433	65	1,004	664	n/a	596	100	2,927	842	n/a	726	114
Catholic	1,336	1,225	1,165	1,052	108	1,700	1,671	n/a	1,334	133	1,998	1,971	n/a	1,529	145
Female	17,133	3,144	2,900	2,499	255	15,130	4,633	n/a	3,431	338	14,875	4,862	n/a	3,485	340
Male	12,658	2,739	2,463	2,139	206	11,734	3,920	n/a	2,771	239	12,511	4,473	n/a	3,129	271
Domestic minority	7,001	2,376	2,088	1,609	89	5,096	2,840	n/a	1,738	99	5,323	3,204	n/a	1,877	121
Legacy	718	595	570	529	87	743	630	n/a	582	113	792	700	n/a	642	117
Visited campus	2,290	1,481	1,463	1,405	379	2,662	1,858	n/a	1,777	470	2,844	2,068	n/a	1,942	529
Filed FAFSA	4,329	3,402	3,339	3,088	388	5,803	4,882	n/a	4,302	546	6,645	5,476	n/a	4,687	582
Transfers															
Arts & Sciences	910	133	70	63	15	320	157	n/a	76	17	534	296	n/a	152	41
Business	48	42	20	18	5	79	57	n/a	22	8	117	83	n/a	47	11
Engineering	50	41	19	13	1	85	62	n/a	15	5	86	67	n/a	13	4
Nursing & Health Professions	256	170	141	125	88	387	266	n/a	172	99	391	290	n/a	161	78
Indiana	616	162	114	97	59	444	268	n/a	147	71	640	385	n/a	194	69
Female	527	239	168	150	88	456	363	n/a	210	104	596	476	n/a	258	97
Male	287	144	82	69	21	227	179	n/a	75	25	349	259	n/a	115	37
Filed FAFSA	383	171	145	139	93	284	247	n/a	201	116	377	341	n/a	269	120
Deposit Information	2019	2018	2017	Cancel Information			2019	2018	2017						
Christ College deposits	66	62	74	Freshman cancels			1,514	1,219	859						
Resident deposits	411	484	566	Freshman deposit cancels			8	10	26						
Commuter deposits	160	222	179	Transfer cancels			46	29	40						
				Transfer deposit cancels			8	13	5						

Christopher Center Library

Prepared by Trisha Mileham, Dean of the Library

Library Personnel Highlights

While we have no new colleagues joining us since last fall's report, the search to find our First-Year Experience library faculty member is drawing closer to complete. Two on-campus interviews are planned during April; everyone in the library is looking forward to finding the right colleague for this tenure-track position.

Professor Nora Belzowski, Director of the Information Literacy Program, was awarded promotion to Associate Professor and tenure. She will be serving as the direct supervisor for the new FYE library faculty member beginning this fall.

Trisha Mileham was appointed Dean of the Library in early January, ending her service as Interim Dean which she began April 2018. The library faculty line that she holds, Director of Research Services, was eliminated in the fall budget cuts. Also at this time, no one is serving in an Associate/Assistant Dean capacity. Once the FYE librarian is hired, the library will be able to more fully consider how these personnel and administrative changes will be met.

Collection Highlight: Law Library Collections and the Christopher Center Library

In collaboration with the Law Library faculty and staff, everyone in the Christopher Center Library has worked throughout the year to consider how to best support current law students and faculty while also preserving access to collections and other materials. All usual Christopher Center services (borrowing, Interlibrary Loan, etc.) will continue to support all law students and faculty in their academic library needs through May 2020 graduation.

Part of this process has included the selection and transfer of monographs and other holdings from the Law Library to the Christopher Center Library collections. In general, this includes:

