

Upper Iowa University Strategic Planning

Co-Curricular Report, Public Comments & Response

Committee Members:

Gil Cloud

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Karla Gavin (chair)

Co-Curricular definition: RU Athletics / Global Student Life

We used the American Heritage Dictionary definition of *Co-curricular* (in relation to global citizen): provide opportunities outside the formal academic setting to develop life skills as part of the total education of the student: leadership, social and recreational; those activities that extend the learning in the core curriculum; preparing individuals for lives of purpose

We then reviewed what we currently have in place on the Fayette campus. We received input from the Office of International Programs, Athletics, Student Development and EU Academic Advisors.

RU Athletic Teams: accomplished through the Department of Athletics

Fayette Campus students only—restricted by NCAA Division II rules and regulations, as well as Northern Sun Intercollegiate Conference (NSIC) rules and regulations.

Limited capability to involve students on a global scale, but students do gain experience through playing diverse competition in multiple locations in several different states. RU Athletic Department has tried to connect with extended university students by providing schedules / other information about teams to the centers.

The athletic department will be working with Dr. Frazier in regard to recruiting globally for athletics. The department currently is global with audio and video streaming via computer of athletic events during the year. There is also a plan to play an exhibition basketball game overseas close to one of our centers in the near future.

No additional staff or services are currently needed to accomplish these tasks.

However, facility improvements will still need to occur to keep us competitive with our peer institutions. These improvements would include, but are not limited to:

<u>Area and Project</u>	<u>Estimated Costs</u>	<u>Priority</u>
<u>Baseball Field</u>		
Additional seating	\$30,000	3-5 years
Press box, Concession stand and restrooms	\$100,000	1-3 years
Security fencing for gate admission	\$30,000	1-3 years
<u>Softball Field</u>		
Additional Seating	\$30,000	1-3 years
Winterize restrooms and concession stands for early season contests	\$20,000	1 year
Fencing	\$30,000	1-3 years

<u>Remodel remaining dressing areas in Dorman</u>	\$100,000	1-3 years
<u>Additional Tennis courts</u>	\$180,000	1-3 years
<u>Soccer field</u>		
Permanent Seating	\$40,000	3-5 years
Fencing	\$40,000	1-3 years
<u>Pave or asphalt parking areas</u> (cycling a project or two each year)	\$250,000	1-5 years
Dorman Gym Lot		
Recreation Center Lot		
Softball Lot		
Baseball Lot		
Football Lot		
<u>Artificial Turf for Eischeid Stadium</u>	\$850,000	3-5 years
Total:	\$1,700,000.00	

Global Student Life: accomplished through the Office of Student Development

Departments within the Office of Student Development:

Office of Career Development
Office of Student Leadership and Activities
Office of Recreation and Wellness
Office of Residence Life
Office of Counseling
Security Office
Office of Campus Ministry

The EU Academic Advisors expressed an overall need for more assistance with Career Development for EU students and alumni. The Office of Student Development recommends the following to accomplish that goal and several others to prepare our students to be global citizens.

Recommendations / Resources Required for Student Development

Office of Career Development

Currently one director, one support staff (1/2 time)

New position #1: Office of Career Development/Extended University & International

Staff member dedicated to Extended University and International students for the purpose of serving their job finding needs in the areas of:

Job Skill Development
 Position Listings
 Internship & Site Development Listings

This position would require travel overseas and to regional Extended University campuses.

New position #2: Office of Career Development/Alumni

Liaison between Alumni and students who would provide programs that would connect successful alumni to currently enrolled students for the purpose of networking on career information, internships, career coaching and job openings. This position would be responsible for the collection of graduate survey statistics. Until the position is fully developed, it could be paired with a parent program. The parent program functions would provide various programming for parents, such as: website development, fundraising, Family Weekend and Parent's Council.

