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| **Graduate Affairs Committee**  **Minutes** | **Date: August 27, 2024**  **Time: 1:30 p.m.**  **Location: Zoom** |
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| Meeting called by: Dr. Janice Blum | |
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| Attendees: | |
| Janice Blum (Chair), Margaret Adamek, Kyle Anderson, Pierre Atlas, Kathi Badertscher, John Brokaw, Rebecca Ellis, Ray Haberski, Tabitha Hardy, Cleveland Hayes, Monica Henry, Brittney-Shea Herbert, Dawn Holder, Thomas Hurley, Amelia Hurt, Michael Klemsz, Frank Lippert, Sara Lowe, Karl MacDorman, Jennifer Mahoney, Kevin McCracken, Kyle Minor, Jennifer Piatt, Christine Picard, Katina Reedy, Zach Riley, Randall Roper, Anita Sale, Jeanine Scheidler, Kelly Sumner, Lloyd Thomas Wilson, Juan Yepes, Yan Zhuang, Staff: Dezra Despain | |
| Guests: Cara Reader, Director of Compliance, Training, and ADA; Natalie Albert, Equity Specialist, Compliance Development and Education; Christan Royer, Director of Benefits, Human Resources; Danielle Abplanalp, Benefits Manager, Human Resources; Joslyn Britten, Senior Assistant Director of International Graduate Admissions | |

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| **Minutes** | |
| Approval of the Minutes for May 28, 2024 - approved | Blum |
| 1:30 Cara Reader, Director of Compliance, Training, and ADA and Natalie Albert, Equity Specialist, Compliance Development and Education; New pregnancy rights as related to the updated Title IX federal policies  Pregnant Workers Fairness Act (PWFA) and Title IX Pregnancy Rights: What is it?  “Ensuring pregnant workers have reasonable accommodations helps ensure that pregnant workers remain healthy and earn an income when they need it the most.” It is Overseen by EEOC and requires employers to provide reasonable accommodations to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions. It includes Pregnancy: ~40 weeks, childbirth and recovery, related medical conditions, miscarriage, termination of pregnancy, fertility treatments such as IVF, pre-eclampsia, post-partum depression or anxiety, POTS, etc.  PWFA: Reasonable Accommodations  Example of accommodations: Carry or keep water near, additional restroom breaks, appropriately sized uniform, allow to sit down or stand during work shift, breaks to eat or drink, ability to leave shift to attend medical appointments, flexibility in schedule.  Title IX and Student Pregnancy Rights  Faculty members may be expected to implement academic accommodations in their course for pregnant students or students who have experienced a pregnancy related condition. This may include accommodations such as: Take an incomplete in the course and complete at a later date, completing a course early before the delivery of their child, allowing the student to makeup a missed exam/ quiz or be excused from a class to attend a medical appointment.  Title IX and Student Pregnancy Rights: Who is involved?  AES: Similar to the Memo that AES produces for students with disabilities, student will provide you with a memo stating their accommodations and any other relevant information, such as how they plan to complete a course after they deliver their child, and AES and student may also alter the memorandum and success plan based upon any changes to the student’s medical condition |  |
| 1:45 Christan Royer, Director of Benefits, Human Resources and Danielle Abplanalp, Benefits Manager, Human Resources; Change in benefits for graduate and professional students  Student health plans have been redesigned. The objective was to align four existing IU student health plans plus add a new voluntary plan that will result in improved plan performance, reduced administrative overhead, and reduced financial liability.  Key benefits to the redesign include:   * Reduced plan movement disruptions. Alignment ensures continuous coverage, eliminating the need for new prescriptions, authorizations, ID cards, etc. * Increased affordability. Significant cost reduction for SAAs/Fellowship Recipients to cover family members (approximately 68% lower premiums). Reduced copay for IU Student Health Center visits (just $15). * Alignment with academic year (August 1 – July 31). Deductibles, out-of-pocket limits will reset on August 1 each year instead of mid-semester on January 1. * NEW voluntary health plan for ALL students. Comprehensive PPO plan includes medical, vision, dental, and prescription coverage across the nation/globe.   Anthem is partnering with University Health Plans (UHP)to manage administrative services and act as a central hub for all IU students to access their benefits.   * Coverage effective date for all plans is August 1, 2024. * Deadline to waive coverage for all plans: September 15, 2024 * Deadline to enroll dependents for all plans: September 15, 2024 * All plan years will be aligned with the academic year:   + Coverage for the fall runs from August 1 – December 31, 2024   + Coverage for spring runs from January 1 – July 31, 2025   SAA / Fellowship Recipient Enrollment  The SAA/Fellowship Recipient Plan will have a new single group number. The old group number will be termed on July 31, 2024, and the new group number will be active beginning August 1, 2024.  