- General collection monographs appropriate for non-law academic library collections
- Special collections and rare holdings
- Indiana Law "Legacy" collections (all stored in the ASRS)
 - Indiana House and Senate Journals - KFI 3018 .A22, KFI 3018 .A23
 - Indiana Attorney General Opinions - KFI 3440 .A552 (1886 – 2016)
 - Indiana Reports (including Blackford's Reports) - KFI 3045 .I6
 - Indiana Appellate Court Reports - KFI 3048 .A3
 - Acts of Indiana / Laws of the State of Indiana - KFI 3025 .A212
- Reference and continuing education sets: As the Law Library will no longer serve as a resource for the local attorney and alumni law communities, the Christopher Center Library has taken these sets to continue their availability through the upcoming academic year (continuation beyond that is dependent on new funding):
 - West's Annotated Indiana Code - KFI 3030 1976 .A45
 - Indiana Practice Series - KFI 3080 .I5
 - West's Indiana Law Encyclopedia - KFI 3065 .W33
 - ICLEFs (Indiana Continuing Legal Education Forum) – KFI range, 3rd floor stacks

While the Christopher Center librarians are not law librarians, they will be able to direct students and other patrons who wish to make use of the materials. A guide has been created to assist pro se patrons as well: <https://libguides.valpo.edu/legalresources>.

Resource Highlight: Valparaiso University Archives & Special Collections

<https://library.valpo.edu/archives/index.html>

The Archives & Special Collections department acts as the official repository for Valparaiso University by collecting, organizing, preserving, and providing access to historical university records and supports the Christopher Center for Library and Information Resources' mission by providing access to and discovery of special collections to students, faculty, staff, scholars, patrons from other institutions, and the community in general.

The collection scope of the Special Collections includes the following:

- Material that encompasses Lutheriana, reformation studies, authoritative texts and liturgical sources associated with Lutheran history.
- A collection of historically significant editions of the Bible.
- A collection of historically significant hymnals.
- Unique and/or historically noteworthy collections significant because of the person's relationship to the University, such as faculty (Weinhorst Collection), staff (Bowden Collection), alumni (Makeever Collection), or administration (O.P Kretzmann papers).
- Collections deemed important by the University Archivist, Special Collections Librarian, or University President.

The Collections' online presence, <https://library.valpo.edu/archives/digitalcollections.html>, offers digitized access to many of the important papers and publications of the University as well as to historically significant collections, such as the O.P. Kretzmann papers. Additional archival collections are available through our Digital Collections website <https://collections.valpo.edu/digital/>.

Spring Celebrations of Research, Scholarship, and Creativity

Our annual celebrations of faculty research and scholarship, along with awards for student learning, creativity, and engagement will be celebrated as follows:

Valparaiso University Scholarly and Creative Works Reception

Monday, May 6, 4:30 – 5:30 pm

Community Room

Along with the recognition of faculty research and scholarship, two awards for students will be presented:

Library Award for Undergraduate Research

Library Award for Research in STEM/Health Sciences

Library Student Art Purchase Award Celebration

Tuesday, May 7, 4:00 – 5:00 pm

Christopher Center 2nd Floor Fireplace Lounge

Each year, as part of a unique pedagogical collaboration with the Art Department, the Library purchases student art for display throughout the Christopher Center.

Thank you all for your interest and engagement with the Library's personnel, collections, resources, and services. If you have questions, or thoughts to share, please don't hesitate to contact us.

Information Technology

Prepared by Becky Klein, manager of IT communications

Academic Technology

Classrooms and Labs

Completed Projects

- Upgraded technology in ASB 234 for flexible learning. The new configuration allows for small group collaboration via Solstice Technology as well as standard lecture.
- Replaced computers in VUCA 2410 Design Lab and Schnabel 33 Non-Linear Editing Lab with new Mac Mini computers with i5 processors, 16GB RAM, and 256GB solid state drives for better performance.

Upcoming Summer Projects

- Law School
 - Move lecture capture technology into Heritage Hall.
 - Repurpose idle Law equipment to other classrooms on campus.
- LeBien technology renovations
 - LEH 15: Nursing Live distance classroom
 - LEH 108: Main tiered lecture hall
- Gellersen 142: complete renovation of Environmental Engineering Lab.
- Replace computers in ASB 236 and Urschel 119 with new models.
- Upgrade Adobe CC software in VUCA Design Lab and Schnabel Non-Linear Editing Lab from 2018 version to 2019 version.
- Reimage all classroom and lab computers, including an upgrade to Microsoft Office 2019.

Distance Learning

The Art and Chinese Studies departments joined the ranks of the Nursing Live, MBA Live, and MHA Live programs this past semester as classes began utilizing our live streaming classrooms designed with Valpo's WebEx system and distance learning technology. In Spring 2019, 22 weekly classes used live streaming technology in various capacities with student distance learning student technicians assisting in the classrooms.