Salary & benefits for three persons (includes current director + new monies)	
in Career Development	\$147,500
Budget (new monies)	\$ 11,000
2 trips to Asia @ \$4,000 =	\$8,000
Trips to EU centers	\$3,000
Office Expenses (new monies)	\$ 4,000
Possible support staff (new monies)	<u>\$ 20,000</u>
	\$184,500

Office of Recreation and Wellness

To attain the concept of a global citizen, the Office of Recreation & Wellness could offer various Wellness programs via telecommunications to all UIU centers. For example:

- Health/Wellness seminars could be video taped (if permissible under contract) and available on the UIU website
 - Earl Alexander's presentation
- Relaxation/meditation materials available on the UIU website
 - Guided Imagery exercises
 - Progressive Muscular Relaxation techniques
 - Yoga Postures
- Health related question/answer column in the Recreation & Wellness Website
 - Questions open to all centers
- Health related quizzes available on the UIU website
- The Director of Recreation & Wellness could travel around the area promoting the Low Ropes Course to area businesses and other UIU Centers

The Holistic model of wellness encompasses the mental, emotional, social, physical, spiritual and environmental aspects of health. Wellness programming helps

create the global citizen because of their diverse nature, the ability to challenge ideas, and generate high levels of moral reasoning.

In order to fulfill these objectives and effectively educate the residential campus and extended universities, the programs would be spaced periodically throughout the school year, with specific programs happening during certain months (Ex. Focusing on Cancer during October – Breast Cancer Awareness Month). The current director would also need to free up her schedule in order to be able to accomplish these tasks. Handing Clubs and Organizations to another staff member would open up her schedule immensely and give her time to focus her attention solely on Recreation & Wellness for UIU-- RU & EU.

It would be appreciated having another staff person in the Office of Student Development to work with these groups so both the Director of Recreation & Wellness and the Coordinator of Clubs and Organizations are able to give 100% to their appropriate position. Hiring the Coordinator, even working ½ to ¾ time would be sufficient to get the work done.

The current budget for the Clubs and Organizations is overseen by the Director of Recreation & Wellness and could be handed over to a new position.

Salary & benefits for Coordinator of Clubs & Organizations (PT): \$20,500

Office of Leadership & Activities

To achieve the concept of a global citizen, the Office of Leadership and Activities could offer a leadership program that could be made available to all UIU centers via telecommunications. The leadership programs could offer a series of speakers that would focus on the characteristics the University has defined as that of a global citizen. The emphasis being placed on the following:

1. Team building
2. Critical Thinking
3. Diversity Issues
4. Ethics
5. Effective Communication
6. Managing Change

The program could focus on all the topics during the year or focus on a specific topic, a new topic would be selected for the following year until all the topics were covered and the rotation would begin again. The speaker series could be at any site that could allow the speaker to be broadcast to all the other University locations.

Funding & Personnel - ¼ time person	\$ 9,500
Budget - 4 speakers/year @ \$5,000/speaker	\$20,000
Telephone, Publications & Supplies	<u>\$ 3,000</u>
	\$32,500

The Clubs & Organization component could be added to this function to create a full-time position in the Office of Student Development. Combined cost – salary with benefits: \$53,000

Under the supervision of the Associate Dean of Students / Director of Residence Life:

New position: Director of Orientation and College Experience --\$30,000 plus benefits (This person would handle all orientation programs and work with faculty and staff to create courses / seminars for freshmen, sophomores, juniors and seniors to enhance their UIU experience)

Under the joint supervision of the Dean of Student Development and the Senior VP for Residential Life:

To create a one stop center for student academic needs, with preference for offices being housed in the new facility presented in this proposal. Cost would be included in the \$15 million proposed new facility. The offices would include, but not be limited to:

Coordinator for Academic Support

Director of Counseling

Director of Career Development (with current administrative assistant)

Coordinator of the Academic Support Center / Coordinator of Supplemental Instruction

New construction or Renovation / Remodel of current residence hall facilities. Year 1—survey students and take tours of other regional facilities to compare and contrast. Year 2—consult with architect regarding potential designs. Year 3—begin construction. Cost of project: \$4,000,000+ (for remodel / renovation) / New construction: \$9 million.

Renovation / New construction of Dining Facilities: Year 1—survey students and take tours of other regional facilities to compare and contrast. Consultation with architect is currently occurring. Year 2—remodel current area to create food court atmosphere and location for presentation cooking (if building a new facility that would house the cafeteria in the near future, limit the amount invested into the remodel.)

Under the supervision of the Director of Teacher Education:

Student teachers at our international centers—cost would be for stipend for supervising teacher at the site who would also assist students to find housing, transportation, etc. Students would be responsible for all other costs. Part-time position--\$15,000 (current stipend for supervising teachers is \$180/7 weeks or \$360 for 14 weeks. Cooperating teachers are paid \$100 for each 7 weeks.)

