



Indiana State University

# Board of Trustees Agenda Meeting Minutes

October 22, 2021

State Room, Tirey Hall



Board of Trustees Agenda Meeting, October 22, 2021 - Minutes

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## **Call Meeting to Order – Kathy Cabello**

**With a quorum being met Chair Trustee Kathy Cabello called the meeting to order at 2:31 p.m.**

## Report of the Faculty Senate Chairperson – Keri Yousif

Welcome to campus and Homecoming 2021. We are happy to welcome you to Indiana State University during such a celebratory time. Last time we met, I asked you to get to know our faculty and students, and I am pleased that several of you have completed the trustee-in-residence program this semester. You have visited classes, met faculty, seen key pieces of departments and programs, and talked to students. I appreciate your effort to see, first-hand, what we do on campus and—importantly—in the classroom, and I remind you that the invitation to visit campus and classrooms is always open. I look forward to greater interaction between the Board of Trustees and the faculty of Indiana State University.

Faculty senate is currently in the midst of its semester work with curriculum and policy making its way through the various sub-committees. Of note, faculty senate approved and forwarded faculty slates for the Provost search, which is currently under way. Faculty Senate officers also helped draft syllabus language pertaining to COVID-19 and worked collaboratively with Student Affairs to make sure students and faculty maintain equitable policies, while prioritizing in-person classes. The Faculty Senate, at its September 30 meeting, officially endorsed the Sycamore Community Health Initiative, which extends the vaccination or testing protocols currently in effect for select Experiential Learning and Community Engagement Activities. As announced by President Curtis, in her fall address, the initiative requires proof of vaccination or weekly testing and will go into effect for all Indiana State University students and employees beginning Jan. 1, 2022. The Faculty Senate supports this initiative. Finally, the senate approved the revisions to policy 923, which is on your agenda as an action item for today's meeting.

In closing, I ask that as you visit campus today and throughout the weekend, you take the time to speak to students and faculty, and that you keep these voices in mind as you plan for next year's budget. The Indiana State Advantage is predicated on a "world class education without compromise." Indeed, the term *advantage*, from Latin and later the French word *avant*, means to be in front of, as in ahead or in front of your adversaries in a battle. As we strive to give our students an advantage, to prepare them to move ahead as they enter the workforce and adult civic life, we must recognize that such advantages take resources.

Thank you

## **Report of the Staff Council Chairperson – Morgan Leek given by Secretary Roxanne Torrence**

The Public Relations Committee has been busy planning our homecoming activities. We started the week with themed spirit days and tomorrow we will be walking in the parade. We also hosted a Door Decorating contest and the judge's choice winner was the Office of Equity, Diversity and Inclusion and the people's choice winner was the Theater Department.

The PR Committee will also participate in the Haunted Haute in downtown Terre Haute next week.

The Staff Relations Committee is working with the Center for Community Engagement to find opportunities for staff to utilize their community service leave.

## Report of the Student Government Association President – Austin Nettrouer

With over half of the semester completed, Student Government enters a prominent period for the state of the student body. Our annual Scholarship Fair and Learning Summit is scheduled for Wednesday, November 3<sup>rd</sup> from 12:00pm-3:00pm. With prominent success from its inception the year prior in a zoom format, we are excited to open the Dede's to this opportunity to connect students with the financial assets surrounding them.

When reflecting on how the campus has changed over the last years, no greater example is the drastic drop in student organizations. At its pinnacle of over 250 student registered organizations, we now stand with around 90. SGA counters this decline with our student organization resource funding with an application currently open to all registered and starting student organizations. It is with our assisted funding that Indiana State can sustain those once all-encompassing organizations that reached the expansive eclectic interests of our student body.

Inclusive Excellence is making incredible strides in collaboration under the leadership of Multicultural Services and Programming in forming USAM, United Sycamores Against Marginalization. This MSP initiative to which we've assisted intends to bring together varying marginalized communities on campus into one all-encompassing group to push forward on initiatives pertinent to our racial climate at State. A side item SGA is currently working on and partnering with both the Library and History Dept. includes replacing a previous sesquicentennial collage in the Dede's with an interactive monitoring system detailing the story of students/staff from marginalized communities who left a legacy at Indiana State's campus during their time throughout the University's history.

Regarding Health and Wellness, we continue to advocate through means of outreach and educating students on their available resources on campus. However, we find ourselves in a predicament in which students are in need of more help than ever. Exiting the pandemic, students got the opportunity of involvement back in their hands. They recalled the previous semester burned out and isolated from classwork and struggled to find that fulfillment. With it back, they are trying to relive the pre-pandemic life with post-pandemic stress that many of us have not been able to rebound from. This has placed incredible strain on their academics and mental health, resulting in discussion on pass/fail, and record number of students seeking the counseling center. We must treat this with the severity it is to ensure no student feels alone and without support from our shared governance and continue advocacy from Student Government.

Thank you all very much, this concludes my report.



## Report of the Vice President for Advancement and CEO of the ISU Foundation – Andrea Angel

Good afternoon trustees, President Curtis, my campus colleagues, and distinguished guests. What a great feeling it is to be in person celebrating Homecoming at Indiana State again this year.

Earlier today, during the annual meeting of the ISU Foundation Board of Directors, we honored the service of the outgoing chair, Don Dudine. Our board, staff, and I personally credit Don's leadership and vision for the upward trajectory we have seen at the ISU Foundation over the past two years. Don inspired us to think creatively, give generously and care deeply for Indiana State. His "Joyful Giving" motto will forever be recognized on this campus through the joyful giving displays. Don spearheaded the Student Philanthropy Organization, a catalyst of change, tirelessly working to create a culture of philanthropy on our campus.

During the annual meeting, we welcomed four new foundation board members:

- Scott Jones, a class of 1998 ISU alumnus from Hendersonville, TN
- Greg Steenberg, a class of 1992 ISU alumnus from Newburg, IN
- Lindsay Stergar, a class of 1997 and 1999 alumnus from Terre Haute, IN
- Sandy Senior-Dauer, a class of 1968 and 1968 alumnus from Chester, CT.

Tom Bareford was given emeritus status on the board, as voted by the current board members.

In closing, I look forward to celebrating transformational philanthropy and the distinguished alumni award recipients at the first-annual President's Dinner on Friday, November 5. Philanthropy honorees that evening will be Norm and Sue Abazoris, Jan and Jerry Cockrill, Sandy Senior Dauer and Keith Dauer, and Magnet Forensics. This highest honor bestowed on our alumni, the Distinguished Alumni Award, will be given to four individuals that night – Mike Alkire, Rich Porter, and Paul and Susan Chaney.

Thank you for the opportunity to update you on the work of University Advancement.

## Report of the University President – Deborah Curtis

Good afternoon and welcome to the return of Homecoming! It has been an action-packed week with lots of joyful smiles as our students were able to once again participate in numerous Homecoming activities with more to come this afternoon, evening and of course, tomorrow's parade, Sycamore Village and the big game.

### **New leaders**

I would like to begin with introductions of two new staff members who both oversee functions which are essential to our future success.

First, I would like to ask **Dr. Chris Olsen** to introduce our new Executive Director of Admissions.

***Dr. Olsen introduced Faith Haley, Executive Director of Admissions and Faith gave remarks.***

Thank you, Dr. Olsen and welcome Faith. We are so pleased to have you with us.

Next, Vice President Andrea Angel will introduce the new Executive Director of Finance and Administration and Controller of the ISU Foundation.

***VP Angel introduced Lucy Lunsford and Lucy gave remarks.***

Thank you, Vice President Angel. We are excited to have Lucy join our advancement team. Congratulations to both Faith and Lucy. We look forward to working with you to advance the goals of our University.

### **Trustee-in-Residence Program**

Since we last met, several of our trustees have participated in the Trustee-in-Residence Program. This program provides an opportunity for individual trustees to spend the better part of a day with a specific unit on campus to learn more about their operations and how they help fulfill Indiana State's distinctive mission.

I would like to offer any of the trustees who participated to share any comments they would like about their experiences.

***Trustees who participated in Trustee-in-Residence program gave remarks. Those that spoke were Kathy Cabello, Bob Casey, Kimmie Collins, Randy Minas and Cynthia Powers.***

Thank you to our trustees for dedicating their time to learn more about Indiana State University and to our Deans for organizing these visits. This is an ongoing program, and trustees are welcome to reach out to my office at any time to schedule one of these visits. We will also be offering opportunities in conjunction with our February meetings.

### **Announcement of compensation increase**

As you may recall, the Board of Trustees approved operating budgets for the 2021-22 fiscal year at its June meeting which included authorization for the administration to establish salaries and wages within the capabilities of budgeted resources.

At this time, I would like to announce that the University will provide a \$500 raise to employees hired by June 30, 2021 who achieved a minimum of good performance on their annual evaluations. The exception will be members of the executive level group for whom salaries will remain flat.

In addition, we will move the rate for non-exempt benefit eligible employees to a minimum of \$12 per hour. These planned increases will be effective December 1, 2021.

Although it is modest, we are pleased to be able to provide this increase in recognition of the dedicated work performed by our faculty and staff on a daily basis.

***Noah Malone***

In closing, I am thrilled that we have a very special member of the Indiana State University family with us today. Before I call upon his coach to introduce him, please watch this brief video.

***The Noah Malone video was played.***

I would now like to ask Assistant Track and Cross Country Coach Anthony Bertoli to formally introduce Noah Malone so that we may hear a few words from him and recognize his incredible achievements.

***Coach Bertoli introduced Noah and he gave remarks on his experience.***

Thank you Coach Bertoli and congratulations Noah on representing Indiana State so incredibly well on the international level. I should also note that Noah has recently published a large type book, "Losing Vision, Not Dreams: Reflections on My Teenage Years." Signed copies have been provided to each trustee.

Thank you, Noah, for serving as such an inspiration to us all. You are the epitome of the Indiana State Advantage

That concludes my report.

## Report of the Board Chairperson – Kathy Cabello

Thank you so much. This has been a very celebratory report you just gave us, and I really appreciate it. I would like to welcome everyone this afternoon to our homecoming weekend. It is very exciting to be on campus. I would like to welcome our special guests who are here and our new ISU colleagues that were recognized today. Also, to our distinguished guests that are here and whom we will be hearing more about later in the meeting, thank you so much. Noah, you are an inspiration to us all and what an ambassador you are to all of us in representing our university. Thank you so much to everyone.

President Curtis, as we kick off our 2021 homecoming weekend I would like to first express my gratitude on behalf of the Board of Trustees to the entire campus at ISU for your leadership. Thank you to our staff and faculty and the president's cabinet for all you have done to navigate this changing landscape during this global pandemic and for getting us to where we are today. We are in person and we are all here to celebrate homecoming weekend, so thank you to everyone here on campus. Thank you to our students as well. You have adjusted and stepped up to make sure that we could be back here safe on campus, so thank you. Please make sure that SGA and students are aware that we really appreciate all of what they are doing to help keep us safe and to keep moving forward.

We have had unwavering leadership by Dr. Curtis during this time, and we truly couldn't have done it without her leadership and the community effort to get here. We really appreciate that. As all of you know, it has helped us to stay focused on our mission. Our mission here is our student success and that is very important, so we really appreciate that. Education remains one of the greatest drivers of social and economic mobility, and ISU continues to change the life trajectory of so many Sycamores. In fact, we have been ranked number one in social mobility in Indiana and that is not to be taken lightly because that is truly at the core of our mission. That is making the difference in lives and generations to come, so we really appreciate that. It is a deep honor and privilege to support this mission for the university, and I would also like to thank our colleagues on the Board of Trustees for what they do to serve and will continue to do. As we launch the Indiana State University Advantage we are so excited about this and how this will make a significant difference in moving forward and as Interim Dean Yousif says, taking us to the next level and that is really exciting for all of us.

This is a joyous weekend for all of us, and today we will have the pleasure in recognizing several individuals who are here for their support of our great university. We are truly happy about that and proud to celebrate this homecoming weekend.

With that we will go to our next order of business.

## 3a Minutes of the June 18, 2021 and July 30, 2021, Meetings and Certification of Executive Sessions.

The Indiana State University Board of Trustees met in Executive Session at 8:30 a.m. on Friday, June 18, 2021.

The Indiana State University Board of Trustees hereby certifies that no subject matter was discussed in the Executive Session other than the subject matter specified in the public notice.

The Trustees met in a regularly scheduled meeting on Friday, June 18, 2021 at 11:30 a.m.

Trustees present: Mrs. Cabello, Mr. Casey, Mrs. McKinzie, Mr. Pease, Mr. Phillips, Mrs. Smith and Mr. Taylor.

Trustees absent: Mr. Minas and Mrs. Powers.

The Indiana State University Board of Trustees met in Executive Session at 2:30 p.m. on Friday, July 30, 2021.

The Indiana State University Board of Trustees hereby certifies that no subject matter was discussed in the Executive Session other than the subject matter specified in the public notice.

The Trustees met in a regularly scheduled meeting on Friday, July 30, 2021 at 3:00 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Minas, Mrs. Powers, Mr. Pratt and Mrs. Smith.

Trustees absent: Mrs. McKinzie and Mr. Woodruff.

**Recommendation:** Approve the Board Minutes of the June 18, 2021 and July 30, 2021, Meetings and Certifications of Executive Sessions.

**Motion made by: Troy Woodruff**

**Motion seconded by: Kim Smith**

**The recommendation was approved.**

## 3b1 University Health Benefits Plan for 2022

**Medical Coverage:** It is recommended that the University's medical plan continue to be administered by Anthem. The University offers employees two plan options – a Preferred Provider Organization (PPO) plan and a High Deductible Health Plan (HDHP). No plan design changes are recommended for either plan for 2022.

**Prescription Drug Coverage:** It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP). CVS Caremark will continue as prescription drug administrator for this program in 2022 with no changes recommended in coverage.

**Dental Coverage:** It is recommended that the University's dental plan continue to be administered by Delta Dental of Indiana with no change in coverage.

**Employee Coverage - Contribution Rates:** The following premium rates are recommended for employees effective January 1, 2022, representing a 7.4% overall increase. In addition, an increase in the wellness incentives of \$10 per month is being recommended. The recommended change would increase wellness incentives for employees to \$40 per month and spouses to \$30 per month. The rates, as shown below, are inclusive of medical, prescription drug, dental coverage, wellness costs, administrative fees, and stop-loss insurance.

### Proposed 2022 ISU Health Coverage Monthly Rates

#### Employee Rates - PPO Plan

	2021 Standard Rate*	2022 Standard Rate*	Standard Rate Monthly Increase
Employee	\$253.00	\$270.00	\$17.00
Employee/Child(ren)	\$467.00	\$499.00	\$32.00
Employee/Spouse	\$611.00	\$652.00	\$41.00
Employee/Dependents	\$668.00	\$713.00	\$45.00

#### Employee Rates - High Deductible Health Plan (HDHP)

	2021 Standard Rate*	2022 Standard Rate*	Standard Rate Monthly Increase
Employee	\$185.00	\$185.00	\$0.00
Employee/Child(ren)	\$361.00	\$388.00	\$27.00
Employee/Spouse	\$476.00	\$511.00	\$35.00
Employee/Dependents	\$521.00	\$559.00	\$38.00

#### Employees Below 200% of Federal Poverty Level - PPO Plan Only

	2021 Standard Rate*	2022 Standard Rate*	Standard Rate Monthly Increase
Employee	\$169.00	\$180.00	\$11.00
Employee/Child(ren)	\$311.00	\$333.00	\$22.00
Employee/Spouse	\$407.00	\$435.00	\$28.00
Employee/Dependents	\$445.00	\$475.00	\$30.00

#### Wellness Incentive & Tobacco Surcharge\*\*

	2021 Monthly Rate Adjustment	2022 Monthly Rate Adjustment	Monthly Increase
Employee Wellness Incentive	(\$30.00)	(\$40.00)	(\$10.00)

Spouse Wellness Incentive	(\$20.00)	(\$30.00)	(\$10.00)
Employee Tobacco Surcharge	\$50.00	\$50.00	\$0.00
Spouse Tobacco Surcharge	\$50.00	\$50.00	\$0.00

\* Standard rate assumes employee does not use tobacco and has not received wellness incentive.

\*\* Employee and spouse each receive separate discount or surcharge for participation.

Note: For employees paid bi-weekly, monthly rates are divided by two and taken over 24 pays in a year.

Retirees Age 65 and Over - Plan Design: It is recommended the fully-insured Medicare Supplement and prescription drug plan and the Medicare Advantage Plan for eligible retirees who are age 65 or over be continued with AmWINS with no change in coverage. Transamerica Premier Life Insurance Company will continue to underwrite the Medicare Supplement plan, Express Scripts will continue to underwrite the prescription drug plan, and Humana will continue to underwrite the Medicare Advantage Plan for 2022.

Retirees Age 65 and Over - Contribution Rates: Proposed retiree rates for the fully insured retiree medical coverage, Part D prescription drug program and self-insured dental coverage are listed below. These rates include the Medicare Advantage Plan options. The retiree rate for the Medicare Supplement Plan and Part D prescription drug plan will remain the same as in 2021 for retirees electing Rx Plan 1. Rx Plan 2 provides retirees with an expanded Part D prescription drug program.

Proposed 2022 Retiree Health Coverage Rates

	2021 Retiree Rate	2022 Retiree Rate	Monthly Increase
Medicare Supplement Plan & Part D Rx Plan #1	\$102.00	\$102.00	\$0.00
Medicare Supplement Plan & Part D Rx Plan #2	\$222.63	\$229.00	\$6.37
Medicare Advantage Plan & Part D Rx Plan #1	45.41	\$49.91	\$4.50
Medicare Advantage Plan & Part D Rx Plan #2	74.43	\$78.93	\$4.50

**Recommendation:** Approval of the health coverage and rates as presented effective January 1, 2022.

**Finance Committee Chairperson Trustee Kim Smith recommends approval.**

**The recommendation was approved.**

## 3c1 Proposed Modifications to Policy 120 Authority of ISU Board of Trustees

### Rationale:

As part of the three-year policy review cycle, the administration has identified a slight variation between Policy 120 Authority of the ISU Board of Trustees and state law. The updated policy reflects the specific statutory requirements for composition and authority of the ISU Board of Trustees.

### Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

### Authority: Approved by the Board of Trustees

Indiana State University is an Indiana institution of higher education under the general control of a board of trustees, known and designated as the Indiana State University Board of Trustees. Other state boards, offices and agencies exercise certain statutory controls and have specified duties and responsibilities pertaining to the operation of the University. The Board of Trustees bylaws are located in Section 125 and the Board policies and procedures are located in Section 126 of this Handbook.

### 120.1 Composition of the Board

State law provides that the composition of the Board shall be as follows:

**120.1.1** The Indiana general assembly created the Indiana State University Board of Trustees (IC 21-21-2-1), which constitutes a perpetual body corporate (IC 21-21-2-2).