Faculty in the new Occupational Therapy program have been working with IT to build the groundwork for their classes coming online this summer.

Technology updates in LeBien this summer will bring uniformity to all distance technology classrooms with WebEx hosting computers and controls.

Communications

IT continues to participate in orientations for incoming students and new employees. The upcoming June FOCUS session will utilize a hybrid format by both delivering a face-to-face session for all incoming Core and transfer students while providing a video-based orientation session to Christ College students via our YouTube channel.

We continue to add articles to our Confluence knowledge base linked to the Help Desk ITicket system.

We continue to offer survey services via Survey Monkey, and Spring 2019 has seen a higher number of surveys requested compared to past years.

Data Architecture

- Finalizing development of an updated online directory.
- Rewrote FOCUS mobile app to provide a more modern interface.
- Updated student transportation mobile app.
- Collaborated with other IT units to contribute to a number of other projects listed in this report.

Desktop Computing and Printing

Completed Work

- Inventoried Law School technology.

Ongoing Work

- Upgrading office computers from Windows 7 to Windows 10 with Office 2019.
- Assessment of campus printing, including an inventory of direct connect local printers.
- Enrolling devices on the new wireless system.
- Assisting Law School with move to Heritage Hall.

Summer Work

- Redeploy reclaimed lab computers to faculty/staff offices to replace computers impacted by Spectre/Meltdown vulnerability.

Document Imaging

The Office of the Registrar worked with IT staff to finalize processes and workflow in the Perceptive system, and went live with electronic form submission in mid-January. Since taking over ownership, they've processed hundreds of documents and ongoing minor adjustments continue. These changes have improved the student experience by eliminating the need to walk paper forms across campus and expediting form approvals.

If your office has any questions about streamlining your work through Document Imaging, contact us to request assessment.

Infrastructure

- Increased internet service connectivity to 10Gbs speed, allowing us to take advantage of cached services at the provider level and allow for strategic increases in bandwidth as needed.
- Revamped and simplified the enrollment process for University wireless onboarding.
- Replaced wireless controllers that had reached end-of-life to ensure stability of wireless networking.

MIS / Colleague

Ongoing Projects

- Reviewing new software options for rolling out 2019 Employee Benefit enrollment processes.
- Reviewing Ellucian Self Service Modules for Student Finance and Employees.
- Working with Retention Office on Starfish implementation and data file creation.
- Working with numerous departments on a payment agreement form for students.
- Identifying the procedures for upgrading to Unidata 8.
- Automate uploading Financial Aid Award claims to the Indiana Commission on Higher Ed.
- Working with LDA on data reporting options.

Completed Projects

- Automation of Advance Billing Statements for incoming and returning students.
- Rollout of new meal plan and housing assignments using the Office of Residential Life's Adirondack software.
- Worked with Finance Office on new 1098-T regulations and processes.
- Worked with numerous departments on honorary academic society criteria data needs.
- Colleague Self-Service for Financial Aid is now live with the new user interface.
- Partnered with the Retention Office to rollout academic course withdrawal and University withdrawal procedures to allow data analysis.
- Completed work with Undergraduate Admission and Graduate School on the SLATE Application process conversion from EMAS.
- Automated the process for TIAA deduction changes.
- Worked with Human Resource Services, Payroll, and Centier Bank on new HSA procedures.
- Worked with Athletic Compliance Office on new demographic analytical reports.
- Worked with Human Resource Services and Payroll offices on KRONOS Supervisor procedures.
- Worked with the Finance Office collections unit on new federal reporting guidelines.
- Worked with the Office of the Registrar on new transcript fulfillment software.
- Completed the LDA phonathon call sheet project.
- Presented to Deans' Council on the Faculty Workload project.
- Completed update to the Informer Reporting system to allow for better audit controls.
- Upgraded Colleague system to UI 5.9, with 96 vendor software updates since Fall 2018.