International component

The Office of International Programs indicated a need for:

Coordinator for International Student and Scholar Services (person hired)

Support Staff (search in progress)

Director of Study and Service Abroad (\$40,000)--proposed

Coordinator of English as a Second Language (ESL) and Curriculum Development (\$35,000)--proposed

Director of Masters program in Teaching ESL (\$45,000)—proposed

Conclusion

At this time, the Co-Curricular subcommittee has recommendations with resource implications of \$30,273,147, as are reflected in the attached Excel document, which we believe need to be completed in the 1-3, 3-5 and 5+ year time frames. Currently our policies do not interfere, with the exception of budgets, with our desired changes on the Fayette campus.

We also discussed the value of a university center with an auditorium, meeting rooms, grouping of offices (Student Development, Academic Advising, Tutoring, basically a one-stop shop), moving the cafeteria into that space for ease of serving various events and having other eating options, such as fast food, Starbucks, etc. in the facility. We realize this type of facility, which we valued at \$15 million, would need to be in the 5+ year category.

It was unanimously agreed that we have to have faculty/staff/student buy-in before the concept of global citizen will be successful. In an effort to accomplish that goal, it was suggested that our Student Activities Board review our current university mission and vision statements and create a student perspective mission and vision statement that can be incorporated into all programming. Louise and Karla will visit with individuals in that area to discuss and develop this concept.

Potential additions / changes--1-3 years	Cost
Office of Leadership and Activities	
1/4 time person	\$9,500
4 speakers per year @ \$5,000 ea.	\$20,000
Telephone, Publications, supplies	\$3,000
Office of Recreation and Wellness	
Salary and Benefits PT Coord. Of Clubs and Orgs.	\$20,500
Office of Career Development / Extended Univ. and International	
Salary and benefits for three people (one current, 2 new)	\$147,500
Travel budget (2 trips to Asia @\$4,000 ea. / Trips to EU Centers -\$3,000)	\$11,000
Office expenses	\$4,000
Support Staff	\$20,000
Office of International Programs	
Coordinator for International Student and Scholar Services (person hired)	
Director of Study and Service Abroad	\$40,000
Coordinator of English as a Second Language (ESL) and Curriculum Development	\$35,000
Support Staff (search in progress)	
Office supplies / expenses	\$5,000
Travel	\$15,000
Under Office of Associate Dean of Students	
Director of Orientation / College Experience	\$30,000 plus benefits
New construction of Residence Hall	\$9,000,000
Remodel of current residence hall	\$4,000,000
Renovation of current dining facilities (until new student center built)	\$300,000
Under Director of Teacher Education	
Overseas student teacher supervisor / also helps students with housing, transportation, etc.	\$15,000
(Part-time position, unless numbers warrant elevating to full-time)	
RU Athletics	
Baseball Field--press box, concession stand, restrooms	\$100,000
Baseball Field--Security fencing for gate admission	\$30,000
Softball Field--additional seating	\$30,000
Softball Field--Winterize restrooms /concession stand for early season contests	\$20,000
Softball Field--Fencing	\$30,000

Remodel remaining dressing areas in Dorman	\$100,000
Additional Tennis Courts	\$180,000
Soccer Field--Fencing	\$40,000
Pave or asphalt parking areas--Dorman, Rec. Center, Softball, Baseball, Football (cycling a project or two each year--1-5 years)	\$250,000

Potential Changes / Additions--3-5 years

Baseball field--additional seating	\$30,000
Soccer field--permanent seating	\$40,000
Artificial turf for Eischeid Stadium	\$850,000

5+ Years

Director of Masters program in Teaching ESL	\$45000 + benefits
University Center--5+ years	\$15 million

TOTAL EXPENSES:

(This figure includes a remodel of residence hall AND new construction)

\$30,273,147

CO-CURRICULAR TEAM REPORT COMMENTS

Comment 1: co-curricular

I am troubled by this portion of the strategic plan. I feel this is a 10-year wishlist. Will the university ever see a return on this investment and how will that be measured?

1.) Please explain why we would want to have artificial turf at the Eisheid Stadium when we hear we have the best facilities in the Conference. Once we become a winning team, perhaps there would be value in the upgrade.

2.) Most departments on campus need more support staffing. Since the early 1980's, many departments were cut to bare bones in order to keep UIU afloat. Will support staff size return to its 1970's level? If current enrollment is where it was in 1972, staffing is necessary to support this growth as a greater need across campus than what you propose. We all could shine if this were to happen.