**120.1.2** The Indiana State University Board of Trustees is a bipartisan board composed of nine members (IC 21-21-3-2), two of whom are alumni and nominated by the ISU alumni council (IC 21-21-3-2(2)), one of whom must be a full-time student (IC 21-21-3-2(1)), and at least one of whom must be a woman (IC 21-21-3-8).

**120.1.2.1** ~~All trustees must be citizens of the United States and residents of Indiana~~An individual appointed to the board of trustees must be a resident of Indiana and a citizen of the United States IC 21-21-3-5.

**120.1.2.2** Trustees are appointed by the governor of the State of Indiana. IC 21-21-3-2.

**120.1.2.3** Trustees serve four-year terms of appointment, except the student trustee, who serves a two-year term of appointment. IC 21-21-3-3.

**120.1.3** The Trustees shall elect a president, vice-president, secretary, and assistant secretary. IC 21-21-4-1.

**120.1.3.1** Officers of the ISU Board of Trustees serve a one-year term. IC 21-21-4-1(b).



**120.1.3.2** A permanent treasurer is appointed who is not a member of the ISU Board of Trustees. IC 21-21-4-2.

**120.1.4** The only meeting of the ISU Board of Trustees that is required by statute is in July of each year, or as soon after July as is practicable, in Terre Haute, Indiana. IC 21-21-5-1.

## **120.2 Functions, Powers, and Duties of the Board**

The Board of Trustees is responsible for the establishment and maintenance of the University with attendant powers and authority. This authority is contained in Indiana law Title 21. With every name change, all powers, rights, duties, and obligations of the preceding Board of Trustees were transferred to its successor. Indiana Code 21-21.

**Recommendations:** Approval of the proposed modifications to Policy 120 Authority of ISU Board of Trustees.

**Motion made by: Bob Casey**

**Motion seconded by: Kimberly Collins**

**Recommendation approval of 3c2, 3c3, 3c4. The recommendation was approved.**

## **3c2 Proposed Modifications to Policy 923 Non-Discrimination and Anti-Harassment**

### **Rationale:**

On May 6, 2020, the Department of Education finalized regulations under Title IX of the Education Amendments of 1972. The regulations address an educational institution's obligation to investigate and promptly respond to allegations of sexual harassment. ISU adopted and updated Policy 923 Non-Discrimination and Anti-Harassment in July 2020. Proposed modifications of Policy 923 Non-Discrimination and Anti-Harassment to meet the best practice and federal guidance.

### **Proposed Modifications:**

#### **923.1 Policy of Nondiscrimination.**

Indiana State University prohibits discrimination on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. Discrimination based upon any protected class is strictly prohibited in ISU programs and activities or that interferes with the educational or workplace environment. ISU recognizes that discrimination and harassment may take many forms, and it is our collective commitment to respond promptly and vigorously to discriminatory or harassing behavior.

#### **923.2 Definitions**

- A. Complainant: An individual who is alleged to be the victim of conduct that could constitute discrimination or harassment.
  
- B. Consent: Knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent must be freely and actively given and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. Consent may be withdrawn at any time. Consent to some sexual contact cannot be presumed to be consent for other sexual activity including previous consent or the existence of a current or previous relationship. Silence or the absence of resistance is not the same as consent. Lack of consent means:
  - 1. The person has not given consent;
  - 2. The person is incapable of giving consent because of mental, developmental, or physical disability;
  - 3. Force is used or threatened;
  - 4. The person is incapable of giving consent because of judgment-inhibiting intoxication without regard to the intoxicant;
  - 5. The person is not sufficiently conscious to provide consent; or
  - 6. The person is not old enough to give consent. In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services or to the police.

- C. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- D. **Domestic Violence:** A felony or misdemeanor crime of violence committed by (i) a current or former spouse or intimate partner of the victim; (ii) a person with whom the victim shares a child in common; (iii) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (iv) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; (v) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the state of Indiana.
- E. **Education Programs or Activities:** All the operations of the University, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the University. It also includes off-campus locations, events, or circumstances over which the University exercises substantial control over the Respondent and the context in which the alleged misconduct occurs, including conduct occurring in any building owned or controlled by a student organization that is officially recognized by the University.
- F. **Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute discrimination or harassment.
- G. **Sexual Assault:** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and includes the sex offenses of rape, attempted rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape as defined in 20 U.S.C. §1092(f)(6)(A)(v). The definition of sexual assault encompasses:
1. The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim and regardless of the gender of the individuals.
  2. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
  3. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  4. Sexual intercourse with a person who is under the statutory age of consent.

- H. Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others or (ii) suffer substantial emotional distress.

For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

### **923.3 Categories of Prohibited Conduct**

#### **923.3.1 Discrimination.**

Discrimination means treating someone differently because of their membership in a protected class (or a perception that someone is a member of a protected class) in matters of admissions, employment, housing, services, or any other educational programs or activities of the University. Disparate treatment discrimination occurs when there has been an adverse impact on the individual's work or educational environment, individuals outside of the protected class have received more favorable treatment, and there is no legitimate, non-discriminatory reason for the action. Disparate impact discrimination occurs when a University policy or practice adversely impacts persons in a protected class even though the policy or practice is neutral on its face.

#### **923.3.2 Prohibited Harassment.**

Prohibited Harassment may be categorized as hostile environment harassment or *quid pro quo* harassment. Hostile environment harassment is defined as unwelcome verbal or physical conduct directed toward an individual because of their membership in a protected class (or a perception that someone is a member of a protected class) that has the purpose or effect of substantially interfering with the individual's educational or work performance, or creating an intimidating, hostile or offensive working or academic environment. A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the University's education or employment programs and/or activities. In determining whether a hostile environment exists, the University examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

*Quid pro quo* harassment occurs where submission to or rejection of prohibited conduct is used, explicitly or implicitly, as the basis for decisions adversely affecting an individual's education, employment, or participation in a University program or activity.

Examples of Prohibited Harassment include offensive jokes, slurs, name calling, intimidation, ridicule, mockery, or displaying or circulating offensive objects and pictures that are based on a protected class. Prohibited Harassment may also include unwelcome sexual advances, requests for sexual favors, physical conduct and other verbal or physical conduct of a sexual nature that falls outside the scope of Title IX Sexual Harassment.

### **923.3.3 Title IX Sexual Harassment.**

Title IX Sexual Harassment is conduct on the basis of sex that constitutes *quid pro quo* harassment, Title IX Hostile Environment Sexual Harassment, sexual assault, domestic violence, dating violence, or stalking and that occurs in the United States and within the University's Education Programs or Activities.

"Title IX Hostile Environment Sexual Harassment" is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University's Education Programs or Activities.

### **923.3.4 Sexual Misconduct.**

Sexual Misconduct is sexual assault, domestic violence, dating violence, or stalking that occurs off-campus, in a private setting, and/or outside the scope of the University's Education Programs or Activities.

### **923.4 Other Harassing, Intimidating, or Physically Abusive Conduct.**

Conduct that seeks to intimidate or harass or constitutes unwelcome or abusive physical contact but is not discriminatory is also prohibited by [Policy 410 Code of Student Conduct](#), [Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior](#) and other ISU policies as may be adopted from time to time.

### **923.5 Commitment to Freedom of Expression and Academic Freedom.**

ISU values the principles of freedom of expression and academic freedom, even when speech or academic discourse is uncomfortable and challenging. However, speech that is discriminatory and harassing is not protected and will be subject to investigation and possible disciplinary action.

### **923.6 Reporting Discrimination and Harassment.**

All ISU employees are expected to report discrimination and harassment to the Equal Opportunity and Title IX Office. Those individuals who act in a supervisory capacity or who serve as faculty/staff advisors to ISU student organizations should be especially mindful of the obligation to report discrimination and harassment promptly. Reports of discrimination or harassment should be directed to:

Equal Opportunity and Title IX Office  
Rankin Hall, Room 426  
Indiana State University  
Terre Haute, Indiana 47809  
(812) 237-8954  
[ISU-equalopportunity-titleix@mail.indstate.edu](mailto:ISU-equalopportunity-titleix@mail.indstate.edu)

### **923.6.1 Confidential Reporting.**

ISU has designated certain employees to be confidential resources to students and employees. These confidential resources may be found on the Equal Opportunity and Title IX website.

### **923.6.2 Review of Reports of Discrimination and Harassment.**

ISU has designated the Equal Opportunity and Title IX Office to review all reports of discrimination and harassment. Upon receipt of a report, the Director of Equal Opportunity/Title IX Coordinator will undertake a continuing assessment to determine the form of discrimination or harassment at issue and which adjudication procedures are applicable.

In all matters where the Complainant's identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of supportive measures; to discuss and consider the Complainant's wishes with respect to supportive measures; to inform the Complainant about the availability of supportive measures with or without filing a formal complaint; and to explain the process for filing and pursuing a formal complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

### **923.6.3 Filing of Formal Complaints.**

Upon receipt of a report of discrimination or harassment, the Director of Equal Opportunity/Title IX Coordinator will contact the Complainant, if their identity is known, and explain the process for filing a formal complaint. A formal complaint is submitted by the Complainant to the Office of Equal Opportunity and Title IX in person, by mail, or by email. The formal complaint must contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is the person filing the formal complaint. At the time of filing a formal complaint of Title IX Sexual Harassment, a Complainant must be participating in or attempting to participate in the University's Education Programs or Activities.

The Director of Equal Opportunity/Title IX Coordinator has discretion to file a formal complaint even if the Complainant chooses not to, and even if the Complainant chooses not to participate in the investigation or adjudication process. In general, the Director of Equal Opportunity/Title IX Coordinator will seek to respect the Complainant's wishes not to file a formal complaint.

The Director of Equal Opportunity/Title IX Coordinator will file a complaint on behalf of the University in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University community. Factors the Director of Equal Opportunity/Title IX Coordinator may consider in deciding whether to file a complaint include (but are not limited to): (a) was a weapon involved in the incident; (b) were multiple assailants involved in the incident; (c) is the accused a repeat offender; and (d) does the incident create a risk of occurring again.

### **923.6.4 Required Dismissal of Title IX Sexual Harassment Complaints.**

At any time during the handling of a formal complaint, the Director of Equal Opportunity/ Title IX Coordinator will dismiss a formal complaint of Title IX Sexual Harassment if it is determined that:

- The conduct alleged in the formal complaint would not constitute Title IX Sexual Harassment if proved;
- The conduct alleged in the formal complaint did not occur in the University's Educational Programs or Activities; or
- The conduct alleged in the formal complaint did not occur against a person in the United States.

The parties will be notified in writing that the allegations of Title IX Sexual Harassment must be dismissed and the reason for dismissal. If the behavior at issue would still, as alleged, constitute Discrimination, Prohibited Harassment, or Sexual or Gender-Based Misconduct, the allegations will continue to be addressed under this Policy and the applicable adjudication procedures.

If a formal complaint of Title IX Sexual Harassment is dismissed for one of the above reasons, the parties may appeal that dismissal using the appeal process described in Section 923.12.

#### **923.6.5 Other Dismissal and Closure.**

In addition to the dismissal of a formal complaint for Title IX purposes, the Director of Equal Opportunity/Title IX Coordinator may dismiss a formal complaint if at any time:

- The Complainant notifies the Director of Equal Opportunity/Title IX Coordinator in writing that the Complainant would like to withdraw their formal complaint;
- The Respondent is no longer a student of or employed by the University, as applicable; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination on the underlying allegations of the formal complaint.

If a formal complaint is dismissed pursuant to this section, the parties may appeal that dismissal using the appeal process described in Section 923.12.

#### **923.7 Reports of Other Misconduct.**

Reports of misconduct other than discrimination or harassment will be referred by the investigator to the Office of Human Resources for Staff, the appropriate Dean for faculty, or the Office of Student Conduct and Integrity for students, including student employees.

#### **923.8 Alternative Resolution.**

The University offers voluntary alternative resolution for complaints of discrimination and harassment, except where the Respondent is a non-student employee accused of committing Title IX Sexual Harassment against a student. Information about alternative resolution can be found in the Complaint Resolution and Investigation Procedures.

#### **923.9 Complaint Resolution and Investigation Procedures; Guiding Principles.**

The Director of Equal Opportunity/Title IX Coordinator is responsible for conducting the investigation or assigning an investigator to investigate the complaint of discrimination. The Director of Equal Opportunity/Title IX Coordinator will publish Complaint Resolution and

Investigation Procedures, approved by the President, for all investigations of discriminatory conduct, including sexual harassment. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes. The Complaint Resolution and Investigation Procedures will comply with the Guiding Principles for the investigation of discriminatory behavior set forth below:

1. The Investigator will remain fair, objective, and impartial throughout the investigation process and will not have a conflict of interest or bias.
2. ISU will ensure that the Title IX Coordinator, investigators, decision-makers, and any individual who facilitates alternative resolution will receive appropriate training.
3. The investigator will provide sufficient notice to the Respondent and appropriate time to prepare a response before an interview, consistent with the Complaint Resolution and Investigation Procedures.
4. The Director of Equal Opportunity/Title IX Coordinator, in consultation with appropriate university officials, may remove a student Respondent from an education program or activity, including student employment, on an emergency basis if ISU determines that an immediate threat to the physical health or safety of any student, faculty member, staff member or visitor exists arising from the allegations of sexual harassment. The Respondent will be given notice and an opportunity to challenge the decision immediately following removal.
5. Non-student employees may be reassigned consistent with [Policy 501 Principles of Conduct for Faculty and Staff, Section 501.2 Extraordinary Action](#).
6. The Respondent will be presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the adjudication process.
7. ISU, not the Complainant or Respondent, is responsible for gathering information sufficient to reach a determination that Respondent violated the policy.
8. Complainants and Respondents will have an equal opportunity to have a support person or advisor present at interviews, consistent with the Complaint Resolution and Investigation Procedures.
9. Complainants and Respondents will have an equal opportunity to present witnesses, including fact and expert witnesses, and other evidence, consistent with the Complaint Resolution and Investigation Procedures.
10. Complainants and Respondents will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint, consistent with the Complaint Resolution and Investigation Procedures.
11. The investigation and determination will be completed reasonably promptly.
12. The investigator will produce a report that will be available to both Complainant and Respondent in a manner consistent with the Complaint Resolution and Investigation Procedures.

### **923.10 Standard of Evidence.**

The standard of evidence in all discrimination matters is preponderance of evidence. The investigator or Hearing Panel (as applicable) will determine whether it is more likely than not that the Respondent violated this policy.

### **923.11 Determinations of Discriminatory Behavior**



The specific procedures for adjudicating prohibited conduct depend upon the nature of the Respondent's relationship to the University, and when a Respondent is an employee or a third party, on the type of prohibited conduct at issue.

#### **923.11.1 Determinations of Discriminatory Behavior.**

In all investigations except those involving allegations of Title IX Sexual Harassment, Prohibited Harassment (sexual) with a student Respondent, or Sexual Misconduct with a student Respondent, the assigned investigator will make a determination about whether or not it is more likely than not that discrimination or harassment prohibited by this policy has occurred.

The final investigation report, including the determination, will be provided to the appropriate Cabinet Member(s). The Cabinet Member to whom the Respondent reports will make a determination about disciplinary action or sanctions, if warranted. The appropriate Cabinet Member may take disciplinary action against a Respondent based on the contents of the investigation report and the determination of discrimination.

#### **923.11.2 Determinations of Title IX Sexual Harassment.**

Formal complaints of Title IX Sexual Harassment will be adjudicated by a Hearing Panel after the conclusion of the fact-gathering investigation. The Hearing Panel will hold a live hearing that is governed by the Guiding Principles set forth in Section 923.11.6 and conducted in accordance with Hearing Procedures approved by the President. The Hearing Panel will make the determination about whether it is more likely than not that the Respondent engaged in Title IX Sexual Harassment as defined by Section 923.3.3.

##### **923.11.2.1 Disciplinary Outcomes in Title IX Sexual Harassment Determinations.**

If the Hearing Panel determines that the Respondent engaged in Title IX Sexual Harassment, federal law requires the Hearing Panel to include the sanction within its written determination. Disciplinary outcomes for students may include, but are not limited to, a conduct warning, conduct probation, mandated assessments, educational requirements, and/or temporary or permanent separation from Indiana State University in accordance with the Code of Student Conduct. Disciplinary outcomes for faculty and staff will be consistent with University policies and procedures related to employee discipline.

#### **923.11.3 Determinations of Prohibited Harassment (Sexual) or Sexual Misconduct (Students).**

Formal complaints of Prohibited Harassment (sexual) or Sexual Misconduct involving student Respondents will be adjudicated by a Hearing Panel after the conclusion of a fact-gathering investigation. The Hearing Panel will hold a live hearing that is governed by the Guiding Principles set forth in Section 923.11.6 and conducted in accordance with Hearing Procedures approved by the President. The Hearing Panel will make the determination about whether or not it is more likely than not that the Respondent engaged in Prohibited Harassment, as defined by Section 923.3.2, or Sexual Misconduct, as defined in Section 923.3.4.

#### **923.11.4 Other Misconduct.**

In cases where the final investigation report identifies misconduct other than discriminatory conduct, the Cabinet member may refer the matter for further review or take disciplinary action based on the contents of the investigation report. All such disciplinary action will be consistent with ISU policy.

#### **923.11.5 Allegations of more than one form of discrimination.**

If more than one form of discrimination is alleged, the investigator will make the determination regarding all allegations of discrimination or harassment that would not otherwise be determined by a Hearing Panel pursuant to this policy.

#### **923.11.6 Hearing Procedures; Guiding Principles.**

The Director of Equal Opportunity/Title IX Coordinator will publish Hearing Procedures, approved by the President, for all adjudications of Title IX Sexual Harassment, Prohibited Harassment (sexual), and Sexual Misconduct. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The Hearing Procedures will comply with the following Guiding Principles:

1. The Hearing Panel will remain fair, objective, and impartial throughout the investigation process and will not have a conflict of interest or bias.
2. ISU will ensure that the Hearing Panel and Advisors provided by ISU will receive appropriate training.
3. All Complainants and Respondents will be entitled to have an Advisor present during the hearing, and the Advisor will have the opportunity to question witnesses, the investigator, and the other party. The Complainant and Respondent may choose the Advisor, or, at the request of the Complainant or Respondent, ISU will provide the Advisor. No party will be allowed to ask questions of any witness, the investigator, or the other party.
4. All Complainants and Respondents will be entitled to have a support person, subject to the Hearing Procedures.
5. The hearing may, at the request of any party, be conducted in separate areas, and connected to the hearing using technology resources.
6. The Respondent will be presumed not responsible for the alleged conduct until a determination regarding responsibility is made final.
7. Complainants and Respondents will have an equal opportunity to present information to the Hearing Panel, consistent with the Hearing Procedures.