Office of Continuous Improvement

OCI has worked with many campus units along the spectrum of reviewing, mapping, documenting, and improving processes across campus. Some recent examples include:

- Confluence: 39 people have participated in training, 12 have attended working sessions, and 44 have participated in overview presentations. See: <https://confluence.valpo.edu/#all-updates>
- Examples of projects completed or in progress:
 - Digitizing the Student Payment Agreement Form
 - Standardization and enhancement of electronic payments
 - Slate application fees
 - Chapel donations
 - Harre Union and Campus Services
 - Athletics
 - ACH payments to vendors
 - Continued development and integration of Slate functionality
 - Supported the Office of the Registrar in launching digital workflows for student forms
 - Workflow for ADA captioning
 - Documentation of Finance Office processes, beginning with Collections
- Co-hosted two [Wabash Valley Lean Network](#) meetings on campus, all staff and faculty are welcome to attend the next meeting on May 23rd.

Training

Planning has begun for our campus-wide upgrade from Lynda.com to LinkedIn Learning. Campus learners will see benefits including an enhanced user experience, linkage to custom Valpo content, personalized course recommendations, expanded access to courses in additional languages, optional integration with LinkedIn profiles, and more. The upgrade is tentatively slated to take place before the beginning of Fall 2019 classes.

Valpo was the first American campus to join the LinkedIn Student Learning Ambassador program. Ten students joined over two semesters, leading to a 25% increase in student course completions and increased awareness of the Lynda.com/LinkedIn Learning platform. In addition to visiting the Chicago LinkedIn offices to gain a better understanding of modern workplaces, Ambassadors got the chance to network with students from campuses around the world and develop crucial soft skills to aid their future careers.

At a Glance...

- Since the launch of our YouTube channel (February 2014) we have added 105 videos with a total of 22,500 views, 43,900 minutes watched.
- Focus of offerings has turned toward Academic Technology for faculty

By the numbers...

	Fall '17	Spring/Summer '18	Fall '18
YouTube Channel Total Videos	86	98	105
YouTube Views	3925	4239	3369
YouTube Minutes Watched	7511	7284	6500
Top Performing Videos	DataVU Registration Tutorial – 347 views Kronos – Hourly Employee Clock In – 338 views Kronos – Scheduling Employees – 254 views Lightboard Studio Setup Tour – 182 views How to Use WebStorage – 146 views	Kronos – Scheduling Employees (Supervisor) – 519 views Kronos – Hourly Employee Clock In – 440 views Lightboard Studio Setup Tour – 401 views Expense Reimbursement – Direct Deposit – 310 views Kronos – Supervisor Hyperfind Queries 269 views DataVU Registration Tutorial – 246 views	Kronos - Hourly Employee Clock In - 415 views ValpoNet Password Policy - 378 views DataVU Registration Tutorial - 319 views Kronos - Supervisor Hyperfind Queries - 231 views Kronos Supervisor: Approving Time Cards - 212 views Expense Reimbursement - Direct Deposit Setup - 176 views
Pre-Scheduled Trainings Conducted	13	36	16
Total Registrations Taken	91	268	103
Personalized Trainings Conducted	12	16	4

CAMPUS PLANNING AND SPACE ALLOCATION - Prepared by Eric Johnson, CPSA Co-Chair

The Campus Planning and Space Allocation (CPSA) committee deals with university space, parking, signage, and image issues. The Committee is also the keeper of the University Campus Master Plan. The role of the committee is to review all matters pertaining to these categories to be sure they are consistent with the plan's guiding principles. CPSA committee makes recommendations to the President.

We meet every Tuesday at 1:30 so we can respond to your requests quickly. Contact Eric Johnson (eric.johnson@valpo.edu) with items that you wish to have reviewed.

Since the September 2018 faculty meeting, committee members heard several updates and presentations related to the buildings and spaces across campus. The following decisions were made during this time period.