3.) Global citizen? The first steps are to learn how to become a responsible community citizen - whether living in a barracks dormitory, suite living, or the community of Fayette. I think there should be a class on citizenship emphasizing what qualities are expected in being a good neighbor; what responsibilities are expected of living in each type of community and responsibilities of being a pet owner, for example. We would all benefit from respect, discipline, consideration of others, and involvement in the community. Let's get back to basics and build from there.

Becky Wadian

Comment 2: 03 October 2007

While I would like to “engage in a campus-wide dialog” as requested by Dr. Walker, I note that these pages are accessible to the general public.

Although we have nothing to hide, this dialogue may prove to be more dynamic and effective if taken off-line. While the general public can be privy to the process itself, would it not better serve the university to keep the content at this point within the university community?

I submit this comment with the utmost respect for our historic values and institutional heritage.

DSerra

Comment 3: Technology and the future

I appreciate the fact that UIU's technology will be upgraded in the future; however, my comments concern more immediate problems in Colgrove-Walker.

1) CW does not have central air conditioning and relies on window units in offices and a few window units in classrooms that do not work very well.

On many occasions, it has been so hot in the classrooms that students have difficulty concentrating. The students are the sole reason that we are all here and we must provide "user friendly" environments for them. Sweltering in one's own sweat does not qualify. We need to fix this problem, regardless of cost.

2) Only two classrooms in CW (201 and 103) have both VCR and DVD player. All the rest except 204 and 215 have VCRs only. 204 and 215 rely on a portable VCR and TV on a cart.

VHS technology is dying quickly -- national chains such as Best Buy do not even sell pre-recorded VHS tapes any more. We need functioning DVD players installed in every classroom.

Thanks for the opportunity to express my opinion.

Melle Starsen

Comment 4: Co-Curricular

While I believe that co-curricular activities do indeed enhance the college experience, I do not agree that they should take priority over an academic building on the Fayette campus that is in need of a total renovation (Colgrove-Walker), if not a complete rebuild.

Half of the \$30 million plus projected budget is planned for new construction & remodel of residence halls. I'm not sure how having a deluxe dorm room "*develops lives of purpose*" or "*life skills*." Especially since current enrollment does not fill the rooms we have.

\$1.7 million is planned to enhance the Athletic Department facilities -- isn't the new Recreation Center supposed to provide "*social and recreational*" opportunity for all students -- not just the athletes?

It is my opinion, that the smallest amount budgeted (\$32,500) is the most important -- bringing speakers to the university to open students' minds and "*extend the learning in the core curriculum*." This budgeted amount should be increased significantly. Bringing

notable speakers to campus would not only benefit the students, but enhance the academic reputation of Upper Iowa University!

Sheila Miller

Comment 5: athletics facilities

I find it interesting that the most pressing need of the athletics program is not even mentioned in the wish list presented for the Department of Athletics. I believe that what athletics needs more than anything is another gym floor. Currently in the winter, up to four different teams may be competing for use of the gym at the same time: men's and women's basketball, baseball, and softball. Having only one gym floor for them to use results in practices occurring early in the morning or late at night, neither of which is conducive to students being alert in an 8:00 a.m. class. I would think this would be the number one priority for this area of the strategic plan.

We do not need artificial turf on Eischeid Field. At the time we applied for admission into the NSIC, we were told by the teams conducting site visits that we already had among the best athletics facilities in the conference. We do not need to pave the parking lots. Gravel is just fine and more environmentally friendly to boot. We do not need fencing around the baseball and softball fields. Who are we trying to keep out? We should be encouraging as many spectators as we can to attend games, not dissuading them with fences and high admission fees.

I do think the proposal to remodel the remaining dressing rooms in Dorman Gym is a necessary one.

-- Erik Olson

Comment 6: Athletics

I place great value on the co-curricular learning that occurs when students are involved in competitive athletics.

However, very few UIU student-athletes go on to careers as professional players in their competitive sports. To ensure their future success after they leave UIU, we must all be united in our support of their academic goals and achievements.

From a strategic perspective, athletics is an important component in recruiting students, especially on the Fayette campus. Many students who start at UIU as competitive athletes remain after they are no longer on the team. Is it possible to know how many of our students originally came to UIU for athletics?