Student enrollments will not carry over from the prior academic year to the new academic year. Only those who are eligible for Fall 2024 will be enrolled in coverage for August 1.  Students will be enrolled weekly as they become eligible, but having these records as early as possible will expedite the process.  The Voluntary Student Plan is open to any domestic IU student that needs health insurance. Coverage is available for enrolled’ students’ eligible spouse/children. Enrollments and premiums are processed directly through Anthem/UHP and paid by the student. The enrollee must be an IU student enrolled in courses during the semester that coverage is purchase.   * 1. Fall coverage effective date: August 1 – December 31, 2024. Deadline to enroll for Fall: September 15, 2024   2. Spring coverage effective date: January 1 – July 31, 2025. Deadline to enroll for Fall: January 31, 2025   3. Benefits of the Voluntary Student Plan include administration by Anthem in partnership with UHP. Identical coverage to International and Professional students. All coverage is through Anthem, including medical and prescription, vision discount plan, dental coverage and emergency travel coverage. |  |
| Dean's Report  Dean Blum welcomed the new GAC members: Pierre Atlas from O’Neill School of Public and Environmental Sciences, Kevin McCracken from IU Columbus, Frank Lippert from School of Dentistry, Christine Picard from School of Science, Jennifer Piatt from School of Health & Human Sciences, and Yan Zhang from Luddy School of Engineering and Technology.  Enrollment reports are complicated this year because of the departure of Engineering and Technology. Institutional Analytics indicated the reports on their website reflect the most accurate report. They will work with IRDS to make both places of reporting consistent with each other. Student enrollment is down about 2%. Many students have returned, but for those who have not yet enrolled, there’s still time to have program directors reach out to them to encourage them to re-enroll for the fall.  Campus leadership encouraged discussion about student community engagement and several schools provided responses. Appreciation was extended to those who responded. The responses highlighted the accomplishments of graduate and professional students and helped enlighten the Chancellor about their great works.  The TA Orientation had over 200 students, which was the largest attendance thus far. An online campus model is being developed for those who cannot make the orientation due to clinical obligations, illness, or other factors. | Blum |
| Assistant Dean's Report  The Annual UPnGO Graduate and Professional Student Mixer will be Sept 5th in Taylor Courtyard from 4-6pm.  The Write on Site Writing group with University Writing Center is now called #GradJag Writer’s Workshop and will resume September 9th. The sessions will be Mondays from 4-6pm and Thursday form 11am-1pm.  The Grad Parent Network, for graduate students who are parents, will resume their meetings September 11th from 12-1pm.  Students or post docs looking for professional development opportunities and ways to build their resumes can join Preparing Future Faculty and Professionals (PFFP) program. Fall PFFP Orientation Sept. 19th from 4-5pm.  A session on Citation Management will be held in the library Sept. 25th 4-5pm  Students looking for graduate employment opportunities, please guide them to the Handshake platform for student employment.  Save the date the Campus 3 Minute Thesis/ 3 Minute pitch competition November 21st during the PFFP Pathways Conference. | Hardy |
| Graduate Mentoring Center  Faculty and Staff Mentoring Dialogues will be the second Tuesday of the Month (September-April) 12-1 pm, UL 1116, in person, Randall Roper and Tabitha Hardy, facilitators  Monthly Mentoring Dialogue for Grad and Professional Students - Sept 4, 4-5 pm, UL 1126, IU Indy Campus. Panel discussion about how to excel in Grad and Professional School  2024 Trailblazer and Innovator, Dr. April Carson, University of Mississippi Medical Center and Jackson Heart Study will be here on September 18 and 19.  For Grad and Professional Students - Sept 18, 12-1 pm. UL 1126: “So what are you going to do next?”  Plenary Lecture for Faculty, Staff and Students - Sept 18, 4-5 pm: “Bridging Science and Community in the Jackson Heart Study”  For Faculty and Staff; Sept 19. 12-1 pm UL 1126 “It’s Not About You—The Mentoring Edition”  CAREing for our Community program (Creating Accountability and building Relationships to Eradicate Harassment) with the aim of addressing the root causes of mistreatment through empathy training and perspective training. This program represents a unique opportunity for faculty members who work with trainees in research programs to contribute to creating a safer and more inclusive environment within our academic community.  Orientation Mentor Training. The GMC has piloted “Best Practices in Mentoring” Orientation Training with Luddy, Genetic Counseling, and Public Health for both faculty and staff. This opportunity is available to all units. Contact Randall Roper | Roper |