#### **923.11.7 Notification to Complainant and Respondent.**

In all investigations of discriminatory conduct, both the Complainant and the Respondent will be notified in writing of the determination and, where appropriate, the disciplinary outcome.

#### **923.12 Appeal.**

Either party may appeal the determination to the President on the following grounds:

1. Procedural irregularity that affected the outcome.
2. New evidence, not reasonably available at the time of determination or dismissal was made, that could reasonably affect the outcome.
3. Conflict of interest or bias that affected the outcome of the hearing.

The Director of Equal Opportunity/Title IX Coordinator will publish Appeal Procedures, approved by the President, for all investigations of discriminatory conduct, including sexual harassment. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The President's decision on the merits of the appeal will be final.

#### **923.13 Retaliation.**

Retaliation against participation in the reporting, investigation, or determination of discriminatory or harassing conduct is prohibited and will constitute a separate violation of this policy.

#### **923.14 Campus Notifications.**

The Director of Equal Opportunity/Title IX Coordinator will cooperate with the ISU Chief of Police on any notifications to the campus about health and safety emergencies that might arise because of a report of a violation of this policy.

#### **923.15 Privacy.**

All reports of discrimination will be treated with the maximum possible privacy.

#### **923.16 Training.**

Those individuals involved in investigation, adjudication, and appeal of allegations of discrimination and harassment will be provided appropriate training and education. The President may require training or education of all employees and students on this policy.

**Recommendation:** Approval of the proposed modifications to Policy 923 Non-Discrimination and Anti-Harassment.

**Motion made by: Bob Casey**

**Motion seconded by: Kimberly Collins**

**Recommendation approval of 3c2, 3c3, 3c4. The recommendation was approved.**

## 3c3 Proposed Modifications to Policy 905 Whistleblowing (Rename: Reporting of Misconduct on Illegal Activity)

### Rationale:

As part of the three-year policy review cycle, the administrators has identified the need to clarify current practices with current information on who is obligated to report and how to report.

### Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

### Proposed New Name: Reporting of Misconduct on Illegal Activity

#### 905.1 General

Individuals are expected to abide by local, state and federal laws and regulations, as well as University policies. An Indiana State University employee cannot be compelled by a supervisor or other University official to violate a law or University policy.

#### 905.2 Reporting

Individuals who have knowledge of specific acts that are reasonably believed to violate the law or University policy (“Wrongdoing”) may disclose those acts to any appropriate University official. ~~and any employment supervisor is obligated to report specific acts that are reasonably believed to be Wrongdoing~~ Anonymous reports may be made using the ISU Ethics and Compliance Hotline.

#### 905.3 No Retaliation

This Policy prohibits retaliatory academic or employment action because an individual makes a good faith report of Wrongdoing.

#### 905.4 ~~Supplementation of Law and Policy~~ Other Reporting Obligation.

~~This policy supplements the existing Indiana state statute, IC-21-39-3 applicable to State Educational Institutions, and also supplements other University policies under which reporting may also be required, like the Policy on Minors. This policy supplements Indiana law under which employees and students may have an obligation to report possible criminal activity, including abuse or neglect of a minor. ISU employees, including student employees, may be required to report violations of ISU policy, and employees are obligated to be familiar with these reporting responsibilities.~~

#### 905.5 Development of Procedures

There shall be reporting procedures devised to handle a report of Wrongdoing and to respond to any reports of retaliation for making such a report.

**Recommendation:** This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2021 meeting of the ISU Board of Trustees.

## **3c4 Proposed Modifications to Policy 850 Email as Official Communication to Students (rename Official University Communication)**

### **Rationale:**

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices regarding ISU email as the official communication for all university constituents and not just for students related to work and activities.

### **Proposed Modifications:**

**(Proposed additions appear in red and deletions appear in strikethrough.)**

### **Proposed New Name: Policy 850 Official University Communication**

#### **850.1 Purpose**

Email provides a convenient, timely, efficient, cost-effective, and environmentally-aware means of delivering information and communication to students. The University has a compelling business interest in establishing a policy that ensures that all students have access to an electronic form of communication and that such means are used as a standardized channel by faculty and ~~other College~~ staff as needed. There is an increasing need for electronic communication with students. The University intends to establish email as an official communication mechanism with students. To that end, students, faculty, and staff must be provided with an appropriate formal notification (by way of policy adoption) that all formally designates email as an official means of communication with students.

#### **850.2 Applicability**

This policy applies to all students enrolled at Indiana State University and all employees of Indiana State University.

#### **850.3 Definitions**

**850.3.1 Email.** Email is the transmission of computer-based messages over telecommunication technology. The term email is used synonymously with the terms such as e-mail and electronic mail.

**850.3.2 Official University Email Address.** The Official University Email Address is the email account that is provided to each student, staff and faculty member free of charge and which resides on a University owned, specified, and operated email server with the Internet designation of 'indstate.edu' domain ~~and that is provided for the purpose of supporting student mail.~~ The university email address will be maintained in the official university email directory for each student, faculty and staff.

#### **850.4 Statement of Policy**

Email is a valid mechanism for official communication with students at Indiana State University. The University has, and hereby exercises, the right to send official communications to students

by email. The University has, and hereby exercises, the right to expect that students will receive email and will read email in a timely fashion.

**850.4.1 Official University ~~Email Address Assigned~~Communication.** ~~All students will be assigned an official university email address.~~ University communications may be sent to this official university email address with the expectation that such communication is formal and official and with no additional requirement to use other means of communication to accomplish student notification. ~~This official university email address will be maintained in the official university email directory for each student. Students, faculty or staff shall not use a private email account to correspond with one another as it relates to University business.~~

**850.4.2 Forwarded Email; Failure to Read Email.** The University may, at its discretion, provide a mechanism that allows a student to have email forwarded from the official university email address to another email address of the student's choice. However, students who choose to have email forwarded to another email address do so at their own risk. The University is not responsible for email forwarded to any other email address. A student's failure to receive or read in a timely manner official university communications sent to the student's official email address does not absolve the student from knowing and complying with the content of the official communication.

**850.4.3 Encompasses All Communication; Course-Related Communications.** This policy encompasses all official communication between the University and the student whether that communication is related to course-related academic, non-course related academic, or non-academic purposes. Faculty and staff may assume that a student's official university email is a valid mechanism for communicating with a student. Faculty ~~may, at their choice, use email for communicating with students registered in their classes~~ shall use their official university email address for communicating with students registered in their classes. Students receiving course related communications from their course instructors through the official university email will be responsible for compliance with course requirements.

#### **850.5 No Exceptions**

There are no exceptions to this policy.

**Recommendation:** This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2021 meeting of the ISU Board of Trustees.

## 3c5 Proposed Modifications to Policy 570 Personnel Files

### Rationale:

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices regarding the files that should be maintained in personnel files. The proposed modifications also provides the rights of an employee to have access to their personnel file and address specific legal obligations for law enforcement personnel records.

### Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

#### **570.1 Content of Personnel Files.**

Personnel files are maintained in the Office of Human Resources, with faculty related information maintained by the Office of Academic Affairs, and are subject to the retention and disposal requires of Policy 925 Record Retention. The personnel files include application form, resume, reference checks, emergency contact information, offer of employment, resignation letters, and documents relating to termination of employment. Additional records could include acknowledgement of organizational directives, job descriptions, training records, performance reviews, attendance records, goals and objectives, commendations and awards, disciplinary documents, and other performance related documents. Additionally, a W-4 form, authorization for direct deposit, forms related to employee benefits, and other compensation documents are also considered personnel records maintained by the appropriate administrative office.

Complaints concerning sexual harassment, discrimination, or other violations of federal and state law or University policy, may result in a decision resulting in discipline and are not included in the personnel file but will be maintained in the Equal Employment Opportunity/Title IX Office.

**570.1.1 Excluded Information.** A personnel file does not include records and documents containing medical information including those requesting accommodations under the Americans with Disabilities Act and leave under the Family Medical Leave Act. These and similar records containing medical information will be maintained in the separate file in the Office of Human Resources with access limited only to those with a need to know that information. Form I-9s are forms required by the United States Citizen and Immigration Service to verify legal authorization of employees to work in the United States. These verification documents, which are required for all employees, are kept in a separate file in the Office of Human Resources. If and when the University receives an unsolicited paper, the author of which requests confidentiality, the paper will be returned to the sender with the notation that the University does not retain unsolicited confidential statements about its faculty or staff members. Anonymously composed letters will be destroyed by the administrator who receives them. Unsolicited oral reports received by an administrator about a faculty or staff member will not be recorded and retained.

#### **570.1.2 Response.**

Employees have the right to respond in writing to any material in the personnel file and to have the response made a part of the file.

#### **570.2 Public Disclosure of Personnel Records.**

As a public university, Indiana law requires limited disclosure of employee information. The information required to be disclosed includes:

- Name, compensation, job title, business address, business telephone number, job description, education and training background, previous work experience, or dates of first and last employment;
- Information relating to the status of any formal charges against the employee; and
- Factual basis for disciplinary action in which final action has been taken and resulted in the employee being suspended, demoted, or discharged.

**570.2.1 Law Enforcement Records.** Under Indiana Law, records concerning a law enforcement officer employed by a university police department are defined as public records subject to disclosure upon proper request to Indiana State University. Disclosure of name, compensation, job title, business address and phone number, job description, education training and background, previous work experience, or dates of first and last employment of the law enforcement officer, information related to status of any formal charges against the law enforcement officer, and a factual basis for any disciplinary action in which final action has been taken and has resulted in the officer being suspended, demoted, or discharged. Additionally, before hiring a person as a law enforcement officer, a hiring department or agency is required to contact every law enforcement department or agency that employed or currently employs the applicant and request a complete and unredacted copy of all findings and orders related to disciplinary or internal investigations involving the officer, and a copy of the applicant's entire employment file (excepting medical records or information). I.C. 36-8-2-2, Indiana State University's compliance with these requests is required by Indiana law.

### **570.3 Departmental Files.**

The official University personnel file located in the Provost and Vice President for Academic Affairs Office or the Office of Human Resources Office should be a cumulative file of all materials upon which decisions are based at those levels. However, it is recognized that decisions are made in the offices of department chairpersons, deans, and appropriate administrators and that unofficial personnel files will be kept in those places to support such decisions; therefore, cumulative personnel files in those offices shall also be open to employees on the same basis (though not necessarily by identical procedures) as are the official personnel files in the offices of the Provost and Vice President for Academic Affairs and the Office of Human Resources. The appropriate administrator at each level will be charged with supervising correct application of the personnel files policy.

~~**570.1.1 Faculty.** Official personnel files for all faculty members are maintained in the Provost and Vice President for Academic Affairs Office.~~

~~**570.1.2 Executive, Administrative, Professional and Support Staff.** Executive/administrative/professional staff and support staff official personnel files are located in the Human Resources Office.~~

~~**570.1.3 Official Documents.** All official documents concerning personnel actions are to be deposited in the official personnel files.~~

### **570.42 Review**



**570.2.1 Faculty.** A faculty member may review the materials in his/her/their personnel file by requesting a convenient time for that review in the Provost and Vice President for Academic Affairs Office.

**570.2.2 Executive, Administrative, Professional, and Support Staff.** A member of the ~~executive/administrative/professional staff or support staff~~ may review the materials in his/her/their personnel file by requesting a convenient time for that review in the Office of Human Resources ~~Office~~.

**570.2.3 Confidentiality.** ~~The materials in the official personnel file are confidential in nature and thus may be reviewed only by the faculty or staff member, by appropriate review committees, and by appropriate administrative and supervisory staff.~~

### **570.3 Response**

~~Faculty and staff members have the right to respond in writing to any material in the personnel file and to have the response made a part of the file.~~

### **570.4-5 Removal of Contents**

**570.4.1 Request for Removal.** Other than law enforcement officers employed by Indiana State University, Aany person wishing to request that any particular item in his/her/their official personnel file be removed and destroyed may request such action in writing to the University President. The University President will answer all such requests in writing. If the request is approved by the University President, the request and the written approval will be included in the personnel file.

**570.4.2 Expungement.** Other than law enforcement officers employed by Indiana State University, mMaterials in personnel files will be expunged if the contents violate the employee's civil liberties and if such materials have the potential for inappropriate consideration in future personnel actions. Expunction will occur only upon request of the faculty or staff member and after review and action on the request by the University President.

### **570.5 Personnel Files Contents**

~~All reports, evaluations, assessments, and recommendations will be added to a faculty or staff member's personnel file only with his/her knowledge of that action. A faculty or staff member may examine each and all additions to his/her official personnel file by arranging a convenient time to do so as set forth above.~~

**570.5.1 Unsolicited Papers.** ~~If and when the University receives an unsolicited paper, the author of which requests confidentiality, the paper will be returned to the sender with the notation that the University does not retain unsolicited confidential statements about its faculty or staff members.~~

**570.5.2 Anonymously Composed Letters.** ~~Anonymously composed letters will be destroyed by the administrator who receives them.~~

**570.5.3 Unsolicited Oral Reports.** ~~Unsolicited oral reports received by an administrator about a faculty or staff member will not be recorded and retained.~~

**570.5.4 Departmental Files.** ~~The official University personnel file located in the Provost and Vice President for Academic Affairs Office or the Human Resources Office~~

~~should be a cumulative file of all materials upon which decisions are based at those levels. However, it is recognized that decisions are made in the offices of department chairpersons, deans, and appropriate administrators and that unofficial personnel files will be kept in those places to support such decisions; therefore, cumulative personnel files in those offices shall also be open to employees on the same basis (though not necessarily by identical procedures) as are the official personnel files in the offices of the Provost and Vice President for Academic Affairs and Human Resources. The appropriate administrator at each level will be charged with supervising correct application of the personnel files policy.~~

## **570.6 Filing Procedures**

~~**570.6.1 General.** All personnel records will be in writing and may include electronic records. Materials in the personnel file will be recorded on a register of documents contained in the file. The register will contain:~~

- ~~a. Date on which documents are added to or taken from the file;~~
- ~~b. Title or label of each document;~~
- ~~c. Number of pages comprising each document and any attachments thereto;~~
- ~~d. Source of each document; and~~
- ~~e. Initials of the person making the register entry.~~

~~**570.6.2 Notification.** Faculty and staff members will be informed by their supervisor or other administrator whenever documents are placed in their personnel files. Documents which indicate copy to personnel file satisfy this requirement. Faculty and staff members have the right to respond in writing to any material in their file; said response shall be attached to the document in question.~~

## **570.7 Access by Others Privacy of Records**

Access to ~~faculty~~ personnel files shall be on a demonstrable need-to-know basis for persons formally charged with judging the performance of faculty members in such matters as annual evaluations, promotions, and/or tenure.

~~**570.7.1 Limitations on Access.** Unless subject to disclosure under Indiana Access to Public Records Act or as to other documents required by law ~~t~~The responsible administrator shall limit access to personnel files to appropriate administrators and to those persons serving on official personnel committees within the University as attested to by memoranda prepared by an official representative of each such committee.~~

~~**570.7.2 Official Record.** The responsible administrator will maintain an official record of all persons who view the contents of faculty and staff personnel files. The following information about the reader of each file shall be recorded on a log of readers to be kept in each faculty and staff member's file:~~

- ~~a. Name and position of the reader;~~
- ~~b. Hour and date that the reader received and returned the file;~~
- ~~c. Purpose for which the file was read; and~~

~~d. Signature of the reader.~~

**Recommendation:** This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2021 meeting of the ISU Board of Trustees.

## 3c6 Proposed Modifications to Policy 950 Drug-Free Campus

### Rationale:

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices and to ensure it is consistent with The Higher Education Act of 1965.

### Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

#### 950.1 Introduction.

Indiana State University recognizes the health risks connected with illegal use of or abuse of a controlled substance and is dedicated to supporting employees and students who pursue treatment for substance abuse issues. The Higher Education Act of 1965, as amended by the Drug-Free Schools and Communities Act Amendments of 1989, and the Drug-Free Workplace Act of 1988 require that each institution of higher education receiving federal funds implement a drug prevention program on its campus and certify its compliance with the law to the Secretary of Education. The Aact requires clear delineation of standards of conduct for employees and students, available educational programs and related materials ~~which are to be available to them,~~ and sanctions which will apply for failure to meet expectations.

#### 950.1.2 Policy Prohibition on Use

~~Indiana State University policy prohibits t~~The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, or the unapproved use of or alcohol in any part of the University or at any University activity by ISU employees, students, and visitors is prohibited. Legal use of alcohol may be permitted ~~on at~~ campus events only if approved by the University President or designee or as set forth in Policy 435 Alcohol Policy for Student-Related Events.

#### 950.1.1.3 Violations of Policy.

Any employee or student who is in violation of University policy or is convicted of a drug ~~statute violation~~related crime arising out of conduct occurring ~~in the workplace on ISU's campus~~ or at a University activity will be subject to any one or a combination of the following:

- a. A verbal warning;
- b. A written warning;
- c. ~~Disciplinary probation (students)~~Referral to the Office of Student Conduct and Integrity for disciplinary action (students);
- d. Referral to the Employee Assistance Program for evaluation, assessment, and counseling for possible treatment (employees);
- e. Required participation in a drug or alcohol rehabilitation program;
- f. Suspension from duty and/or enrollment; and/or
- g. Termination of employment under standard University procedures.

Visitors may be trespassed from University property by the ISU Police Department, consistent with the General Orders.

~~950. Treatment. Any employee or student referred for treatment or other rehabilitation will be required to complete the prescribed treatment as a condition of continued employment or enrollment.~~

~~950.1.33.1 Further Information~~**Other Legal Sanctions.** Further information concerning legal sanctions under state and federal law may be secured from the ~~University Legal Affairs~~General Counsel's Office.

~~950.1.44.1 Notification Requirement for Employees.~~ Any ~~faculty or staff member~~employee convicted of a drug violation arising out of conduct occurring on ISU's campus or at an ISU activity in the workplace must notify either the Office of Human Resources ~~Office~~ or the appropriate vice president of the conviction no later than five (5) days after the conviction.

~~950.1.55.1 Grant or Contract Employees.~~ Certain grants and contracts awarded by federal, state, or local agencies or other grantors may require notification of the conviction. If the convicted employee is working under a grant or contract subject to the Drug-Free Workplace Act, ISU shall notify the grantor of the award of the employee's conviction within ten (10) calendar days of receipt of such notice either from the employee or as otherwise received.

**Recommendation:** This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2021 meeting of the ISU Board of Trustees.

## 3c7 Proposed Modifications to Policy 960 Communicable Diseases

### Rationale:

As part of the three-year policy review cycle, the administration has identified the need to update this policy to ensure it is consistent with the definition of communicable disease and to clarify the important requirements and responsibility regarding the university community.

### Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

#### **960.1 Policy**

~~It is the intent of Indiana State University to assure that all reasonable steps will be taken to discourage the spread of communicable diseases within the University community, especially those diseases which may be considered life-threatening. Within the communicable diseases category are a wide variety of infectious illnesses which range from the common cold to the Acquired Immune Deficiency Syndrome (AIDS). Such diseases vary greatly in mode and ease of transmission, the seriousness of effects and in the means to prevention and treatment.~~

#### **960.1 Prevention Requirements.**

A “communicable disease”, as defined by Indiana law, is an illness due to a specific infectious agent or its toxic products that arises through transmission of that agent or its toxic products from an infected person, animal, vector, plant or inanimate environment to a susceptible host, either directly or indirectly. Indiana State University will take reasonable steps to discourage the spread of communicable diseases within the University community, especially those diseases which may be considered life-threatening. This may include implementing infection control guidelines to stop or slow the spread of infectious diseases. Requirements may include required immunizations, the use of protective equipment, behavioral guidelines or directives, isolation and quarantine protocols, and cleaning and disinfecting guidance and directives. These requirements will vary significantly depending on the infectious disease and the ease of its transmission. Within the communicable diseases category are a wide variety of infectious illnesses, which vary greatly in mode and ease of transmission, the seriousness of effects and in the means of prevention and treatment. Any employee, student or visitor may be requested to provide proof of immunization or vaccination records as required or allowed by Indiana law or University policy or directive.

#### **960.24.1 Responsibility of University Community.**

All units of the University have the responsibility to promote sound health practices through educational programs, to assist persons who may have health problems to receive proper attention, ~~and~~ to exercise special care when communicable diseases are suspected of being present, and to conform to Indiana health laws and regulations and orders of the Vigo County concerning the reporting, testing, immunization, and documentation of the current immunization status of employees, students or visitors.

### **960.1.23 Special Dangers of Contagion.**

~~If there are occasions when special dangers of contagion require unusual actions including removal from campus activities or facilities by any part of the University, such actions will be as a result of recommendations by the Vigo County Board of Health, the Director of the ISU Student Health Center or other local, state or federal public health officials. The President or the President's designee may take all such action as may be necessary to address special dangers of contagion. Individuals who have, or suspect that they have, a communicable disease are encouraged to seek and to follow the best medical advice available. The Student Health Center will observe professional practices of care and confidentiality in regard to patients served and will comply with the reporting requirements of all public health agencies. If there are occasions when special dangers of contagion require unusual actions by any part of the University, such actions will be as a result of recommendations by the Director of the Student Health Center appropriate officials of the University.~~

### **960.1.34 Education and Awareness.**

The University seeks to discourage the spread of communicable diseases through programs of education and awareness, prevention and early detection, and special care. ~~The privacy, rights and confidentiality of all individuals will be respected, and the University will comply with all federal, state and municipal regulations.~~

### **960.5 Confidentiality.**

The confidentiality of medical records of students and employees who seek information about, obtain testing for, or receive treatment for communicable diseases or otherwise in the possession or control of Indiana State University is protected by state and federal law. ISU will cooperate with local, state and federal official of the reporting of information as required by law.

### **960.6 Enforcement.**

Students in violation of this policy will be referred to the Office of Student Conduct and Integrity for appropriate disciplinary action. Employees in violation of this policy will be referred to the Office of Human Resources who will consult with the appropriate Vice President for possible disciplinary action.

**960.7 Beyond Scope of Policy.** This Policy is not meant to be exhaustive of all diseases or situations that might possibly threaten the University community or what actions may be taken in response to those threats, but it is a general guide for assessment and corresponding necessary steps to take when the University operations are effected by communicable diseases.

### **960.2-8 Bloodborne Pathogens Exposure Control Plan**

~~The University has developed a program to protect faculty, staff and students who have occupational exposure to blood and other potentially infectious materials. This program, t~~The ISU Bloodborne Pathogens Exposure Control Plan, complies with the requirements of the OSHA Bloodborne Pathogens Standard, 29 CFR 1910.1030, the Indiana Administrative Code 410 IAC 1-4 and identifies procedures to eliminate or reduce the risk of contracting a bloodborne disease in the workplaceISU facilities and activities. A copy of the Bloodborne Pathogens Exposure Control Plan is available in the Environmental Safety Office.

**960.82.1 Application.** The Bloodborne Pathogens Exposure Control Plan applies to all employees of Indiana State University, including part-time and temporary staff, who may as a part of their employment come into contact with blood, infected lab animals, or other potentially infectious material. The Office of Environmental Safety is responsible for development and implementation of this plan.

~~**960.2.2 Health Care and Laboratory Employees.** Health care and laboratory employees whose work may involve the risk of exposure to blood or other potentially infectious materials may include, but are not limited to, the following: physicians, nurses, nurse's aides, physician assistants, phlebotomists, medical technologists, therapists, research laboratory personnel, research scientists, and animal laboratory personnel.~~

~~**960.2.3 Other Employees.** Others whose positions may include some occupational exposure tasks include employees in law enforcement, custodial/ housekeeping services, laundry services, maintenance, child care, equipment technicians, transportation service workers, or couriers involved in delivery and transport of potentially infectious materials.~~

~~**960.2.4 University Precautions.** Universal precautions refer to approaches to infection control in which all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, HCV or other bloodborne pathogens. Using this assumption when dealing with infectious materials eliminates the need for decision making to determine the extent of actual or potential disease hazards. The approach establishes minimum standards for contamination control that will effectively control bloodborne pathogens if present. Universal precautions shall be observed to prevent contact with blood or other potentially infectious materials. In situations where differentiation between body fluid types is difficult or impossible (i.e., uncontrolled or emergency situations), all body fluids shall be considered potentially infectious.~~

~~**960.2.5 Additional Information.** Additional information is available in the Environmental Safety Office or the Human Resources Office.~~

**Recommendation:** This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2021 meeting of the ISU Board of Trustees.



### 3d Conflict of Interest Disclosure Statements

**Rationale:** Members of the Board of Trustees and President's Cabinet annually complete the ISU conflict of interest disclosure statement. Members of the University community are also reminded of the need to complete a conflict of interest disclosure statement and await a decision by the ISU Board of Trustees before any contract or other financial transaction takes place in which the employee has a pecuniary interest.

**Recommendation:** Acceptance of Annual Conflict of Interest Disclosure Statements from employees Amy Roman, Sherard Clinkscales, Daniel Pigg, Scott Tillman and Jeffrey Bensinger, Diann McKee, David Smith and Jacquelyn Smith.

**Motion made by: Bob Casey**

**Motion seconded by: Cynthia Powers**

**The recommendation was approved.**

### 3e Naming of the Mike and Mary Blackwell Sports Performance Center

This item requests the Board of Trustees' approval of the naming of the Mike and Mary Blackwell Sports Performance Center to recognize a new \$300,000 gift from the donors.

Mike and Mary Blackwell were born and raised in Terre Haute, IN, and graduated from Indiana State University. Mike graduated in 1971 with a degree in Geology, played football and baseball for ISU, and was a member of the Alpha Tau Omega fraternity. Mary graduated in 1970 with a degree in Elementary Education and was active in the Alpha Omicron Pi sorority. Mike is the former president and lead scientist for Mississippi Oil Co., which he and his business partners established in 1982. The Jackson, Mississippi-based company is an active oil and gas exploration firm in the southeastern U.S.

As proud alums, Mike and Mary have generously contributed to Indiana State University, supporting their passions in academics and athletics. In 2005, they established the Blackwell Scholars Endowment that supports Geology, Elementary Education, the Baseball team, and the Alpha Tau Omega fraternity.

The Blackwells have supported several other projects and initiatives for Sycamore Athletics, including renovations to the Baseball Stadium at Bob Warn Field, funding for the Sycamore Fuel Initiative, improvements at Memorial Stadium, and much more. Mike and Mary have remained committed to enhancing the experience for our student-athletes while providing critical resources for our coaches, teams, and athletic facilities. In 2009, Mike and Mary received the March On! Award for their significant contributions to ISU. In 2012, the Blackwell Lecture Hall in Scott College of Business was named in honor of Mike's father, in recognition of contributions from Mike and Mary in support of the renovation of Federal Hall. With their recent gift, the Blackwell's philanthropic support for Indiana State now exceeds \$900,000.

**Recommendation:** As the gift received to support this naming opportunity is consistent with the Indiana State University Naming Policy requirements, we respectfully recommend the naming of the Mike and Mary Blackwell Sports Performance Center.

**Motion made by: Kimberly Collins**

**Motion seconded by: Cynthia Powers**

**The recommendation was approved.**

### **3f Naming of the Larry and Buffy Boulet Scott College of Business Mentoring Program and Boulet Mentoring Room**

Larry and Buffy Boulet have given \$250,000 to establish a comprehensive mentoring program to positively impact the educational experience and professional development of students in the Scott College of Business. This specialized mentoring program will enhance the student experience through professional development programming that fosters a sense of connection and community among current students, alumni, and corporate partners. The program will provide support in the form of mentors who offer guidance and share their experiences with students. These interactions will promote engagement, career readiness, and prepare students for a successful transition into the workforce.

Larry is a 1974 graduate of Indiana State with a degree in Accounting, has served as a past chair of the ISU Foundation Board, and currently serves as co-chair of the Be So Bold Campaign with his wife Buffy. Buffy is a 1973 graduate of DePauw University with a degree in Psychology, currently serves on the ISU Foundation Board as the chair of the Development Committee. The passion and commitment the Boulets have for ISU is evident in everything they do and is the inspiration for establishing a mentoring program. Whether serving as volunteers on a board or committee, attending ISU events, or giving joyfully to support our students and programs, Larry and Buffy exemplify what it means to be a Sycamore.

The Boulets have both benefitted in their lives from having personal and professional mentors and have a vision to establish a robust, hands-on program to provide those same experiences for students in the Scott College of Business. These mentors will work with students to develop and practice critical professional skills, and will serve as role models and career advisors to students, providing professional insight, experience and exposure to their professional networks.

**Recommendation:** As the gift received to support this naming opportunity is consistent with the Indiana State University Naming Policy requirements, we respectfully recommend the naming of the Larry and Buffy Boulet Scott College of Business Mentoring Program and the naming of room 125 in Federal Hall the Larry and Buffy Boulet Mentoring Room.

**Motion made by: Randy Minas**

**Motion seconded by: Kimberly Collins**

**The recommendation was approved.**

### 3g Naming of the Dr. Richard Lyons Burns and Ruth Virginia Naber Burns Lab

This item requests Board of Trustees approval of the naming of Dr. Richard Lyons Burns and Ruth Virginia Naber Burns Lab for room 217 of the Myers Technology Center in recognition of a substantial gift from Ms. Rita Burns Senseman and Mr. Kenneth Senseman, daughter and son-in-law of Dr. and Mrs. Burns.

Dr. Burns was a faculty member at ISU in the mechanical technology program from 1964 until his retirement in 1995. He earned his B.S. and M.S. from Illinois State University and his Ph.D. from the University of Missouri. During his 31-year career at Indiana State, Dr. Burns was instrumental in developing the mechanical technology program and was active in local and national professional organizations.

Dr. and Mrs. Burns were active members of the Terre Haute community, including serving at St. Patrick Catholic Church. They raised five children, who are all alums of Indiana State.

With the generous gift from Rita Burns Senseman and her husband, Ken Senseman, the Burns Senseman Endowed Scholarship in Engineering and Technology was established, which will support students studying in the College of Technology. Rita graduated from Indiana State in 1983 with a degree in education. Ken graduated from Indiana State in 1980 with a degree in manufacturing technology. For more than twenty years, they have been generous philanthropic supporters of Indiana State, both through their personal giving and through their business, Lee Company, where Ken has been President since 2010.

It is fitting that Ken and Rita continue their philanthropy with a gift that honors their family's deep connections to the university and the College of Technology. Through this gift, they will support generations of technology students in perpetuity.

**Recommendation:** The total amount of the gift received to support this naming opportunity is consistent with the Indiana State University Naming Policy requirements. We respectfully recommend the naming of the Dr. Richard Lyons Burns and Ruth Virginia Naber Burns Lab.

**Motion made by: Kimberly Collins**

**Motion seconded by: Bob Casey**

**The recommendation was approved.**

### 3h Naming of the Dr. Eric M. Hampton Conference Room

This item requests the Board of Trustees to approve the naming of University Hall room 322 as the Dr. Eric M. Hampton Conference Room in recognition of gifts from colleagues, alumni, and friends of Eric totaling \$26,225.

Dr. Eric Hampton joined the faculty of Indiana State University in 2002 in what was then the Department of Educational and School Psychology and what is now the Department of Applied Clinical and Educational Sciences. He earned his B.S. in Psychology from Weber State University in 1993, his M.Ed. in Counseling Psychology in 1996, and his Ph.D. in Educational Psychology in 1999 from Washington State University.

Dr. Hampton's excellence in teaching was recognized by ISU in the spring of 2021 when he received the Caleb Mills Distinguished Teaching Award, one of the top honors at this institution. Dr. Hampton is widely respected as a terrific colleague; he is thoughtful and engaged in every aspect of his work and serves as a role model of lifelong learning. He is highly valued for his versatile and broad teaching abilities.

In addition to teaching, Dr. Hampton has served as a mentor relative to scholarship in terms of his work with doctoral students and his expertise in assessment. He was awarded the Dr. Nancy J. Smith Professional Award for Teaching and Mentoring in 2015. Additionally, Dr. Hampton has shared his expertise through his work on assessment at the college level and the university levels. He served as a research consultant to students and faculty, notably through the Office of Educational Research and Evaluation, as well as to community groups.

Beyond all this, it is Dr. Hampton's positivity and humor that make him more than just a good colleague but also a great friend. It has been remarkable to witness how he has dealt with terrible news with dignity and that sense of humor. It was devastating when Dr. Hampton was diagnosed with glioblastoma in November 2019. Yet, aside from the necessary time off due to surgery, Dr. Hampton has remained an active colleague and collaborator, even through his illness. It is fitting that Dr. Hampton's dedication to his students, his colleagues, and to ISU be remembered in perpetuity by the enduring recognition of the importance of teaching by this designation.

**Recommendation:** Because the amount of the gift for this naming opportunity is consistent with the University's policy, leadership recommends naming the Dr. Eric M. Hampton Conference Room in University Hall.

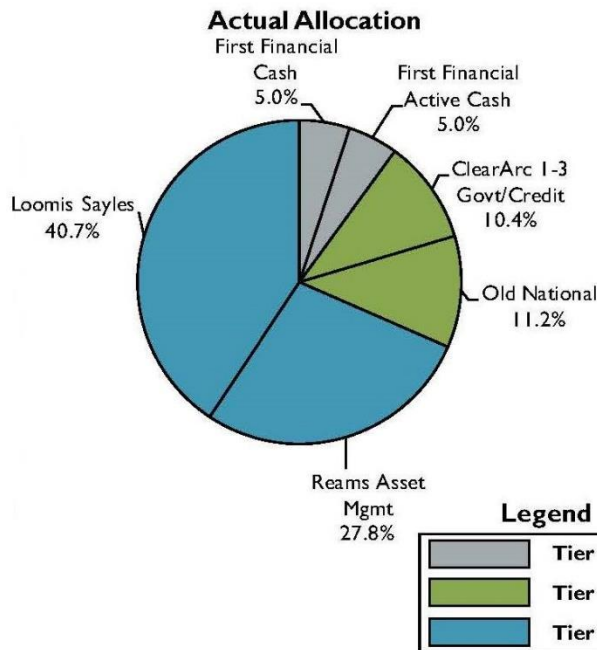
**Motion made by: Cynthia Powers**  
**Motion seconded by: Bob Casey**

**The recommendation was approved.**

## 4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending June 30, 2021.

### Indiana State University Operating Funds Plan Summary Period Ended June 30, 2021



Manager	Market Value
ISU-First Financial Cash	\$7,617,409
ISU-First Fincl. Active Cash	\$7,607,875
ISU-ClearArc	\$15,769,815
ISU-Old National	\$16,953,553
ISU-Reams Asset Mgmt.	\$42,205,998
ISU-Loomis Sayles	\$61,777,331
<b>ISU-Total Fund</b>	<b>\$151,931,982</b>

June 30, 2021			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$7,617,409	5.0%	\$10mm - \$25mm
First Financial Active Cash	\$7,607,875	5.0%	
	<b>\$15,225,284</b>	<b>10.0%</b>	
<b>Tier II</b>			
ClearArc 1-3 Year Govt/Credit	\$15,769,815	10.4%	\$25mm - \$30mm
Old National Intermediate	\$16,953,553	11.2%	
	<b>\$32,723,368</b>	<b>21.5%</b>	
<b>Tier III</b>			
Reams Asset Management Core	\$42,205,998	27.8%	Remaining Balance
Loomis Sayles Core Plus	\$61,777,331	40.7%	
	<b>\$103,983,329</b>	<b>68.4%</b>	
	<b>\$151,931,982</b>	<b>100.0%</b>	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**  
**CURRENT QUARTER ENDED JUNE 30, 2021**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$8,618,524	(\$1,003,508)	\$2,393	\$7,617,409
ISU-First Fincl. Active Cash	\$7,609,362	(\$3,122)	\$1,635	\$7,607,875
ISU-ClearArc	\$15,750,058	(\$6,425)	\$26,181	\$15,769,815
ISU-Old National	\$16,797,677	(\$9,977)	\$165,853	\$16,953,553
ISU-Reams Asset Mgmt.	\$41,425,705	(\$36,340)	\$816,633	\$42,205,998
ISU-Loomis Sayles	\$60,419,438	(\$61,341)	\$1,419,235	\$61,777,331
<b>ISU-Total Fund</b>	<b>\$150,620,765</b>	<b>(\$1,120,712)</b>	<b>\$2,431,929</b>	<b>\$151,931,982</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**  
**FISCAL YEAR TO DATE ENDED JUNE 30, 2021**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$9,621,991	(\$2,015,206)	\$10,624	\$7,617,409
ISU-First Fincl. Active Cash	\$7,607,733	(\$12,514)	\$12,657	\$7,607,875
ISU-ClearArc	\$15,672,993	(\$25,951)	\$122,772	\$15,769,815
ISU-Old National	\$16,989,525	(\$39,624)	\$3,651	\$16,953,553
ISU-Reams Asset Mgmt.	\$41,889,883	(\$146,619)	\$462,734	\$42,205,998
ISU-Loomis Sayles	\$59,971,422	(\$242,789)	\$2,048,698	\$61,777,331
<b>ISU-Total Fund</b>	<b>\$151,753,547</b>	<b>(\$2,482,703)</b>	<b>\$2,661,137</b>	<b>\$151,931,982</b>



## INVESTMENT MANAGER RETURNS

The table below details the rates of return for the investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized.