As a faculty member, I need better mechanisms and institutional support for working with coaches and student-athletes. For instance, the method for excusing team members

from classes for team travel is well ingrained in the system. A quick email to all faculty, and that's it. But if I need to get a student out of study table or out of practice to complete work that has been missed, I must make all of those arrangements individually. There is no institutional support for the process. I suggest one option - an Academic Practice Waiver that can be used to arrange makeup work sessions for athletes. This should be accepted by a coach as readily as faculty are expected to excuse class absences.

Taking a more long-term perspective, by using the full (seamless) range of UIU academic offerings we should be able to assist athletes in achieving their academic goals. Athletic competition and practice require synchronous physical presence -- but there are many modes of distance learning that do not. (One of the most versatile of these is the BOOK.) What if athletes' academic schedules could accommodate their travel and practice schedules? What if they took only online courses during some terms? What if they took specific general education courses as a block schedule, and perhaps their instructor(s) would travel with them? Of all the funding suggested for athletics, none of it goes toward meeting (even indirectly) the academic needs of athletes. They need specialized equipment to compete, and maybe they need specialized equipment to learn. Can students read and study on the bus? Is there appropriate lighting on the busses? Are there lap desks? Should there be laptops on the busses? Wireless connectivity at hotels? On the bus? Can course sessions be captured on video or audio? Can my lecture be downloaded to iPods? Could students on teams that start practicing in August take a course before Fall term 1 starts?

Some courses may be best taught in the face-to-face environment. Can these courses be taught on schedules that would enable any athlete in any sport to take them?

Through addressing the needs of student-athletes in managing their dual priorities, UIU would go a long way towards shaping them as global citizens (and might improve their CLA scores, too.)

Okay, enough of that. I notice that the plan to play an exhibition basketball game overseas does not mention a need for travel funding. How is that possible?

What is safer for student-athletes -- artificial turf or grass?

K. McCarville

Comment 7: Office of Career Development/Alumni

Regarding New Position #2 on page 10.

I would very much like to see UIU broaden the perspective and language surrounding students' families and family members. Many students already come from homes that do not reflect a nuclear family situation, and this is likely to be more and more interesting as we encounter cultures from outside the US where family structures may be quite different than we are used to.

Taking a global perspective requires attention to language and assumptions like this. Another example is "First name, Last name" -- we might need to consider terms like "Family name" and "Given name" on forms and etc.

We should probably be using the term "family" instead of "parent" almost all the time.

Most of us can use some training/development in this area. Do we have experts internally that we can leverage?

K. McCarville

Comment 8: New Position #1 - Career Development

Could this person be housed/officed at an EU center or even (gasp) overseas?

What are the qualifications? U.S. citizen? Or global citizen?

K. McCarville

Comment 9: Outside speakers

I support increasing the funding to bring external speakers to UIU locations (as Sheila Miller suggested). It's important to open up to new ideas and new people.

But I also know that within UIU (RU, EU, International) there are some dynamic and interesting speakers. These include students, faculty and staff who are doing all kinds of interesting things. I would like to see some funding for honoraria and logistics (refreshments are good, too) so that UIU can get to know its own "shining stars" from around the globe.

K. McCarville

Comment 10: One-stop center for student academic needs

How will this help EU or International students? All of these functions are potentially needed across the entire university. Will there be video conferencing from desktops? 24x7 tutoring and writing assistance?

K. McCarville

END OF CO-CURRICULAR COMMENTS

Co-Curricular Team Response to Public Comments

1/8/08--PUBLIC COMMENT RESPONSE FROM CO-CURRICULAR TEAM:

I am troubled by this portion of the strategic plan. I feel this is a 10-year wishlist. Will the university ever see a return on this investment and how will that be measured?

Response: We firmly believe that an annual review of facilities is important to stay competitive academically, athletically, in student life, for retention and for growth. We need to continually improve to attract students to the RU and the EU.

1.) Please explain why we would want to have artificial turf at the Eischeid Stadium when we hear we have the best facilities in the Conference. Once we become a winning team, perhaps there would be value in the upgrade.

Response: The artificial turf for Eischeid Stadium is needed due to factors that have changed in our recruiting area. We currently surrounded by institutions that have made a commitment to their athletics program and installed artificial turf. The lack of use and the expenditure annually that we have committed to maintain the grass turf is out weighted when one realizes that we could use the stadium for a variety of events if we did not have to protect the grass turf. We could use the stadium for not only football but also intramurals, baseball, softball and soccer practices on bad weather days as well as football practice every day.