1. Space

- a. Approved renovation of CCL100A.
- b. Approved updating carpet in some of the conference rooms in the Harre Union.
- c. Approved adding a grill outside of Beacon Hall.
- d. Approved new furniture for the commuter space in the Harre Union.
- e. Approved new furniture in the Social Work student lounge in Heidbrink Hall.
- f. Reviewed the space study conducted by Facilities Management.
- g. Approved new carpet for classrooms in the basement of Mueller Hall.
- h. Approved student lounge in the Hilltop Gym SW Vestibule.
- i. Approved moving Law School operations to Heritage Hall for the 2019-2020 academic year.
- j. Approved athlete lounge furniture fabric
- k. Approved the renovation of Gellersen 142 (environmental engineering laboratory).
- l. Reviewed renderings for ARC arena renovation.
- m. Reviewed current building conditions on campus.
- n. Developed a list of space needs by various constituents across campus.
- o. Approved new carpet for Harre Union room 121.
- p. Approved the movement of the storage of IT recycling from Kroenke Hall to the rotunda between Brandt and Wehrenberg Hall.
- q. Approved moving the manufacturing technician's office into the manufacturing lab in Gellersen.
- r. Approved a Guild Grant requesting new chairs and whiteboards in the Hesse Center in Gellersen.
- s. Approved new carpet for classrooms in Meier and Mueller.
- t. Approved new carpet for classrooms in Urschel.
- u. Approved converting the former Cresset Office space into a seminar room in Mueller Hall.

2. Campus Image

- a. Approved paint palettes for a number of buildings on campus.
- b. Approved the reinstallation of stained glass in Heidbrink Hall.
- c. Approved water refill stations in Mueller Hall.
- d. Approved new art hanging system in the CCLIR.
- e. Approved new dance floor for the Harre Union ballrooms.
- f. Approved replacement of turf on Brown Field.
- g. Approved the installation of a louvre screen to hide the duct work on the roof of Hilltop gym.
- h. Approved painting the external column outside of LeBien Hall.
- i. Approved the Guild Grant proposal for a water refill station in Heidbrink Hall.
- j. Approved removing the asphalt and clean up the area between Kroenke and Heidbrink Halls.
- k. Approved renovation of the Chapel west canopy roof.

3. Signage
 - a. Updated the Campus Map to be used by IMC and on the university's website.
 - b. Created a donor plaque for the sculpture at the Guest House.
 - c. Updated the signage outside 902 Linwood.
4. Parking
 - a. Provided parking solutions for guests attending events in the VUCA.
5. Misc.
 - a. Approved the radio station VIMS to utilize the tower on top of Brandt Hall.

Retention and Student Success

Prepared by Andrea Welch, Executive Director for Retention and Student Success

Retention Update

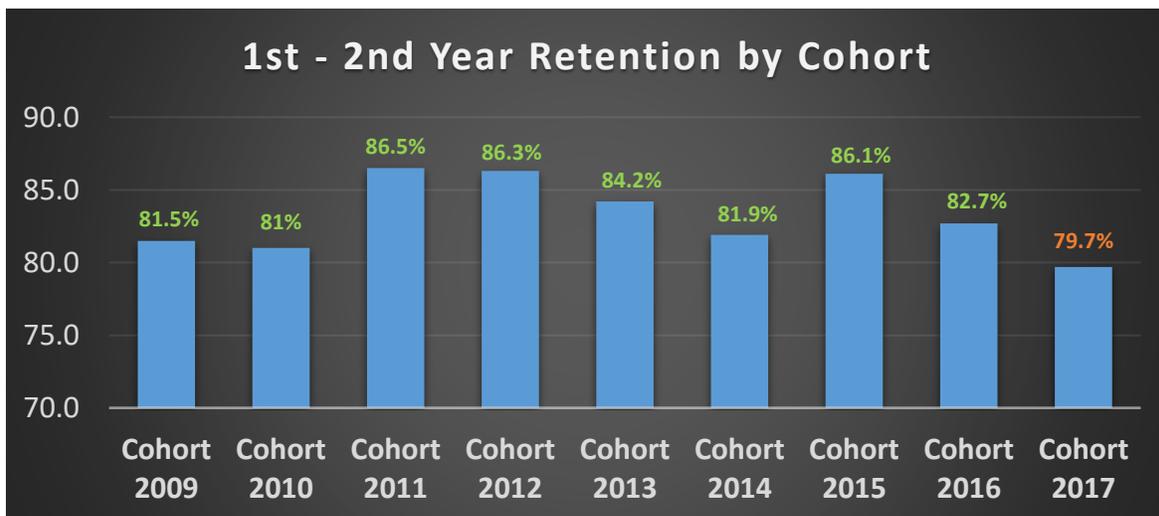
Building a culture of retention is underway in many forms. From improved data reports, policy and practice improvement, and adopting tools to support students– the university has continued to embrace the changes needed for retention and student success.

