




IUPUI

OFFICE OF
THE CHANCELLOR

MEMORANDUM

TO: IUPUI Faculty Council

FROM: Nasser Paydar, Chancellor 

DATE: February 25, 2022

RE: Administrative Review, Vice Chancellor and Dean of IUPUC, Reinhold Hill

This memo summarizes the Administrative Review Committee Report on Vice Chancellor and Dean of IUPUC, Dr. Reinhold Hill.

Tamara Davis, Dean of the School of Social Work, chaired the committee with support from Stephen Hundley, Senior Advisor to the Chancellor for Planning and Institutional Improvement. Faculty Council representatives included Anna Carmon (Associate Professor of Communication Studies and IUPUC Faculty Senate President), Wendy Morrison (Associate Professor of Economics, IUPUI), and Robert Yost (Teaching Professor, Department of Biology, IUPUI). IUPUC faculty representatives included Kevin Jones (Associate Professor of Management), Joan Poulson (Associate Professor of Psychology and Associate Dean for Academic and Student Affairs), and Laura Watson (Clinical Assistant Professor, Division of Health Sciences). Margie Ferguson (Senior Associate Vice Chancellor for Academic Affairs) represented campus administration. Staff representatives were Scott McIntyre (Director of Enrollment Management and IUPUC Staff Council President) and Bailey Moss (Assistant Director of Student Affairs). Students were represented by Heather Adams (President, IUPUC Student Government) and alumni were represented by Bryan Rushton (President, IUPUC Alumni Association Board and Member of the IUPUC Board of Advisors). Finally, Cindy Frey (Chair, IUPUC Board of Advisors and President, Columbus Area Chamber of Commerce) served as the community representative.

To complete its work, the review committee considered a personal statement provided by Dr. Hill and also met with him to discuss his goals for the review. The Office of Institutional Research and Decision Support (IRDS) conducted a survey of part-time and full-time faculty, staff, and students from IUPUC as well as Council of Deans members at IUPUI, yielding nearly 100 responses (with 72% of invited full-time faculty and 65% of invited staff completing the survey). Survey feedback was augmented by responses to interviews and/or focus groups with students, staff, and faculty, IUPUI leadership, members of the Council of Deans, and community partners.

Among Dr. Hill's many strengths are his approachability and his supportive and caring leadership style. He is highly collaborative and a steadfast advocate and champion for IUPUC.

He is described as warm, thoughtful, and considerate of input from others. He engages actively in shared governance with faculty and is a strong advocate for teaching and learning. He has demonstrated a sustained commitment to diversity, equity and inclusion and is an excellent ambassador for IUPUC in the community. In the face of declining enrollments and concomitant fiscal challenges, Dr. Hill has been a stable and creative leader, helping to bolster the campus through innovative strategies and through fundraising.

The committee also noted several areas that were opportunities for growth or improvement, as well as specific strategies to improve in these areas. First, Dr. Hill is encouraged to seek out ways to enhance his communications, particularly among staff and faculty, as well as increase transparency in decision making. Second, Dr. Hill should consider updating and advancing the campus strategic plan. Third, Dr. Hill is encouraged to increase his visibility on campus by ensuring that there are opportunities for informal interactions with faculty, staff and both current and prospective students. Finally, he should consider additional opportunities to engage with community stakeholders to both celebrate IUPUC achievements as well as to build community partnerships across the broader region.

Overall Dr. Hill should be commended for his leadership, particularly as he has helped his campus to navigate the financial challenges wrought by the pandemic and declining numbers of Indiana high school graduates planning to attend college.