Another important reason would be to maintain the competitive position in the recruitment of quality student athletes. We can't win or recruit to top prospective student athletes if our facility is not up to the standards we are currently recruiting against.

In conclusion, it would appear to me that if we could use Eischeid Stadium over 100 times a year as opposed to 5-6 times a year it would be cost effective for the university.

3.) Global citizen? The first steps are to learn how to become a responsible community citizen - whether living in a barracks dormitory, suite living, or the community of Fayette. I think there should be a class on citizenship emphasizing what qualities are expected in being a good neighbor; what responsibilities are expected of living in each type of community and responsibilities of being a pet owner, for example. We would all benefit from respect, discipline, consideration of others, and involvement in the community. Let's get back to basics and build from there.

Response: We would agree that we need to define for the University Community what we believe a Global Citizen to be. Then we need to implement strategies to assist students in meeting our definition of a Global Citizen.

The Office of International Programs sees the need in helping codify a written statement on what makes a global citizen. In response to the feedback from the public forum, the Senior Vice President for International Programs will convene a committee representing various university constituencies to help develop a clear definition and with precise requirements. It is our hope this will help guide many parts of the strategic plan.

I appreciate the fact that UIU's technology will be upgraded in the future; however, my comments concern more immediate problems in Colgrove-Walker.

1) CW does not have central air conditioning and relies on window units in offices and a few window units in classrooms that do not work very well.

On many occasions, it has been so hot in the classrooms that students have difficulty concentrating. The students are the sole reason that we are all here and we must provide "user friendly" environments for them. Sweltering in one's own sweat does not qualify. We need to fix this problem, regardless of cost.

Response: We agree that the classrooms need to be conducive to learning just as living facilities should be a conducive learning environment in which to live.

2) Only two classrooms in CW (201 and 103) have both VCR and DVD player. All the rest except 204 and 215 have VCRs only. 204 and 215 rely on a portable VCR and TV on a cart.

VHS technology is dying quickly -- national chains such as Best Buy do not even sell pre-recorded VHS tapes any more. We need functioning DVD players installed in every classroom.

Response: This request has been addressed by Ron Crooker and the Physical Plant Maintenance Staff.

While I believe that co-curricular activities do indeed enhance the college experience, I do not agree that they should take priority over an academic building on the Fayette campus that is in need of a total renovation (Colgrove-Walker), if not a complete re-build.

Response: We believe we should look at all needs and prioritize based on how we can best utilize all our facilities while we build to replace those with the greatest need. Can classes be held in other buildings and at other times? We have to realize that co-curricular activities or lack there of influence retention. Spaces that can accommodate the number of students on campus are in limited supply.

Half of the \$30 million plus projected budget is planned for new construction & remodel of residence halls. I'm not sure how having a deluxe dorm room "*develops lives of purpose*" or "*life skills*." Especially since current enrollment does not fill the rooms we have.

Response: The issue is not "deluxe" residence hall rooms or numbers of students in residence. The issue is breaking water and sewage pipes, an over abundance of mice, inadequate ventilation resulting in mold and peeling ceilings and inconsistent heat.

\$1.7 million is planned to enhance the Athletic Department facilities -- isn't the new Recreation Center supposed to provide "*social and recreational*" opportunity for all students -- not just the athletes?

Response: The statement is absolutely correct. The Recreation Center is for the entire student body. That means that the less time spent in that facility by athletics teams creates more time for all students, faculty and staff. The turf project as well as other facility improvements would enable us to provide other areas for athletics and free up more time in the Recreation Center for other student activities.

It is my opinion, that the smallest amount budgeted (\$32,500) is the most important -- bringing speakers to the university to open students' minds and "*extend the learning in the core curriculum*." This budgeted amount should be increased significantly. Bringing notable speakers to campus would not only benefit the students, but enhance the academic reputation of Upper Iowa University!

Response: We totally agree and believe we should bring major speakers to campus, but we are in need of faculty / staff support to help us boost attendance at these events. We want to insure that our money is being well spent, so required class attendance and / or extra credit points would assist us in that effort. Currently, when we bring speakers to campus, the only students in attendance are those required by clubs and organizations. Having a new university center with appropriate venues to host speakers and other events to campus would also help boost interest and attendance. We would also encourage the university to investigate how other private schools handle convocations and other campus event requirements.