Data Standards

The Data Standards Committee includes the main departments responsible for campus data on various levels. The following offices are serving on the Data Standards Committee: Institutional Effectiveness (Melizza Zygmunt/Hannah Birky), Office of the Registrar (Stephanie Martin), Enrollment Management (Tara Teeple), and Information Technology (Jim Crowley). Each area has contributed greatly with organizing data and reporting needs for the campus. Beginning fall 2019, the committee is announcing a Student Data Report Request google form that will formalize the process of report requests on campus. This will allow the committee to work as a team in a more streamlined fashion and provide a way to track data usage. In addition, the committee has been working on a student data “cookbook” that will inform data users how the various fields in reports are defined.

Retention Data Updates

Retention data is essential to begin identifying trends concerning our undergraduate student population. One of the main goals for retention involves the 1st – 2nd year retention rates of first time, full-time undergraduate students as defined by federal government standards. Past trends (as indicated below) have fluctuated in recent years. Because of the fluctuation, the focus of our retention work involves stabilizing the retention rate while, at the same time, showing improvement over the next three years.



The first step in addressing retention needs for the campus is setting goals for the next few years. The strategic plan goal has changed this year. Starting with our Cohort 2017 rate at 79.7%, the new retention goal is to increase retention by 1% each year until we reach 86%. This will be more realistic given the fluctuation of our 1st to 2nd year freshman retention rates. Below is the new chart that reflects the new strategic retention goal.

Three Year Plan	Retention Goal	Actual Retention	Beginning #	# Needed for Goal	Enroll # and Loss from Fall to Spring
2014-2015	N/A	81.9%	714	585 (Actual)	662 (loss of 51 – 92.8% Retained)
2015-2016	N/A	86.1%	742	639 (Actual)	698 (loss of 43 – 94.1% Retained)
2016-2017	N/A	82.7%	862	713 (Actual)	808 (loss of 54 – 93.7% Retained)
2017 - 2018	85%	79.7%	807	686 646 (Actual)	744 (loss of 63– 92.2% Retained)
2018 – 2019	81%		757	613	708 (loss of 49 – 93.5% Retained)
2019 - 2020	82%				

A cohort trend analysis will continue and additional data will be added for Cohort 2018 after fall 2019 census occurs. Highlights from cohorts 2014, 2015, 2016 and 2017 data show that academic preparedness of entering students is highly correlated with student success, females are retained at a higher rate compared to males by 6%, and commuter students have a lower retention rate compare to resident students. After reviewing the final trends from cohort 2017, data showed an increase in retention rates for athletics by 4% and commuter students were retained at a 14% higher rate compared to cohort 2016. An additional student population that was analyzed included first generation students. First generation students continue to be retained at a lower rate compared to the overall campus retention rate. First generation students were retained at 78.3% for cohort 2016 and declined to a 72.3% retention rate for cohort 2017.

Another area that will continue to be a part of retention data analysis involves cross-referencing student profiles with Applied Policy Research organization (APR) ratings to predict high-risk students for retention-related intervention. APR is an organization that uses predictive modeling for incoming and current students. The APR retention scores have shown consistency with predicting student retention; however, there were students who were not retained that appeared in every scoring category from 1 (being least likely to be retained) to 9 (most likely to be retained). Analysis of the 49 non-retained student profiles between fall 2018 and spring 2019 included the APR cross-reference. For cohort 2018, the non-retained students appeared to show a more normal trend of a larger number appearing in 0-1.0 GPA range as compared to cohort 2017, which had the highest number of students split evenly between the 0 – 1.0 GPA range and the 2.0 – 3.0 GPA range.

Retention data and reporting will be vital to inform current practices, student interventions, programming, and identifying ways to improve the student experience. Currently, the EDRSS is meeting with each academic college to determine college specific retention goals. A faculty best practices series will be launched in fall 2019.

Contact Information

If you have any questions or if you would like more detailed retention data/information, please contact:

Andrea Welch
 Executive Director of Retention and Student Success
 Extension: 5512
andrea.welch@valpo.edu