### Returns for Periods Ended June 30, 2021 Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
<b>ISU-Tier 1</b>	<b>0.02</b>	<b>0.16</b>	<b>1.45</b>	<b>1.24</b>	<b>1.00</b>	<b>0.82</b>	<b>0.79</b>
ISU-First Financial Cash	0.03	0.20	1.27	1.22	0.95	0.74	0.70
3 Month T-Bill	0.00	0.09	1.34	1.17	0.87	0.63	0.60
ISU-First Fincl. Active Cash	0.02	0.15	1.68	1.30	1.09	0.95	0.93
FTSE:Treas BM OTR 1 Yr	0.02	0.24	2.02	1.48	1.19	0.93	0.90
<b>ISU-Tier 2</b>	<b>0.59</b>	<b>0.39</b>	<b>3.99</b>	<b>2.43</b>	<b>2.45</b>	<b>2.32</b>	<b>2.26</b>
ISU-ClearArc	0.17	0.79	3.26	2.22	2.01	1.77	1.76
ClearArc:1-3 Yr G/C Comp	0.17	0.72	3.24	2.19	1.96	1.75	1.76
Blmbg:Gov/Cred 1-3 Yr	0.04	0.44	2.96	1.88	1.70	1.49	1.48
ISU-Old National	0.99	0.02	4.69	2.64	2.87	2.86	2.75
Old Nat'l: Interm Comp	0.97	(0.08)	4.73	2.69	2.95	2.99	2.86
Blmbg:Intmtdt Gov/Credit	0.98	0.19	4.70	2.63	2.73	2.76	2.66
<b>ISU-Tier 3</b>	<b>2.09</b>	<b>2.39</b>	<b>6.92</b>	<b>4.57</b>	<b>4.13</b>	<b>4.67</b>	<b>4.59</b>
ISU-Reams Asset Mgmt.	2.01	1.11	7.43	4.37	4.27	4.31	4.20
Reams:Core Comp	1.83	0.62	8.07	4.79	4.51	4.51	4.37
Blmbg:Aggregate	1.83	(0.33)	5.34	3.03	3.28	3.39	3.29
ISU-Loomis Sayles	2.14	3.27	6.77	4.97	4.18	5.16	5.12
Loomis:Core Plus Comp	2.08	3.14	6.84	4.98	4.19	5.10	5.11
Blmbg:Aggregate	1.83	(0.33)	5.34	3.03	3.28	3.39	3.29
<b>ISU-Total Fund</b>	<b>1.55</b>	<b>1.69</b>	<b>5.56</b>	<b>3.70</b>	<b>3.42</b>	<b>3.66</b>	<b>3.55</b>
<b>ISU-Total Fund-Net</b>	<b>1.47</b>	<b>1.35</b>	<b>5.22</b>	<b>3.36</b>	<b>3.09</b>	<b>3.34</b>	<b>3.24</b>
<b>Total Fund Target*</b>	<b>1.14</b>	<b>(0.09)</b>	<b>4.13</b>	<b>2.47</b>	<b>2.53</b>	<b>2.51</b>	<b>2.44</b>

Total Fund Target\* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

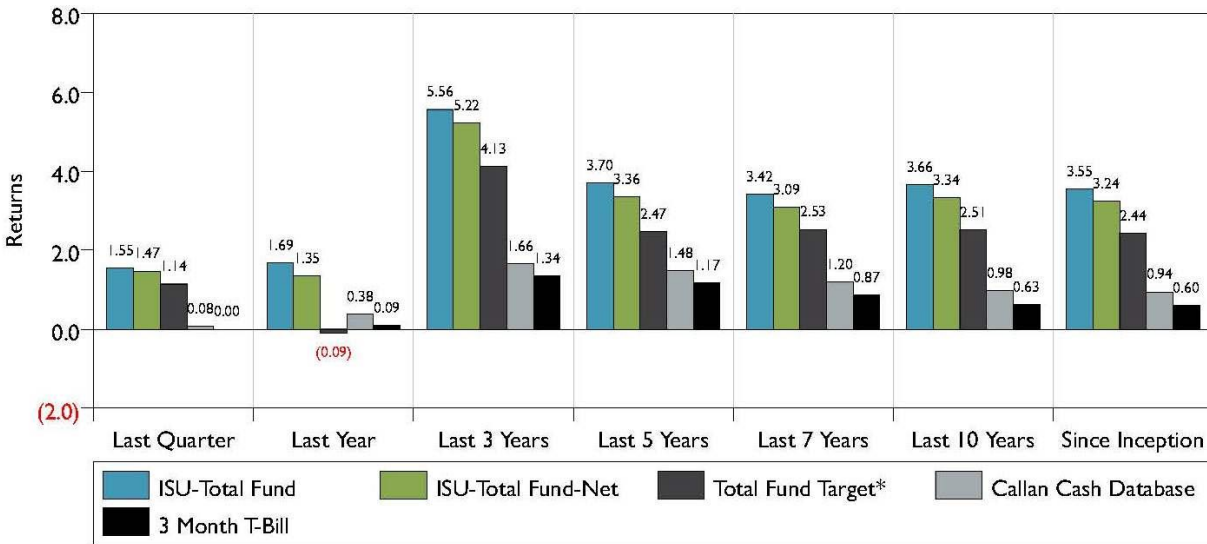


## RETURN SUMMARY PERIOD ENDED JUNE 30, 2021

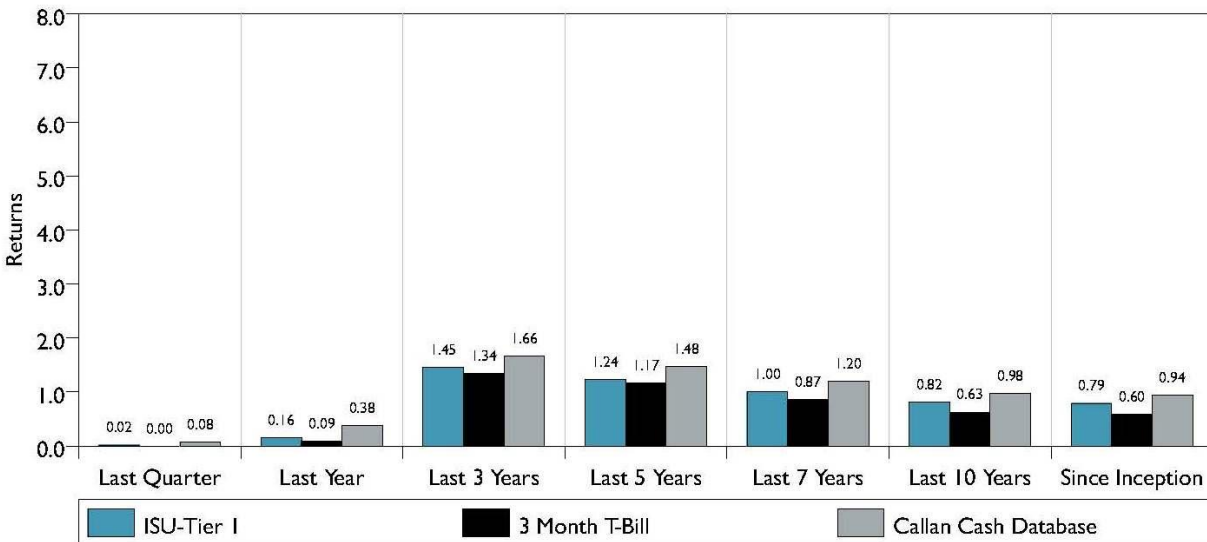
### Total Fund Performance

The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.

ISU Total Fund Returns  
for Various Time Periods  
Current Quarter Ending June 30, 2021  
Inception Date: October 1, 2010



ISU Tier I Returns  
for Various Time Periods  
Current Quarter Ending June 30, 2021  
Inception Date: October 1, 2010

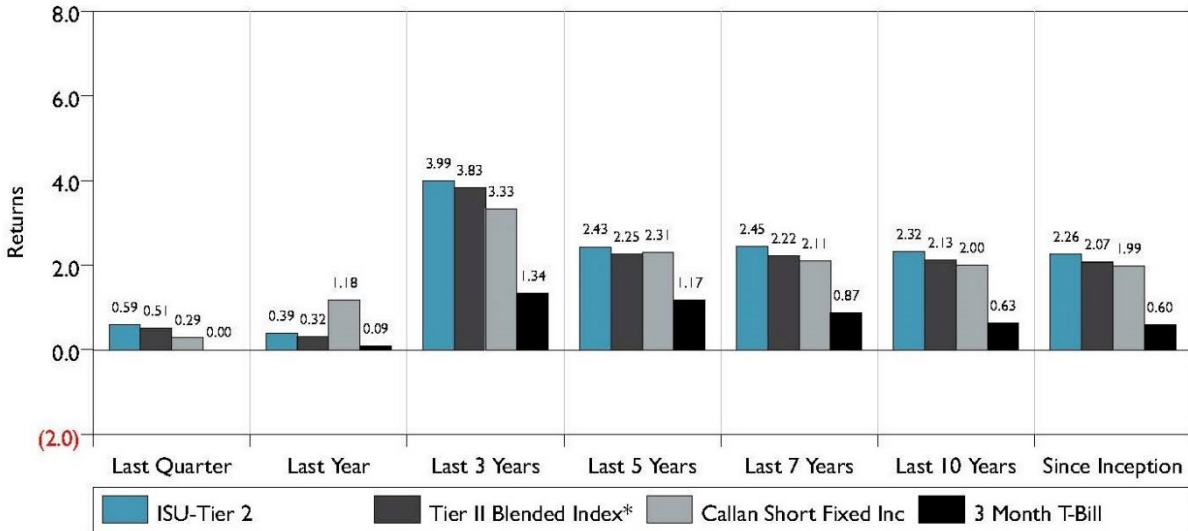


## RETURN SUMMARY PERIOD ENDED JUNE 30, 2021

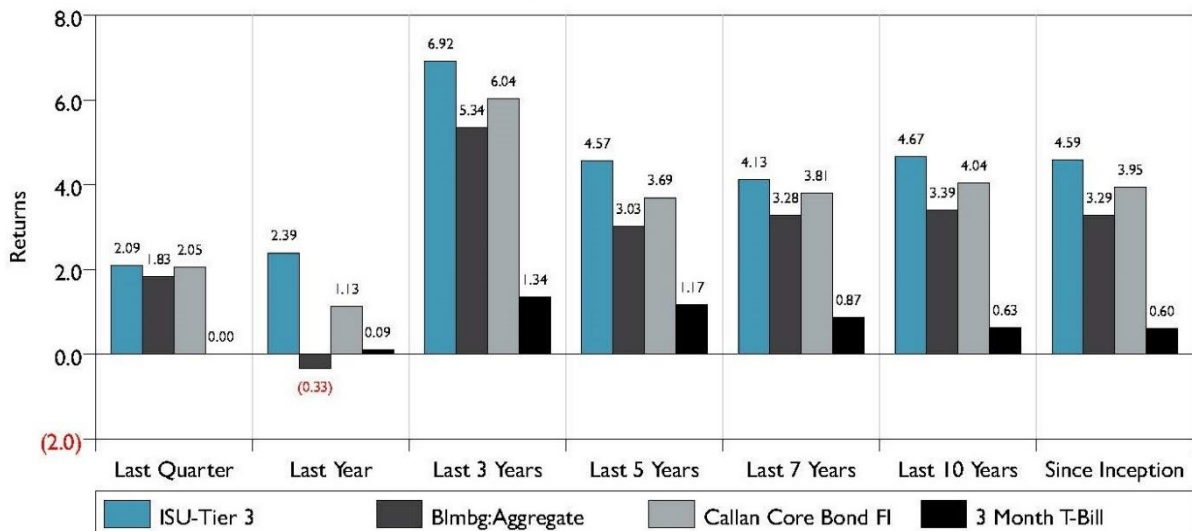
### Total Fund Performance

The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.

ISU Tier 2 Returns  
for Various Time Periods  
Current Quarter Ending June 30, 2021  
Inception Date: October 1, 2010



ISU Tier 3 Returns  
for Various Time Periods  
Current Quarter Ending June 30, 2021  
Inception Date: October 1, 2010



Tier II Blended Index\* = 50% Barclays Govt/Credit I-3 Year Index, 50% Barclays Govt/Credit Intermediate Index

## 4b Financial Report

INDIANA STATE UNIVERSITY GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY For the Period Ending June 30, 2021							
	2020-21 Base Budget	2020-21 Adjusted Budget	YTD through 6/30/21*	Percent of Adjusted Budget	2019-20 Adjusted Budget	YTD through 6/30/20*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 67,005,210	93.0%	\$ 71,009,278	\$ 71,009,278	100.0%
HEERF		5,044,478	5,044,478	100.0%			
Debt Service Appropriation	13,934,387	15,285,628	15,288,291	100.0%	11,574,682	11,574,673	100.0%
Sub-Total State Appropriations	85,998,355	92,394,074	87,337,979		82,583,960	82,583,951	
Student Tuition	91,271,096	91,271,096	83,992,070	92.0%	97,808,697	91,155,059	93.2%
Other Fees and Charges	1,387,903	1,388,621	1,272,832	91.7%	1,387,903	1,323,603	95.4%
Other Income and Transfers	6,749,046	6,749,046	6,427,881	95.2%	7,195,271	7,048,830	98.0%
Program Fees	900,000	900,000	1,139,593	126.6%	900,000	1,137,091	126.3%
<b>Total Budgeted Revenue</b>	<b>\$ 186,306,400</b>	<b>\$ 192,702,837</b>	<b>\$ 180,170,355</b>		<b>\$ 189,875,831</b>	<b>\$ 183,248,534</b>	
Encumbrances and Carryforward		12,195,145	12,195,145		9,881,336	9,881,336	
Reimbursements and Income Reappropriated From Other Sources		3,391,905	3,391,905		4,431,137	4,431,137	
<b>Total Revenues</b>	<b>\$ 186,306,400</b>	<b>\$ 208,289,887</b>	<b>\$ 195,757,405</b>	<b>94.0%</b>	<b>\$ 204,188,304</b>	<b>\$ 197,561,007</b>	<b>96.8%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 87,115,486	\$ 83,316,016	\$ 81,992,347	98.4%	\$ 88,098,770	\$ 86,325,497	98.0%
Fringe Benefits	25,652,424	25,518,385	25,518,385	100.0%	26,275,733	26,268,307	100.0%
Sub-Total Compensation	112,767,910	108,834,401	107,510,732	98.8%	114,374,503	112,593,804	98.4%
Departmental Expenses							
Supplies and Related Expenses	15,763,831	18,936,450	10,569,677	55.8%	20,127,300	11,983,502	59.5%
Repairs and Maintenance	4,652,428	6,737,335	6,352,703	94.3%	6,727,549	6,262,514	93.1%
Other Committed Expenses	1,408,582	1,864,079	1,864,079	100.0%	1,515,803	1,515,803	100.0%
Sub-Total Departmental Expenses	21,824,841	27,537,864	18,786,459	68.2%	28,370,652	19,761,819	69.7%
Utilities and Related Expenses	10,714,556	9,197,708	9,197,708	100.0%	9,292,695	9,286,399	99.9%
Equipment and Other Capital							
Operating Equipment	1,091,882	2,425,864	761,058	31.4%	2,412,884	841,237	34.9%
Capital Improvements	4,600,000	4,508,147	4,508,147	100.0%	4,998,712	4,998,712	100.0%
Sub-Total Equipment & Other Capital	5,691,882	6,934,011	5,269,205	76.0%	7,411,596	5,839,949	78.8%
Student Scholarship and Fee Remissions	14,449,824	18,601,858	18,521,259	99.6%	19,056,400	18,813,127	98.7%
Sycamore Technology Award	1,415,000	507,887	507,887	100.0%	851,160	851,160	100.0%
Academic Debt Service	14,542,387	15,892,923	15,892,923	100.0%	12,182,682	12,182,682	100.0%
Budgeted Reserve	4,000,000	-	-	0.0%	-	-	0.0%
Transfers Out and Program Fees	900,000	6,962,969	7,145,582	102.6%	6,021,319	6,201,555	103.0%
Reserve for Revenue Shortfalls		1,287,784	-	0.0%	-	-	0.0%
<b>Total Expenditures</b>	<b>\$ 186,306,400</b>	<b>\$ 195,757,405</b>	<b>\$ 182,831,755</b>	<b>93.4%</b>	<b>\$ 197,561,007</b>	<b>\$ 185,530,495</b>	<b>93.9%</b>
*Includes encumbrances and open commitments							

### Revenues

#### State Appropriations Operational

The State of Indiana due to loss of tax revenues related to COVID-19 placed a reserve of 7 percent on the University operating and line item appropriations for fiscal year 2020-21. This amounts to \$5,044,478 reduction of operating appropriation.

#### HEERF Funds

The University drew down \$5,044,478 from Higher Education Emergency Relief Funds (HEERF) to offset the loss of state appropriations.

### State Appropriations Debt Service

The base budget was increased by \$1,351,241 to reflect Student Fee Bonds Series T, Dreiser Hall, fee replacement reimbursement by the State.

### Student Tuition

Fall semester tuition of \$40.9 million is below budget by \$1.7 million, Spring tuition of \$36.0 million is below budget by \$3.1 million, and summer tuition of \$7.0 million is below budget by \$2.4 million for a total \$7.3 million under budget tuition total. The University budgeted \$4.0 million as a reserve to offset this shortfall and also used the \$3.0 million of reserved carryforward to fund the remaining deficit.

### Other Fees and Charges

Other Fees and Charges are below last year by \$50,771. This is a result of reduced undergraduate and graduate admission application fees, change of course fees and late registration fees and is partially offset by increased collection fees

### Other Income and Transfers

Other Income and Transfers are down from the prior year by \$620,949. This is a result of the reduction of Residential Life Utility reimbursement due to taking Lincoln Quad off-line and reduced cost-recovery on federal and private grants.

### Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$2,313,809 from the prior year. Encumbrance decreased by \$596,795 while carryforward increased by \$2,910,604. This increase in carryforward is due to reduced student wages, travel and office supplies as the result of reduced operation resulting from response to COVID-19. The University has reserved \$3.0 million of this to help offset the loss of state appropriation.

### Reimbursements and Income Reappropriated

Income from these sources are down \$1,039,232. This is a result of reduced lab fee revenue and close-out of plant funds.

## **Expenses**

### Compensation

Compensation Expense is below last year's total by \$5.1 million. Salaries and Wages are down \$4.3 million due to reduced administrative, instructional, support staff, overtime, and student wages. Fringe benefits decreased by \$0.75 million due to reduced medical, retirement, and FICA. Reversions from salaries and benefits totaling \$4.9 million were allocated to cover the scholarships shortfall and other general fund budget shortfalls.