I find it interesting that the most pressing need of the athletics program is not even mentioned in the wish list presented for the Department of Athletics. I believe that what athletics needs more than anything is another gym floor. Currently in the winter, up to four different teams may be competing for use of the gym at the same time: men's and women's basketball, baseball, and softball. Having only one gym floor for them to use results in practices occurring early in the morning or late at night, neither of which is conducive to students being alert in an 8:00 a.m. class. I would think this would be the number one priority for this area of the strategic plan.

We do not need artificial turf on Eischeid Field. At the time we applied for admission into the NSIC, we were told by the teams conducting site visits that we already had among the best athletics facilities in the conference. We do not need to pave the parking lots. Gravel is just fine and more environmentally friendly to boot. We do not need fencing around the baseball and softball fields. Who are we trying to keep out? We should be encouraging as many spectators as we can to attend games, not dissuading them with fences and high admission fees.

I do think the proposal to remodel the remaining dressing rooms in Dorman Gym is a necessary one.

Response: We would certainly support another indoor gym for activity related to all of our programs. The turf project affects the greatest number of student athletes and is more cost effective than the construction of a building that would at a minimum cost between 2 and 3 million dollars depending on the size.

Gravel parking lots are not very facility friendly or patron friendly when patrons must walk through them to enter all of the buildings on campus on cold, rainy or snowy days. Tracking the gravel, sand and grit into the buildings leads to more maintenance in those building which costs more to maintain the quality of those buildings. It should be noted that the parking areas at all athletics or recreational facilities are gravel. Dorman Gym, Recreation Center, Softball Complex, Baseball Complex and Eischeid Stadium and Pattison Soccer Fields.

We currently can not host any NCAA or NSIC post season softball or baseball tournaments without having to rent fencing so that admission can be charged. Even the high school events for softball and baseball that we could host for the State Activities Association shy away from our facilities due to our lack of crowd control fencing.

The opportunity to create revenue for spring sports would help with the budget and enable us to provide the facility to others for use in the community.

Vandalism has been a problem for us as well and the fencing might put up another barrier to help in facility security.

I place great value on the co-curricular learning that occurs when students are involved in competitive athletics.

However, very few UIU student-athletes go on to careers as professional players in their competitive sports. To ensure their future success after they leave UIU, we must all be united in our support of their academic goals and achievements.

Response: We do. We provide, through our membership in D II, the Life Skills program that is designed the assist student athletes entering their junior and senior years in preparing for life after athletics. We provide study tables two nights a week

and provide one on one interview with all student athletes during the academic year to evaluate their progress toward a degree and current academic status.

The NSIC funds a two day seminar for all student athletes on campus that deals with life after athletics. Career planning as well as career searching is emphasized in this program.

From a strategic perspective, athletics is an important component in recruiting students, especially on the Fayette campus. Many students who start at UIU as competitive athletes remain after they are no longer on the team. Is it possible to know how many of our students originally came to UIU for athletics?

Response: Last year in addition to the 347 student athletes, there were an additional 67 students who were no longer participating in intercollegiate athletics but were still enrolled on the residential campus.

That makes the total 414 students recruited by athletics who are currently enrolled.

As a faculty member, I need better mechanisms and institutional support for working with coaches and student-athletes. For instance, the method for excusing team members from classes for team travel is well ingrained in the system. A quick email to all faculty, and that's it. But if I need to get a student out of study table or out of practice to complete work that has been missed, I must make all of those arrangements individually. There is no institutional support for the process. I suggest one option - an Academic Practice Waiver that can be used to arrange makeup work sessions for athletes. This should be accepted by a coach as readily as faculty are expected to excuse class absences.

Response: That is certainly something that can be discussed. The call to a coach regarding a student should work in most cases. If that does not work the instructor should contact Gil Cloud or Kent McElvania for assistance. If we are not aware of the problem, we can not solve the problem.

We are proposing for the fall of 2008 that a three prong attack on the communication situation be used. (1) We will continue to post the travel plans of all teams on the athletics web site, (2) we will have each student athlete take a written document to each instructor, to be read and signed by the instructor with comments concerning the number of excused missed classes the schedule will have and (3) the five day notice will still be sent from the assistant athletics director for internal affairs to each instructor.