| Graduate and Professional Student Government  John Brokaw is the GPSG representative this year. He is the vice president. The current executive team is organizing the General Assembly. Their first meeting will be Thursday, August 29 from 6-8 pm in Campus Center 405. It is open to the public. He expressed appreciation for being part of the GAC and with building relationships with members. | Brokaw |
| Graduate School Reports  TheSlate project is moving forward for all IU Graduate / Professional programs.  As a reminder Slate will replace:   * Salesforce for your communications (recruitment and application) * The current Liaison IU Graduate CAS application * WebAdMIT application processing and admission committee workflow   High level timeline:   * Sept. 15, 2024 - Request for Proposal process closes * November 1, 2024 - Consultant under contract * November 15, 2024 - Project kickoff * Through March 2025 - Discovery work by consultants * April 2025 - Product implementations kick off * Slate for Graduate go live March 2026 for Fall 2027 recruiting cycle.   Communication for the project on a high level:   * Beginning mid-November weekly (or biweekly) meetings with the recruiting and admissions teams from the various schools on each campus. * The GAC can also invite the team to share updates throughout the project lifecycle | Henry |
| Committee Reports |  |
| Fellowship Subcommittee Report  The Fellowship Award Deadlines Comb List document was shared with the committee.  The Fellowship Committee will meet Sept. 19, 1-2pm | Henry |
| Curriculum Subcommittee Report  The committee gave Dezra permission to approve course changes over the summer. A total of 24 course change requests were approved during the summer. September is when the committee will begin their review process for this academic year. Please have courses in Dezra’s workflow by August 31 to make the September agenda. | Despain |
| Graduate Recruitment Council Report  The first GRC meeting of the semester will be on Sept. 12, 2:30-3:30 via Zoom.  The Graduate School Fair at IU Indianapolis will be held on Oct. 10, from 11-1:30 in CE 450. All IU Indy schools are asked to be represented. O’Neill, Dentistry, School of Medicine (MD) and Science are currently not represented. There are about 40 other universities registered as well.  The IU Graduate School Indianapolis Recruitment Calendar for Fall 2024 is as follows:   * Florida A&M University, Tallahassee, FL; September 17-18 * Hanover College, Indiana; September 17 * DePauw University, Greencastle, IN; September 24 * The Alliances for Graduate Education and the Professoriate (AGEP): East Lansing, Michigan; October 3-5 * Society for the Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS), Phoenix, AZ; Oct. 31-Nov 2 * Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS): Pittsburgh, PA; Nov. 16-17 | Mahoney |
| 2:30 Joslyn Britten, Senior Assistant Director of International Graduate Admissions and Kelly Sumner, Director of International Admissions: English Proficiency at IUI  The Office of International Affairs recommends that graduate programs require the “EAP test out” level of English proficiency for all IU Indianapolis graduate programs that are 100% online. While students can take the EAP Placement test online, not all EAP courses are currently offered online. If they test into G513, for example, it would be impossible for them to fulfill this requirement.  Recommendation of Best Practice:  For 100% online IU Indianapolis graduate programs, the following English proficiency admissions  standards should apply:   * TOEFL 100 or IELTS 7.5 (in person at the testing center ONLY)   OR   * Bachelor’s degree or higher from one of these countries: Anguilla, Antigua, Australia, Bahamas, Barbados, Barbuda, Belize, Bermuda, British Virgin Islands, Canada, Dominica, Grand Cayman, Islands, Grenada, Guyana, Irish Republic, Jamaica, Montserrat, New Zealand, Saint Kitts and, Nevis, St. Lucia, St. Vincent & the Grenadines, Tobago, Trinidad, Turks and Caicos Islands, United, Kingdom: England, Northern Ireland, Scotland, and Wales, United States of America |  |
| Consent Agenda – all approved   * Changes to the MA in English in the School of Liberal Arts * Changes to the Teaching Writing Graduate Certificate in the School of Liberal Arts * Add a 4-year option to the MD/MPH degrees in the Fairbanks School of Public Health * New track: Post BSN-DNP Adult Gerontology Acute Care Nurse Practitioner in the School of Nursing. * New track: Post BSN-DNP Adult Gerontology Primary Care Nurse Practitioner in the School of Nursing. * New track: Post BSN-DNP Family Nurse Practitioner in the School of Nursing. * New track: Post BSN-DNP Psychiatric Mental Health Nurse Practitioner in the School of Nursing. * New track: Post BSN-DNP Pediatric Primary Care Nurse Practitioner in the School of Nursing. | Blum |

Next Meeting and Adjournment (**September 24, 2024, 1:30 pm, Zoom**)