### Departmental Expenses

Departmental Expenses decreased by \$1.0 million. Supplies and Related Expenses decreased by \$1.4 million due to reduced costs in travel, marketing, and other supplies. Repairs and Maintenance costs remained stable while Other Committed Expenses increased due to property insurance.

### Utilities and Related Expenses

Utilities and Related Expenses are below last year's total by \$0.1 million reflecting lower electricity costs.

### Equipment and Other Capital

Equipment and Other Capital expenditures are down \$0.6 million. Operating Equipment expense is down \$0.1 million and Capital Improvements are down \$0.5 million.

#### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$0.3 million. The overall scholarship budget shortfall was \$2.6 million. The Sycamore Technology award is down by \$0.3 million that reflects lower enrollment. The \$0.9 million reversion was used and is reflected in the overall scholarship shortfall.

#### Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The increase of \$3.7 million includes the balloon payment of Series P and the addition of Series T.

#### Budgeted Reserve

The Budgeted Reserve of \$4.0 million was used to cover tuition revenue shortfalls.

#### Transfers Out and Program Fees

Transfers Out and Program Fees increased by \$0.9 million to reflect year-end transfers

#### Reserve for Revenue Shortfalls

Reserve for Revenue Shortfalls reflects the balance of the \$3.0 million that was set aside to help offset the reduction of revenue shortfalls.

## 4c Purchasing Report

Purchase Order Activity for Period May 27, 2021 to September 29, 2021			
<b>Purchases Over \$50,000</b>			
<b>Sole Source-Standardized with Existing Equipment</b>			
Johnson Controls Inc	P0089644	Service Agreement- for the Metasys Building	\$62,119.00
<b>Sole Source-Compatibility with Existing Equipment</b>			
Advanced Turf Solutions Inc	P0089603	Re-Turf the ISU Softball Field.	\$68,339.27
<b>Sole Source-Standardized Vendor for Search</b>			
Witt Kieffer Inc	P0089445	Search firm for Provost and Vice President	\$100,000.00
<b>Sole Source-Standardized Vendor</b>			
CIM Audio Visual Inc	P0089295	Quote #: 179995	\$529,790.00
<b>Lowest Bidder to Meet Architect Specifications</b>			
RJE Interiors Inc	P0089368	Dreiser Hall Furniture	\$632,172.11
<b>Lowest Bid to Meet Specifications</b>			
Borshoff Inc	P0089420	Statement of Work for Student Recruitment Media Buying	\$1,000,000.00

## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period May 1, 2021-June 30, 2021 (Fiscal Year) in excess of \$250,000:

Network Solutions Inc	\$ 255,302	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
Bunch Abatement & Demolition Co	\$ 261,966	Lincoln Quad Demolition Abatement; Miscellaneous Abatement & Maintenance
Guy Brown Management	\$ 267,871	Office Supplies
NRK Inc	\$ 301,953	HMSU Fire Alarm Replacement; High Voltage Replacement
Pacesetter Sports	\$ 373,042	Athletic Gear & Equipment

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2021:

Lyrisis	\$ 254,640	Library Electronic Database Subscriptions
Otis Elevator	\$ 301,310	Maintenance Agreement for Campus Elevators; Elevator Repairs
CDI Inc	\$ 305,332	Dreiser Hall Renovation; Utility Tunnel Repairs; Tirey Hall Heritage Ballroom & Lounge Renovation
Blackboard Inc	\$ 330,755	Blackboard Software Maintenance & Storage
HEF Services Inc	\$ 357,177	Exterior Lighting & Camera Projects; Telecommunications Upgrades
Ratio Architects Inc	\$ 374,469	Hulman Center Renovation; Sycamore Dining Renovation; Campus Master Plan Update
Union Associated Physicians Clinic LLC	\$ 379,996	Student Health Center Services
Key Government Finance Inc	\$ 386,000	Networking Software Maintenance Agreement
Delta Cooling Towers Inc	\$ 387,115	Central Chilled Water Tower Replacement
Ricoh USA Inc	\$ 392,684	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases
Elucian Company LP	\$ 409,030	Banner Software Maintenance
Nalco Company	\$ 426,634	Water Purification Chemicals
Ebsco Subscription Services	\$ 429,991	Library Electronic Database Subscriptions
Rural Health Innovation Collaborative	\$ 435,069	Partner Contribution for Simulation Center Operational Expenses
Bob McCloskey Insurance	\$ 444,400	Student Athlete Medical Insurance
Barnes & Noble Booksellers	\$ 469,659	Textbook Scholarships
Sycamore Engineering Inc	\$ 481,460	Various Electrical & HVAC Repairs
Williams Aviation LLC	\$ 548,840	Maintenance & Repairs of Airplanes for Flight Academy
Indiana-American Water Company	\$ 580,629	Water Utility Payments
Browning Day Mullins Dierdorf Inc	\$ 617,208	Architectural Services for Dreiser Hall Renovation
Pepper Construction Co of Indiana LLC	\$ 667,252	Sycamore Dining Renovation
Dell Inc	\$ 733,207	Laptop Scholarships; General Campus Computer Equipment
McGuire Excavating and Truck	\$ 794,754	Lincoln Quad Demolition
Delta Dental Plan of Indiana	\$ 901,422	Dental Claims Reimbursements
Epic Insurance Midwest	\$ 946,585	Commercial Property Insurance Policy
Unum Life Insurance Company of America	\$ 996,683	Life and Long Term Disability Insurance
Sycamore Insurance Assoc LLC	\$ 1,172,123	General Liability Insurance & Multimedia Liability Policies
EAB Global Inc	\$ 1,333,137	Student Marketing Programs
Associated Roofing Professionals Inc	\$ 1,341,534	Various Roof Repairs; Root Hall Roof Replacement; Burford Hall Roof Replacement
EDF Energy Services LLC	\$ 1,391,933	Natural Gas Purchases
City of Terre Haute	\$ 1,430,164	Sewage Utility Payments; Campus Fire Protection
500 Wabash Housing LLC	\$ 1,535,340	500 Wabash Lease Payments
AmWins/NEBCO Group Benefits	\$ 1,782,167	Retiree Insurance Coverage
CVS Pharmacy Inc	\$ 4,863,617	Prescription Drug Coverage
Duke Energy	\$ 5,992,297	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 9,932,343	Dining and Catering Services
TIAA CREF	\$ 11,179,279	Retirement Contributions
Anthem Life Insurance Company	\$ 14,578,413	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 15,827,460	Hulman Center Renovation; Dreiser Hall Renovation; Parking Lot Repavement

The following vendors have accumulated purchases from the University for the time period July 1, 2021 through September 30, 2021 (Fiscal Year 2022) in excess of \$250,000:

Lyrisis	\$ 254,640	Library Electronic Database Subscriptions
M S I Construction Inc	\$ 255,706	Science Plaza Restoration
500 Wabash Housing LLC	\$ 255,890	500 Wabash Lease Payments
Blackboard Inc	\$ 269,651	Blackboard Software Maintenance & Storage
Strode Construction LLC	\$ 285,320	Community Engagement Renovation; University Apartments Window Replacement
Otis Elevator	\$ 302,061	Maintenance Agreement for Campus Elevators; Elevator Repairs
NRK Inc	\$ 336,627	High Voltage Replacement
Elucian Company LP	\$ 380,918	Banner Software Maintenance
Key Government Finance Inc	\$ 407,000	Networking Software Maintenance Agreement
AmWins/NEBCO Group Benefits	\$ 415,296	Retiree Insurance Coverage
City of Terre Haute	\$ 523,015	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
CIM Audio Visual Inc	\$ 679,050	Audio/Visual Classroom Equipment/Upgrades
Dell Inc	\$ 830,232	Laptop Scholarships; General Campus Computer Equipment
CVS Pharmacy Inc	\$ 1,216,471	Prescription Drug Coverage
Duke Energy	\$ 1,762,723	Electricity Utility Payments
TIAA CREF	\$ 1,880,767	Retirement Contributions
Network Solutions Inc	\$ 2,336,659	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
Anthem Life Insurance Company	\$ 3,064,053	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 4,564,002	Hulman Center Renovation; Dreiser Hall Renovation

## 4e Faculty Personnel

### FACULTY

#### Appointments

Aaron Gooley; Assistant Professor, Department of Biology; Ph.D., Southern Illinois University – Carbondale; salary \$63,500 per academic year.

Yunjung Lee; Assistant Professor, School of Music; D.M.A., University of Rochester – Eastman School of Music; salary \$54,000 per academic year.

Ted Maldonado; Assistant Professor, Department of Psychology; M.S., Montana State University – Bozeman; salary \$58,000 per academic year.

Biniyam Yemane; Assistant Professor, Department of Economics; M.S., Addis Ababa University, Ethiopia; salary \$74,000 per academic year.

#### Instructor Appointments of 2-5 years – 2021-2022 Academic Year

(Effective August 1, 2021 unless otherwise noted)

Noah Armah; Instructor, Department of Mathematics and Computer Science; M.S., Ohio University; salary \$45,500 per academic year.

Brock Bailey; Instructor, Department of Applied Medicine and Rehabilitation; M.S., Southern Illinois University – Carbondale; salary \$90,000 per fiscal year, prorated from the effective date of September 1, 2021.

Walter Dininger; Instructor, Department of Kinesiology, Recreation and Sport; M.S., Indiana State University; salary \$40,744 per academic year.

Ruth Fairbanks; Senior Instructor, Department of Multidisciplinary Studies; salary \$51,422 per academic year; effective August 1, 2021.

Oscar Henriquez; Instructor, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$56,560 per academic year.

JoEllen Henson; Instructor, Department of Social Work; M.S.W., University of Illinois at Urbana –Champaign; salary \$53,025 per academic year.

Jason Huffman; Instructor, Department of Mathematics and Computer Sciences; M.S., Indiana State University; salary \$45,500 per academic year.

Brian James; Senior Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$64,056 per academic year.

Daniel Lucky; Senior Instructor, School of Nursing; M.S.N., Duke University; salary \$72,554 per academic year.



William Mackey; Instructor, School of Criminology; M.A., Indiana State University; salary \$45,500 per academic year.

Teresa Moore; Instructor, School of Nursing; M.S.N., Indiana State University; salary \$49,500 per academic year.

Trevor Paulsen; Instructor, Department of Kinesiology, Recreation and Sport; M.S., Western Illinois University; salary \$40,500 per academic year.

Charles Peebles; Instructor, Department of Applied Medicine and Rehabilitation; B.S., Capella University; salary \$39,957 per academic year.

Heather Pfrank; Instructor, Department of Applied Health Sciences; M.S., Indiana State University; salary \$56,000 per academic year.

Amanda Smith; Instructor, School of Nursing; M.S., Western Governor's University; salary \$49,000 per academic year.

Meghan Steward; Instructor and Clinical Coordinator OT, Department of Applied Medicine and Rehabilitation; M.S., University of New Hampshire; salary \$80,875 per fiscal year.

Yukiko Takahashi; Instructor, Department of Languages, Literatures and Linguistics; M.A., California State University – Fullerton; salary \$43,500 per academic year.

Benjamin Thomson; Senior Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$64,056 per academic year.

Michell Van Houtin; instructor, School of Nursing; M.S., Western Governor's University; salary \$49,000 per academic year.

Elizabeth Wilkinson; Instructor, Department of Built Environment; M.S., University of San Diego; salary \$68,680 per academic year.

### **Temporary Full-Time Faculty for 2021-2022 Academic Year (Unless Stated Otherwise)**

Kelsey Bogard; Full-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; salary \$55,000 per academic year.

Christian Chapman; Full-Time Lecturer, Department of English; M.S., Indiana State University; salary \$30,000 per academic year.

Olvin Rosado; Full-Time Lecturer, Department of Kinesiology, Recreation and Sport; M.S., University of Puerto Rico; salary \$45,000 per academic year.

Matthew Warner; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Eastern Illinois University; salary \$51,716 per academic year.

Chad Yost; Full-Time Lecturer, Department of Earth and Environmental Systems; Ph.D., University of Arizona; salary \$45,000 per academic year.

### **Change of Status and/or Pay Rate**

Heather Adams; from Instructor, Department of Applied Medicine and Rehabilitation, to Instructor and Master's Athletic Training Program Director for Clinical Education, Department of Applied Medicine and Rehabilitation; stipend of \$14,000 per fiscal year; for the appointment period of May 17, 2021 through May 16, 2022; from 10-month Instructor and Masters Athletic Training Program Director for Clinical Education, Department of Applied Medicine and Rehabilitation, to 12-month Senior Instructor and Masters Athletic Training Program Director for Clinical Education, Department of Applied Medicine and Rehabilitation; salary \$53,525 per fiscal year; effective July 1, 2021.

Stephanie Alexander; Senior Instructor, Department of English; stipend of \$12,000 for additional duties as Faculty Fellow, Office of Information Technology; for the 2021-2022 academic year.

Azizi Arrington-Slocum; from Associate Professor, Department of Built Environment, to Associate Professor and Coordinator of Interior Architecture Design; supplement of \$3,000 per academic year; for the 2021-2022 academic year.

Bradley Balch; from Professor, Department of Educational Leadership and Dean Emeritus, Bayh College of Education, to Interim Dean, Bayh College of Education, Professor, Department of Educational Leadership and Dean Emeritus, Bayh College of Education; Interim Dean stipend of \$2,000 per month; for the appointment period of August 1, 2021, through July 31, 2022.

Travis Behem; Instructor, School of Criminology and Security Studies; salary adjustment from \$39,995 to \$42,000; effective August 1, 2021.

Linda Behrendt; from Professor, Department of Applied Health Sciences, to Chairperson and Professor, Department of Applied Health Sciences; chairperson supplement of \$1,500 per month; effective August 1, 2021.

Kuntal Bhattacharyya; from Chairperson and Associate Professor, Department of Marketing and Operations and Executive Director of Graduate Programs, Scott College of Business, to Associate Professor, Department of Marketing and Operations and Executive Director of Graduate Programs, Scott College of Business; surrenders chair supplement of \$1,500 per month; effective May 31, 2021.

Michael Chambers; from Professor, Department of Political Science, to Professor, Department of Political Science and Faculty Fellow, College of Arts and Sciences; supplement of \$6,000 per fiscal year; for the appointment period of August 1, 2021, through July 31, 2022.

Ann Chirhart; Professor Emerita, Department of history; phased retirement stipend of \$19,019; for the fall semester of the 2021-2022 academic year.

Terry Clark; Instructor, Department of History; salary adjustment from \$38,237 per academic year, to \$39,737 per academic year; effective August 1, 2021.

Emmanuel "Matt" Cohen; from Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management, to Senior Instructor, Department of Accounting, Finance, Insurance and

Risk Management and Investment Club Advisor and SMIFC Co-Coordinator, Scott College of Business; stipend of \$9,000 per academic year; for the 2021-2022 academic year.

Brittany Edmondson; from Instructor, Department of Applied Medicine and Rehabilitation, to Instructor and Clinical Coordinator of Physician Assistant Studies Program, Department of Applied Medicine and Rehabilitation; supplement of \$8,000 per fiscal year, prorated from the effective date of September 1, 2021.

David Fleming; Professor, Department of Marketing and Operations; reappointment as Director of Sales Negotiations Center, Scott College of Business; stipend of \$15,000 per fiscal year; for the appointment period of July 1, 2021, through June 30, 2024.

Robert Guell; from Professor, Department of Economics, to Professor, Department of Economics and Faculty Fellow to the Provost for Strategic Initiatives, Academic Affairs; stipend of \$1,000 per month, prorated for the appointment period of June 18, 2021 through July 31, 2022.

Joseph Harder; Associate Professor Emeritus, Department of Management, Information Systems and business Education; phased retirement stipend of \$57,988; for the 2021-2022 academic year.

Gary Hartsock; Instructor, School of Criminology and Security Studies; salary adjustment from \$39,995 to \$42,000; effective August 1, 2021.

Kathleen Heath; Associate Professor Emerita, Department of Earth and Environmental Systems; phased retirement stipend of \$18,264; for the spring semester of the 2021-2022 academic year.

Malynda "Mindy" Johnson; from Associate Professor, Department of Communication, to Associate Professor, Department of Communication and Coordinator, Genetic Counseling Admissions/Advising; salary \$6,000 per academic year; for the appointment period of August 1, 2021, through May 31, 2024.

Robert Johnson; Associate Professor Emeritus, Department of Mathematics and Computer Science; phased retirement stipend of \$12,863; for the 2021-2022 academic year.

Richard Lotspeich; Professor Emeritus, Department of Economics; phased retirement stipend of \$27,713; for the fall semester of the 2021-2022 academic year.

Brent MacDonald; Instructor, Department of Built Environment; reappointment as Coordinator of Construction Management, Department of Built Environment; supplement of \$3,000 per academic year; for the 2021-2022 academic year.

Jamie Metzinger; from Assistant Professor, Department of Built Environment, to Assistant Professor and Coordinator Architectural Engineering Technology, Department of Built Environment; supplement of \$3,000 per academic year; for the 2021-2022 academic year.

Keith Perry; Instructor, Department of Built Environment; reappointment as Coordinator UG Safety Management, Department of Built Environment; supplement of \$3,000 per academic year; for the 2021-2022 academic year.

Marion Schafer; Professor Emeritus, Department of Applied Engineering and Technology Management; phased retirement stipend of \$49,053; for the 2021-2022 academic year.

Nathan Schaumleffel; from Associate Professor, Department of Kinesiology, Recreation and Sport, College of Health and Human Services, to Associate Professor, Department of Political Science, College of Arts and Sciences; salary \$71,504 per academic year; effective August 1, 2021.

Paul Schikora; from Professor, Department of Marketing and operations, to Interim Chairperson and Professor, Department of Marketing and Operations; chair supplement of \$1,500 per month; for the 2021-2022 academic year.

Richard Schneirov; Professor Emeritus, Department of History; phased retirement stipend of 24,021; for the fall semester of the 2021-2022 academic year.

Ernest Sheldon; Professor, Department of Built Environment; reappointment as Master's Program Coordinator, Department of Built Environment; supplement of \$1,500 per semester; for the fall semester of the 2021-2022 academic year.

Stasia Tapley; from Associate Professor, Department of Applied Medicine and Rehabilitation, to Associate Professor and Clinical Coordinator of Doctor of Physical Therapy Program, Department of Applied Medicine and Rehabilitation; supplement of \$7,500 per fiscal year, prorated from the effective date of August 1, 2021.

Haijing Tu; from Associate Professor, Department of communication, to Associate Professor, Department of Communication and Faculty Fellow, Office of Academic Affairs; stipend of \$6,000 per academic year; for the 2021-2022 academic year.