Taking a more long-term perspective, by using the full (seamless) range of UIU academic offerings we should be able to assist athletes in achieving their academic goals. Athletic competition and practice require synchronous physical presence -- but there are many modes of distance learning that do not. (One of the most versatile of these is the BOOK.) What if athletes' academic schedules could accommodate their travel and practice schedules? What if they took only online courses during some terms? What if they took

specific general education courses as a block schedule, and perhaps their instructor(s) would travel with them? Of all the funding suggested for athletics, none of it goes toward meeting (even indirectly) the academic needs of athletes. They need specialized equipment to compete, and maybe they need specialized equipment to learn. Can students read and study on the bus? Is there appropriate lighting on the busses? Are there lap desks? Should there be laptops on the busses? Wireless connectivity at hotels? On the bus? Can course sessions be captured on video or audio? Can my lecture be downloaded to iPods? Could students on teams that start practicing in August take a course before Fall term 1 starts?

Response: The athletics department would be in favor of the opportunity to take classes on online, however with the university structure with the extended, online and residential campuses student athletes are not allow to be enrolled in an online course as it does not count toward his or her full time enrollment.

Most certainly student athletes do and can study on buses and at hotels. When we are on the road for extended periods the teams conduct mandatory study table sessions all the time.

We would support online or video presentations. Laptops can be taken on the road and most hotels that we book have free wireless hookups.

Some courses may be best taught in the face-to-face environment. Can these courses be taught on schedules that would enable any athlete in any sport to take them?

Response: We believe this is currently happening through the advising process and by faculty utilizing the myUIU portal and other means to accommodate all students.

Through addressing the needs of student-athletes in managing their dual priorities, UIU would go a long way towards shaping them as global citizens (and might improve their CLA scores, too.)

Okay, enough of that. I notice that the plan to play an exhibition basketball game overseas does not mention a need for travel funding. How is that possible?

Response: Fund Raising by the team and our external affairs office.

What is safer for student-athletes -- artificial turf or grass?

Response: The studies indicate because of the technology that has been developed during the past ten years the difference is negligible. The synthetics now are designed to simulate grass while keeping a uniform surface whether wet or dry.

The inclement weather causes more injures due to the instability of the natural surface as it breaks down due to the wet weather conditions.

Foot lock is the most common cause of ankle and knee injuries. The new artificial products today have almost eliminated this one most critical factor in the protection of the student athlete.

Office of Career Development/Alumni **Regarding New Position #2 on page 10.**

I would very much like to see UIU broaden the perspective and language surrounding students' families and family members. Many students already come from homes that do not reflect a nuclear family situation, and this is likely to be more and more interesting as we encounter cultures from outside the US where family structures may be quite different than we are used to.

Taking a global perspective requires attention to language and assumptions like this. Another example is "First name, Last name" -- we might need to consider terms like "Family name" and "Given name" on forms and etc.

We should probably be using the term "family" instead of "parent" almost all the time.

Most of us can use some training/development in this area. Do we have experts internally that we can leverage?

Response: We believe we have worked hard to use the term “family” in our literature and programming in the Office of Student Development and the Office of International Program in particular. We would encourage continued training and educational programming for the entire University community on this topic.

New Position #1 - Career Development

Could this person be housed/officed at an EU center or even (gasp) overseas?

Response: Before we made a decision on where to have this person we would need to determine where the greatest need existed. Once the need was assessed, location could be determined on cost effectiveness.

What are the qualifications? U.S. citizen? Or global citizen?

Response: Qualifications would be based on understanding both US & International job markets and skills needed to positions in those markets.

Outside speakers

I support increasing the funding to bring external speakers to UIU locations (as Sheila Miller suggested). It's important to open up to new ideas and new people.

But I also know that within UIU (RU, EU, International) there are some dynamic and interesting speakers. These include students, faculty and staff who are doing all kinds of

interesting things. I would like to see some funding for honoraria and logistics (refreshments are good, too) so that UIU can get to know its own "shining stars" from around the globe.

Response: We agree that this option should be explored.

One-stop center for student academic needs

How will this help EU or International students? All of these functions are potentially needed across the entire university. Will there be video conferencing from desktops? 24x7 tutoring and writing assistance?

Response: The one stop center for student academic needs was in relation to the Fayette campus but it is in issue for all students and we see no reason not to use technology to address all students' needs for these services. We would want the stakeholders from EU, RU and International Programs to assess the need and work to accommodate all of our students.