Alina Waite; from Professor, Department of Human Resource Development and Performance Technologies, to Faculty Fellow, College of Technology and Professor, Department of Human Resource Development and Performance Technologies; for the 2021-2022 academic year; no change in salary.

### **Change in Sabbatical**

Aruna Chandrasekaran; Professor, Department of Management, Information Systems and Business Education; change in sabbatical from the spring semester 2022 to the spring semester 2023.

### **Retirement**

Steven Lamb; Professor, Department of Accounting, Finance, Insurance and Risk Management; effective June 30, 2021.

Marsha Miller; Librarian, Library Services; effective November 19, 2021.

### **Emeriti**

Steven Lamb; Professor Emeritus, Department of Accounting, Finance, Insurance and Risk Management; effective July 1, 2021.

Marsha Miller; Librarian Emerita, Library Services; effective November 20, 2021.

### **Separations**

Janet Coleman; Dean, Bayh College of Education and Professor, Department of Teaching and Learning; effective July 31, 2021.

Hugo Gante; Assistant Professor, Department of Biology; effective May 31, 2021.

Jennifer Inman; Instructor, School of Nursing; effective May 31, 2021.

Melissa McCollister; Assistant Professor, Department of Social Work; effective May 31, 2021.

Daniel Skoglund; Instructor, Department of English; effective May 31, 2021.

Catherine Steding; Assistant Professor, Department of Biology; effective May 31, 2021.

Dilara Sultana; Instructor, Department of Chemistry and Physics; effective May 31, 2021.

Sally Walter; Assistant Professor, Department of Psychology; effective December 31, 2021.

Peng Zhao; Assistant Professor, Department of Mathematics and Computer Science; effective August 26, 2021.

## 4f Other Personnel

### NON-EXEMPT

#### Appointments

Melisa Allen; Student Services Assistant II, Dean, Bayh College of Education; \$15.48 per hour; effective August 30, 2021.

Angelina Bouret; Administrative Assistant II, Department of Teaching & Learning; \$14.70 per hour; effective July 19, 2021.

Taylor Butler; Police Officer, Public Safety Department; \$19.73 per hour; effective July 26, 2021.

Alexia Clements; Custodian I, Custodians; \$11.40 per hour; effective August 25, 2021.

Michael Cooper; Custodian II, Student Rec Center; \$11.96 per hour; effective August 16, 2021.

Jacklyn Decker; Early Childhood Asst Teacher, Early Childhood Education Center; \$12.34 per hour; effective July 14, 2021.

Haylee Dicus; Custodian I, Custodians; \$11.40 per hour; effective June 28, 2021.

Larry Edington; Grounds Equipment Operator, Maehling Terrace Univ Apartments; \$12.50 per hour; effective September 27, 2021.

Colin Ford; Enrollment Management Spec, Admissions and High Schl Relations; \$13.35 per hour; effective August 23, 2021.

Tammy Gage; Enrollment Management Spec, Admissions and High Schl Relations; \$13.35 per hour; effective June 9, 2021.

Hunter Givens; Police Officer, Public Safety Department; \$19.24 per hour; effective August 2, 2021.

Roxanne Guerra; Early Childhood Asst Teacher, Early Childhood Education Center; \$12.34 per hour; effective August 9, 2021.

Tanner Horton; Refrigeration Mechanic, Housing Facilities Operations; \$16.00 per hour; effective July 19, 2021.

Sarah Hutchens; Administrative Assistant II, Facilities Management; \$14.51 per hour; effective September 13, 2021.

Breanna Kiser; Simulation Assistant, Dean, College Health & Human Svcs; \$18.00 per hour; effective September 20, 2021.

Mary Koenig; Assistant to General Counsel, Office of General Counsel; \$17.43 per hour; effective June 21, 2021.

Zachary Lane; Unified Comm Engineer Jr RA, Telecommunications; \$15.87 per hour; effective July 26, 2021.

Hilary Maldonado; Administrative Assistant III, ISU Equity Diversity Inclusion; \$17.00 per hour; effective October 1, 2021.

Amanda May; Admissions Processing Spec, Admissions and High Schl Relations; \$13.35 per hour; effective August 30, 2021.

Rivkah Mentzer; Lib Svc Float-Tch Svcs&Spc Col, Library Services; \$13.00 per hour; effective August 9, 2021.

Samantha Miles; Administrative Assistant II, Career Center; \$14.51 per hour; effective September 13, 2021.

Jordan Neill; Police Officer, Public Safety Department; \$19.24 per hour; effective July 26, 2021.

Joshua Nesbit; Custodian I, Facilities Management; \$11.40 per hour; effective June 21, 2021.

Makoto Omoto; Administrative Assistant I, Center for Teaching Excellence; \$13.35 per hour; effective July 14, 2021.

Mechelle Padgett; Administrative Assistant I, History; \$13.50 per hour; effective August 16, 2021.

Daisy Pennell; Custodial Supervisor, Campus Recreation; \$14.51 per hour; effective September 20, 2021.

Jordynne Shelton; Enrollment Management Spec, Admissions and High Schl Relations; \$13.35 per hour; effective September 13, 2021.

Angela Sisson; Custodian I, Custodians; \$11.40 per hour; effective July 12, 2021.

Shannon Smith; Custodian II, Maehling Terrace Univ Apartments; \$11.96 per hour; effective August 2, 2021.

Sonja Taylor; Administrative Assistant II, School of Nursing; \$14.51 per hour; effective June 28, 2021.

Leslie Taylor-Drake; Administrative Assistant II, Mathematics & Computer Science; \$15.50 per hour; effective August 2, 2021.

Jaden Walters; Groundskeeper, Grounds; \$11.40 per hour; effective September 7, 2021.

Gloria Wetnight; Administrative Assistant II, School of Nursing; \$14.51 per hour; effective June 29, 2021.

Daniel Whallon; Police Officer, Public Safety Department; \$19.24 per hour; effective July 26, 2021.

Erica Wheeler; Custodian I, Custodians; \$11.40 per hour; effective June 7, 2021.

### **Temporary Appointments**

Roya Ball; Animal Caretaker, College of Art & Sciences; \$13.00 per hour; effective July 1, 2021 through June 30, 2021.

Miranda Barton; Admin Asst II Req Reapt, University College; \$15.78 per hour; effective July 1, 2021 through June 30, 2021.

Nese Basaran Akgul; Research Associate-IUSM-TH, College of Art & Sciences; \$20.51 per hour; effective July 1, 2021 through June 30, 2021.

Tyler Calvert; Administrative Assistant I, College of Art & Sciences; \$13.61 per hour; effective July 1, 2021 through June 30, 2021.

Jeremy Evans; Storekeeper – Req Reapt, Purchasing; \$15.00 per hour; effective September 7, 2021.

Kelsey Hart; Student Services Assistant II, College of Art & Sciences; \$15.49 per hour; effective July 1, 2021 through June 30, 2021.

Jason Hughes; Laboratory Research Coord IUSM, College of Art & Sciences; \$14.58 per hour; effective July 1, 2021 through June 30, 2021.

Kimberly Kimbler; Student Services Assistant III, College of Health & Human Ser; \$24.23 per hour; effective July 1, 2021 through June 30, 2021.

Kimberly Larsen; Lab Research Supervisor - IUSM, College of Art & Sciences; \$16.00 per hour; effective July 1, 2021 through June 30, 2021.

Elizabeth McInerney; Administrative Assistant I, Student Success; \$13.35 per hour; effective August 16, 2021.

Megan Moats; ISBDC Specialist, Scott College of Business; \$16.69 per hour; effective July 1, 2021 through June 30, 2021.

Kathy Newhart; Student Services Assistant III, College of Health & Human Ser; \$19.70 per hour; effective July 1, 2021 through June 30, 2021.

Marcus Roberts; Student Services Asst II - RR, Academic Affairs; \$15.00 per hour; effective July 1, 2021 through June 30, 2021.

Kimberly Strain; Administrative Assistant I, College of Art & Sciences; \$13.76 per hour; effective July 1, 2021 through June 30, 2021.

### **Change in Status and/or Pay Rate**



Adam Richmond; Police Officer, Public Safety Department; equity increase to \$19.24 per hour; effective July 19, 2021.

### **Promotions/Transfers**

Rachel Baird; from Administrative Assistant I to Administrative Assistant II, Acct,Fin,Insur and Risk Mgt; \$15.46 per hour; effective June 12, 2021.

Dori Ball; from Administrative Assistant I to Administrative Assistant II, Applied Clinical & Educ Sciences; \$18.09 per hour; effective July 24, 2021.

Bailey Benko; from Custodian I, Sandison Housing to Custodian II, Maehling Terrace Univ Apartments; \$12.35 per hour; effective September 27, 2021.

Julie Boyce; from Custodian I, Burford Housing to Financial Aid Processing Spec, Student Financial Aid; \$14.16 per hour; effective July 19, 2021.

Christi Burt; from Administrative Assistant III to Dean's Assistant, Library Services; \$22.62 per hour; effective September 6, 2021.

Jason Casey; from Technical Services Assistant to Lead Technical Services Asst, Hulman Center; \$21.32 per hour; effective September 13, 2021.

Ryan Davis; from Groundskeeper to Grounds Equipment Operator, Grounds; \$13.16 per hour; effective September 6, 2021.

Joshua Dodson; from Custodian I to Custodian II, Sycamore Housing; \$12.35 per hour; effective October 4, 2021.

Wade Dunham; from Groundskeeper, Grounds to Custodian I, Custodians; \$11.40 per hour; effective August 30, 2021.

Lewis Green; from Custodian II, Sycamore Housing to Maintenance Mechanic, Sandison Housing; \$15.36 per hour; effective July 6, 2021.

Timothy Herrick; from Custodian I, Custodians to Animal Caretaker, IU School of Medicine-Terre Haute; \$13.90 per hour; effective September 20, 2021.

Gary Keltner; from Custodian I, Custodians to Utility Worker I, Facilities Management; \$14.67 per hour; effective July 6, 2021.

Christine Knight; from Administrative Assistant I, Aviation Technology to Administrative Assistant II, Hulman Center; \$16.84 per hour; effective September 20, 2021.

Kimberly Larsen; Research Lab Coordinator to Lab Research Supervisor – IUSM, IU School of Medicine-Terre Haute; \$16.00 per hour; effective July 1, 2021.

Stephanie Mason; from Payroll Clerk to Payroll Coord - Ben & Ded, Budget, Payroll & Risk Mgt; \$16.81 per hour; effective July 10, 2021.

Ryan McCarty; from Grounds Technician, Grounds to Auto Maintenance Mechanic, Facilities Management; \$16.58 per hour; effective July 19, 2021.

Michelle Swick; from Administrative Assistant I to Administrative Assistant II, Dean, Scott College of Business; \$18.28 per hour; effective June 12, 2021.

Jeris Wade; from Administrative Assistant I, History to Admissions Processing Spec, Admissions and High Schl Relations; \$17.69 per hour; effective June 21, 2021.

Kathryn Warfel; from Administrative Assistant II, Applied Medicine & Rehabilitation to Student Services Assistant II, Occupational Therp Prog; \$16.19 per hour; effective June 14, 2021.

Holly Wolf; from Administrative Assistant II to Student Services Assistant III, Applied Medicine & Rehabilitation; \$16.74 per hour; effective September 27, 2021.

### **Retirements**

Vicki Banks; Administrative Assistant I, Fraternity & Sorority Life; effective January 3, 2022.

Shirley Bays; Custodian I, Custodians; effective September 10, 2021.

Kathy Edwards; Administrative Assistant I, English; effective September 1, 2021.

Sheila Gregg; Library Associate II, Library Services; effective January 14, 2022.

Bradley Hill; Lead Telecommunications Tech, Telecommunications; effective July 30, 2021.

Karen James; Public Safety Records Coord, Public Safety Department; effective October 15, 2021.

Joseph Lewis; Animal Caretaker, IU School of Medicine-Terre Haute; effective July 9, 2021.

William Pittman; Custodian I, Custodians; effective September 17, 2021.

Diana Randolph; Student Services Assistant III, Dean, Bayh College of Education; effective December 1, 2021.

Betty Ross; Administrative Assistant I, Air Force ROTC; effective January 7, 2022.

Flora Wheeler; Custodian I, Custodians; effective October 1, 2021.

Gail Wright; Custodian I, Custodians; effective September 17, 2021.

### **Separations**

Roya Ball; Animal Caretaker, IU School of Medicine-Terre Haute; effective September 9, 2021.

Jamie Bass; Custodian I, Custodians; effective August 17, 2021.

Jordan Busboom; Technical Services Assistant, Hulman Center; effective August 27, 2021.

Allison Carden; Communications Officer, Public Safety Department; effective October 8, 2021.

Dusti Chestnut; Custodian I, Sycamore Housing; effective June 24, 2021.

Michael Cooper; Custodian II, Campus Recreation; effective August 19, 2021.

Cora Copeland; Custodian I, Reeve Hall Housing; effective July 1, 2021.

Jacob Fox; Custodian I, Custodians; effective September 24, 2021.

Micah Gallion; Administrative Assistant III, Campus Recreation; effective August 13, 2021.

Patrick Garrett; Custodial Supervisor, Campus Recreation; effective July 13, 2021.

Tina Grant; Custodian I, Custodians; effective August 5, 2021.

William Graves; Grounds Equipment Operator, Maehling Terrace Univ Apartments; effective June 9, 2021.

Smilja Grbic; Early Childhood Asst Teacher, Early Childhood Education Center; effective June 10, 2021.

Jeremy Greaver; Grounds Equipment Operator, Grounds; effective June 29, 2021.

Zachary Herrick; Groundskeeper, Grounds; effective June 11, 2021.

Tasha Hunter; Enrollment Management Spec, Admissions and High Schl Relations; effective June 18, 2021.

Daniel Kearns; Hulman Center, Lead Technical Services Asst; effective August 24, 2021.

Nancy Marcia; Dean's Assistant, Dean, College of Technology; effective August 25, 2021.

Christa Maschmeyer; Administrative Assistant I, Residential Life Programming; effective July 30, 2021.

Samantha Moore; Custodian II, 500 Wabash; effective July 30, 2021.

Joshua Nesbit; Custodian I, Custodians; effective August 6, 2021.

Ha Nguyen; Administrative Assistant I, Languages,Literatures,Linguistics; effective July 27, 2021.

Daisy Pennell; Custodial Supervisor, Campus Recreation; effective September 21, 2021.

Lorri Pettit; Custodian I, Custodians; effective July 29, 2021.

Cody Pruiett; Events Setup Technician I, HMSU-Operations; effective September 20, 2021.

Katie Reed; Instructional Technology Asst, Online; effective September 24, 2021.

Adam Richmond; Police Officer, Public Safety Department; effective July 22, 2021.

Abby Roth; Payroll Clerk, Budget, Payroll & Risk Mgt; effective July 9, 2021.

Anita Sharpe; Student Services Assistant III, Applied Medicine & Rehabilitation; effective September 1, 2021.

Sonja Taylor; Administrative Assistant II, School of Nursing; effective September 17, 2021.

Debora Tindal; Administrative Assistant III, Office of Information Technology; effective October 15, 2021.

Lisa Tooley; Custodian I, Custodians; effective July 9, 2021.

Maria Ugarte; Administrative Assistant I, Department of Teaching & Learning; effective May 28, 2021.

Debra Utterback; Custodian I, Custodians; effective June 21, 2021.

Leanne Walker; Custodian II, Student Rec Center; effective September 28, 2021.

Jaden Walters; Groundskeeper, Facilities Management; effective September 10, 2021.

## **NON-EXEMPT PROFESSIONAL**

### **Appointments**

Sadie All; New Media Coordinator, University Marketing; B.S., Indiana State University; \$21.54 per hour; effective September 7, 2021.

Jillian Bontjes; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$15.87 per hour; effective August 18, 2021.

Courtney Dosch; Annual Giving Coordinator, Advancement; B.S., Indiana State University; \$19.00 per hour; effective September 13, 2021.

Angella Gifford; Comp & Records Specialist, Human Resources; B.S., St. Mary of the Woods College; \$20.88 per hour; effective August 30, 2021.

Connor Goodwin; IDOE Program Coordinator, Mathematics & Computer Science; B.S., Indiana State University; \$19.88 per hour; effective July 5, 2021.

Isaac Granger; Athletic Fac/Oper Coordinator, Athletic Operations; B.S., Indiana State University; \$17.50 per hour; effective June 8, 2021.

Sarah Hall; Graphic Designer, Hulman Center; M.F.A., Indiana State University; \$15.87 per hour; effective August 23, 2021.

Caroline Kinderthain; Admissions Counselor, Admissions and High Schl Relations; M.A., Clemson University; \$15.87 per hour; effective September 9, 2021.

Casey Powers; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$15.87 per hour; effective July 6, 2021.

Raquel Thorpe; Contract & Compliance Coord, Office of General Counsel; \$17.43 per hour; effective June 28, 2021.

Emily Wampler; Enroll Mgmt Systems Coord, Student Financial Aid; B.S., Indiana State University; \$19.50 per hour; effective July 19, 2021.

Kenneth Young; IT Systems Specialist-Res Life, Residential Life Programming; B.S., Indiana State University; \$19.00 per hour; effective July 6, 2021.

### **Temporary Appointments**

John Gettemeyer; New Stu Trans Prog Asst Dir-RR, New Student Transition Programs; \$18.19 per hour; effective July 1, 2021 through June 30, 2022.

Andre Harden; Info Ctr Consultant Trainee RR, Office of Information Technology; \$16.89 per hour; effective July 1, 2021 through June 30, 2022.

Elizabeth Nesius; Operations Supervisor, IU School of Medicine-Terre Haute; \$25.94 per hour; effective July 1, 2021 through June 30, 2022.

Shay Phillips; Communications/Programs Coord, Student Success; \$21.54 per hour; effective July 1, 2021 through June 30, 2022.

Matthew Porter; Field Campus Manager, Kinesiology Recre & Sport; \$18.23 per hour; effective July 1, 2021 through June 30, 2022.

Nancy Swift; Budget Specialist, IU School of Medicine-Terre Haute; \$18.84 per hour; effective July 1, 2021 through June 30, 2022.

Micah Wagner; Info Ctr Consultant Trainee RR, Office of Information Technology; \$16.89 per hour; effective July 1, 2021 through June 30, 2022.

Brianne Walters; Bat Center Assistant Director, Biology; \$23.83 per hour; effective July 1, 2021 through June 30, 2022.

Joey Weber; Research Associate - Bats, Biology; \$20.82 per hour; effective July 1, 2021 through June 30, 2022.

**Change in Status and/or Pay Rate**  
**Promotion/Transfers**

Sara Ellinger; from Stu Fin Aid Client Serv Spec, Student Financial Aid to Financial Aid Counselor, Student Financial Aid; \$16.63 per hour; effective October 4, 2021.

Randal Hargis; from Reg & Rec Information Analyst, Office of Registration & Records to Asst Registrar Grad Trans Svcs, Office of Registration & Records; \$27.63 per hour; effective October 4, 2021.

Zachary Johnson; from Admissions Counselor, Admissions and High Schl Relations to Enrollment Mgmt Systems Coord, Admissions and High Schl Relations; \$18.49 per hour; effective July 6, 2021.

Christina Pearman; from Library Associate III, Pub Srv, Library Services to Access Services Manager, Library Services; \$20.83 per hour; effective September 6, 2021.

Madeline Riley; Simulation Assistant to Simulation Coordinator, Dean, College Health Human Services; \$23.37 per hour; effective August 9, 2021.

Tabytha Seward Ardoin; from Financial Aid Counselor, Student Financial Aid to Fin Aid Coord-Out & Train, Student Financial Aid; \$17.99 per hour; effective August 9, 2021.

**Retirements**

Kathryn Elson; Technology Systems Coordinator, Business Engagement Center; effective June 30, 2021.

**Separations**

Austin Bishop; Annual Giving Coordinator, Advancement; effective July 16, 2021.

Shane Donnell; Career Services Emp Rela Coord, Career Center; effective June 11, 2021.

Scott Finzel; Athletic Equipment Manager, Athletic Operations; effective July 2, 2021.

Jonathan Garcia; New Media Assistant Manager, University Marketing; effective August 20, 2021.

John Gettemeyer; New Stu Trans Prog Asst Dir-RR, New Student Transition Programs; effective September 3, 2021.

Lan-Chien Hauger; Personnel Coordinator, VP and Provost Office; effective September 15, 2021.

Andrew Hile; Media Relations Coord Athletic, Athletics-Sports Information; effective September 24, 2021.

Shay Phillips; Communications/Programs Coord, Student Success; effective July 30, 2021.

**ATHLETICS**  
**Appointments**

Aaron Taff; Athletic Equipment Manager, Athletic Operations; B.S., State University of New York Cortland; \$16.00 per hour; effective July 23, 2021.

**EXEMPT**  
**Appointments**

Adewale Adesanya; Lead IT Security Engineer, Office of Information Technology; B.T., Yaba College of Technology; salary \$63,500 per fiscal year; effective June 9, 2021.

Brooklyn Baxter; Hardware & Software Integrator, Office of Information Technology; B.S., Indiana State University; salary \$47,483 per fiscal year; effective August 25, 2021.

Tyler Bicknell; Systems Integrator, Office of Information Technology; B.S., Indiana State University; salary \$47,483 per fiscal year; effective June 14, 2021.

Sarah Campbell; Res Life Asst Dir - Desk Ops, Residential Life Programming; M.S., Indiana State University; salary \$49,000 per fiscal year; effective August 7, 2021.

Emily Edwards; Contract Coordinator, Applied Medicine & Rehabilitation; B.A., Indiana State University; salary \$36,000 per fiscal year; effective August 2, 2021.

LaShata Grayson; Frat & Sorority Life Assc Dir, Fraternity & Sorority Life; M.S., Southern Illinois University Edwardsville; salary \$50,000 per fiscal year; effective July 12, 2021.

Adominique Gunn; Devel Math Educator 12 Mon RR, Mathematics & Computer Science; M.A., Olivet Nazarene University; salary \$51,000 per fiscal year; effective August 1, 2021.

Faith Haley; Admissions Executive Director, Admissions and High Schl Relations; M.Ed., University of Southern California; salary \$90,000 per fiscal year; effective October 1, 2021.

Nicole Hollingsworth; Alumni Assoc Assc Dir-Mmbrshp, Alumni Engagement Office; M.S., Ohio University; salary \$51,000 per fiscal year; effective July 19, 2021.

Lucy Lunsford; Fin/Adm Exec Dir - Univ Adv, Foundation Financial Svcs; B.S., Indiana State University; salary \$87,000 per fiscal year; effective August 16, 2021.

Awa Ngwa; Database Administrator, Office of Information Technology; B.S., University of Buea; salary \$63,000 per fiscal year; effective July 12, 2021.

Daniel O'Rourke; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; B.S., Endicott College; salary \$36,000 per fiscal year; effective September 20, 2021.

Andrea Roth; Athletic Trainer I, Ctr for Sports Medicine & Perform; M.A., University of Alabama; salary \$47,483 per fiscal year; effective August 9, 2021.

Madison Sikyta; Athletic Trainer I, Ctr for Sports Medicine & Perform; M.S.E., The University of Akron; salary \$47,483 per fiscal year; effective June 2, 2021.

Kyle Steidle; Systems Integrator, Office of Information Technology; B.S., University of Phoenix; salary \$60,000 per fiscal year; effective August 2, 2021.

Amber Stinson; Res Life Asst Dir Mrkg Strateg, Residential Life Programming; M.A., Indiana State University; salary \$48,500 per fiscal year; effective July 19, 2021.

### **Temporary Appointments**

Karissa Baumgartner; Res Life Area Coord Req Reap, Residential Life Programming; M.S., Eastern Illinois University; salary \$40,716 per fiscal year; effective August 2, 2021 through June 30, 2022.

Michelle Bennett; Osher Program Coordinator, Center for Community Engagement; salary \$45,303 per fiscal year; effective July 1, 2021 through June 30, 2022.

Jessica Binhack; IEPRC Project Coordinator, Blumberg Center; M.Ed., Depaul University; salary \$70,000 per fiscal year; effective October 11, 2021.

Jeffrey Burns; Lead Sr Flight Inst Req Reap, Aviation Technology; salary \$37,089 per fiscal year; effective September 20, 2021 through June 30, 2022.

Richard Carle; Res Life COVID-19 Coordinator, Residential Life Programming; B.A., University of Dallas; salary \$36,000 per fiscal year; effective July 19, 2021 through May 31, 2022.

William Croft; Academic Advisor Req Reapt, Built Environment; salary \$38,415 per fiscal year; effective July 1, 2021 through June 30, 2022.

Suzanne Downs; WCI-AHEC Clinical Coordinator, Indiana Area Health Ed Ctr; salary \$45,581 per fiscal year; effective July 1, 2021 through June 30, 2022.

Andrea Gruger; Res Life Area Coord Req Reap, Residential Life Programming; M.S., Nova Southeastern University; salary \$40,716 per fiscal year; effective August 6, 2021 through June 30, 2022.

Timothy Guoli; Staff Psychologist Req Reap, Student Counseling Center; salary \$47,000 per fiscal year; effective July 1, 2021 through June 30, 2022.



Alana Harveth; IEPRC Project Coordinator, Blumberg Center; M.Ed., Indiana Wesleyan University; salary \$70,350 per fiscal year; effective September 13, 2021 through September 30, 2022.

Amie Harvey; Univ College Adviser Proj Succ, Dean University College; M.S., Indiana State University; salary \$36,500 per fiscal year; effective August 2, 2021 through June 30, 2022.

Allison Hoag; Univ College Adviser Proj Succ, Dean University College; M.A., Eastern Michigan University; salary \$36,500 per fiscal year; effective August 9, 2021 through June 30, 2022.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; salary \$53,995 per fiscal year; effective July 1, 2021 through June 30, 2022.

Molly Kelly; Res Life Hall Coord Spc Prj-RR, Residential Life Programming; M.S., Indiana State University; salary \$36,000 per fiscal year; effective August 13, 2021 through June 30, 2022.

Anne Kruse; Victim Advocate Req Reapt, Asst & Assoc Dean Students; salary \$40,000 per fiscal year; effective July 1, 2021 through June 30, 2022.

Joel Lauritzen; Res Life Hall Coord Req Reap, Residential Life Programming; M.A., Lincoln Christian College; salary \$36,000 per fiscal year; effective August 13, 2021 through June 30, 2022.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$46,175 per fiscal year; effective July 1, 2021 through June 30, 2022.

Jacquelyn Mathis; WCI-AHEC Director, Indiana Area Health Ed Ctr; salary \$66,788 per fiscal year; effective July 1, 2021 through June 30, 2022.

Linda Maule; Dean & Assoc Professor, VP and Provost Office; salary \$150,911 per fiscal year; effective July 1, 2021 through June 30, 2022.

Elise Maxwell; Program Coordinator, Indiana Area Health Ed Ctr; salary \$43,265 per fiscal year; effective July 1, 2021 through June 30, 2022.

Thomas Neal; Development Director, Advancement; B.S., Indiana University Purdue University Indianapolis; salary \$65,000 per fiscal year; effective August 16, 2021 through June 30, 2022.

Kristy Nicoson; Program Coord Ph1 Y2 - IUSM, IU School of Medicine-Terre Haute; salary \$44,512 per fiscal year; effective July 1, 2021 through June 30, 2022.

James Pond; Extend Learning Adv/Recruit-RR, Extended Learning Office; salary \$46,175 per fiscal year; effective July 1, 2021 through June 30, 2022.

John Purcell; IEPRC Project Coordinator, Blumberg Center; M.S., Indiana University; salary \$70,000 per fiscal year; effective September 13, 2021 through September 30, 2022.

Courtney Richey-Chipol; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$72,894 per fiscal year; effective July 1, 2021 through June 30, 2022.

Brittany Russell; Program Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$45,407 per fiscal year; effective July 1, 2021 through June 30, 2022.

Aaron Slocum; Mentoring Center Director, Dept of Educational Leadership; salary \$60,600 per fiscal year; effective July 1, 2021 through August 31, 2021.

Brooke Taylor; Program Coordinator, Applied Medicine & Rehabilitation; M.B.A., Lincoln Memorial University; salary \$50,000 per fiscal year; effective July 8, 2021 through June 30, 2022.

Adam Wert; Univ College Adviser Proj Succ, Dean University College; Ph.D., Princeton Theological Seminary; salary \$36,500 per fiscal year; effective August 2, 2021 through June 30, 2022.

Aaron White; Instruct Design Spec-RR, Extended Learning Office; salary \$44,902 per fiscal year; effective July 1, 2021 through June 30, 2022.

Brooke Young; Stu Athletic Succ Coord Re Rea, Athletic Academic Advisement; salary \$41,100 per fiscal year; effective July 1, 2021 through June 30, 2022.

#### **Change in Status and/or Pay Rate**

Kyle Harris; Career Services Asst Director, Career Center; equity adjustment to \$51,000 effective June 1, 2021.

Clint Weddle; Corpora & Foundation Devel Dir, Advancement; equity adjustment to \$75,000 effective July 1, 2021.

Rita Wiley; Res Life Area Coord Req Reap, Residential Life Programming; change from pay grade 8 to pay grade 9; salary of \$44,378 per fiscal year; effective July 1, 2021.

#### **Promotion/Transfers**

Alexander Allen; from Car Ctr Evnts & Markg Asst Dir to Career Services Exec Director, Career Center; salary \$92,000 per fiscal year; effective July 1, 2021.

Kyle Atterson; from Bursar Operation Systems Coord, Assoc VP Finance Asst Treasurer to Web Architect, University Marketing; salary \$52,000 per fiscal year; effective October 1, 2021.

Therese Avelis; from Associate Registrar, Office of Registration & Records to Graduate Education Sys Analyst, College of Grad & Professional Stds; salary \$66,999 per fiscal year; effective August 1, 2021.

Robert Barley; from Tech Infrastructure Svs Dir, Telecommunications to Chief Information Officer, Office of Information Technology; salary \$140,000 per fiscal year; effective September 1, 2021.

Ashleigh Crowe; from Advising Administration Dir to Academic Advising Exec Dir, Dean University College; salary \$84,000 per fiscal year; effective July 19, 2021.

Kenneth Galletta; from Asst Coach Sport Perform & Sci to Head Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; salary \$47,483 per fiscal year; effective August 1, 2021.

Adam Gaunt; from Budg Payr Risk Mgt Bus Analyst, Budget, Payroll & Risk Mgt to Assoc Reg-Systems & Rep, Office of Registration & Records; salary \$62,000 per fiscal year; effective October 1, 2021.

William Hamilton; from Asst Registrar Grad Trans Srvs to Senior Registrar Analyst, Office of Registration & Records; salary \$57,000 per fiscal year; effective October 1, 2021.

Amanda Hobson; from Asst Dean Stu Dir Women Re Ctr, Asst & Assoc Dean Students to Assc Dean Stud/Dir Syc Care, Asst & Assoc Dean Students; salary \$71,691 per fiscal year; effective July 1, 2021.

Jack Jaeger; from RHIC Simulation Director to RHIC Executive Director, Dean, College Health & Human Svcs; salary \$93,000 per fiscal year; effective August 1, 2021.

Matthew Jenkins; from Info Tech Security Officer to Chief Info Security Officer, Office of Information Technology; salary \$84,045 per fiscal year; effective September 1, 2021.

Richard Kidd; from Asst Dir Dev Ath Fu to Athletic Sponsorship Devel Dir, Advancement; salary \$50,000 per fiscal year; effective September 13, 2021.

Stephanie Percy; from Bridging Programs Specialist to Success Programs Director, Dean University College; salary \$64,055 per fiscal year; effective July 1, 2021 through June 30, 2022.

Allison Ramsey; from University College Adviser, Dean University College to Student Success Program Coord, Center for Student Success; salary \$41,038 per fiscal year; effective July 1, 2021.

Stacey Rice; from Senior Financial Analyst to Assistant Controller, Assoc VP University Controller; salary \$57,851 per fiscal year; effective September 1, 2021.

Ellie Rippy; from Assessment & User Exper Coord, Library Services to Mentoring Center Director, Center for Student Success; salary \$60,000 per fiscal year; effective September 27, 2021.

Marcus Roberts; from Student Services Asst II - RR, Extended Learning to Programmer/Analyst, Office of Information Technology; salary \$47,483 per fiscal year; effective September 4, 2021.

Mitchell Schaekel; from Res Life Quar&Isolation Coord to Res Life Hall Coord Req Reap, Residential Life Programming; salary \$36,000 per fiscal year; effective June 1, 2021 through June 30, 2022.

Aaron Slocum; from Mentoring Center Director, Dept of Educational Leadership to Eqty Access Ret & Mentor Dir, Dean University College; salary \$61,800 per fiscal year; effective September 1, 2021 through June 30, 2022.

Jessica Starr; from Program Coordinator to Community Engagement Asst Dir, Center for Community Engagement; salary \$48,626 per fiscal year; effective May 3, 2021.

Tami Weinzapfel-Smith; from Emp Relations and Immig Dir to Exec Director Human Resources, Human Resources; salary \$96,000 per fiscal year; effective June 1, 2021.

Alex Whitmore; from Res Life Hall Coord Req Reap, Residential Life Programming to Program Coordinator, Center for Community Engagement; salary \$37,040 per fiscal year; effective June 28, 2021.

Hope Williams; from Target Retent Servs Coord - IE, Dean University College to Dir Access Svcs & Inclusion, Center for Student Success; salary \$58,666 per fiscal year; effective September 10, 2021.

### **Retirements**

James Gregg; Steam Plant Manager, Power Plant; effective January 14, 2022.

Andrew Kellett; Purchasing Ctrl Rec Asst Dir, Purchasing; effective January 7, 2022.

Yancy Phillips; Academic Services Director, Office of Information Technology; effective January 3, 2022.

James Pond; Extend Learning Adv/Recruit-RR, Extended Learning Office; effective January 3, 2022.

### **Separations**

Christina Barnes; Clinical Simulation Specialist, Dean, College of Health and Human Services; effective July 16, 2021.

Nicole Bridgewater; Student Success Innov Exec Dir, Dean University College; effective November 1, 2021.

Janet Coleman; Dean, Education, Dean, Bayh College of Education; effective July 31, 2021.

Niki Fjeldal; Transitions & Stu Impact Dir, New Student Transition Programs; effective July 8, 2021.

Jennifer Forbes; Advancement Services Director, ISU Foundation Operations; effective June 11, 2021.

Melissa Grinslade; Staff Psychologist, Student Counseling Center; effective November 1, 2021.

Bonnie Huckaby; Res Life Area Coord Req Reap, Residential Life Programming; effective June 4, 2021.

Stephanie Jeffers; COT Stu Career Sup Outre Dir, Dean, College of Technology; effective August 9, 2021.

Amanda Knerr; Ex Dir for Res Life & Housing, Residential Life Programming; effective November 1, 2021.

Anne Kruse; Victim Advocate Req Reapt, Asst & Assoc Dean Students; effective August 20, 2021.

Sarah Larrison; IEPRC Project Coordinator, Blumberg Center; effective July 30, 2021.

Heather Miklozek; Community Engagement Director, Center for Community Engagement; effective January 3, 2022.

J Moore; Assc VP Student Affairs, VP for Student Affairs; effective October 1, 2021.

Awa Ngwa; Database Administrator, Office of Information Technology; effective September 28, 2021.

Morgan Patterson; Alumni Assoc Asst Dir Comm Out, Alumni Engagement Office; effective September 1, 2021.

Daniel Pigg; Business Engagement Director, Business Engagement Center; effective January 3, 2022.

Frances Reed; Multicultural Svc & Prog Coord, Multicultural Svcs & Programs; effective October 15, 2021.

Craig Schaefer; Senior Registrar Analyst, Office of Registration & Records; effective October 11, 2021.

John Stein; Head Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; effective July 30, 2021.

Amanda Tohill; Network Engineer, Telecommunications; effective August 13, 2021.

Luceandy Tooley; Graduation Specialist, Dean, College of Arts & Sciences; effective July 23, 2021.

Richard Toomey; Sp Asst for Strat Enroll Initi, Admissions and High Schl Relations; effective June 30, 2021.

Victor Torres; IEPRC Project Coordinator, Blumberg Center; effective July 30, 2021.

Brady Tragesser; IEPRC Project Coordinator, Blumberg Center; effective August 20, 2021.

Zachary Turner; Res Life Asst Dir - Desk Ops, Residential Life Programming; effective August 6, 2021.

Kristian Wright; IEPRC Project Coordinator, Blumberg Center; effective July 30, 2021.

### **Stipend**

Regina Atkins; Sti Intrm Admissions Exec Dir, Admissions and High Schl Relations; stipend of \$1,500 per month; effective July 1, 2021 through September 30, 2021.

Debra Barber; Intrm Trans&Stu Impact Dir, New Student Transition Programs; stipend of \$1,000 per month; effective July 10, 2021 through June 30, 2022.

Robert Barley; Sti Intrm Chief Info Officer, Office of Information Technology; stipend extended through August 31, 2021.

Olivia Finley; Sti Additional Duties, Enrollment Management; stipend of \$250 per month; effective September 1, 2021 through December 31, 2021.

Matthew Jenkins; Intrm Chief Info Security Off, Office of Information Technology; stipend of \$1,200 per month; effective June 1, 2021 through August 31, 2021.

Ashley Layman; Sti Assessment & Accred Coord, MBA Program; stipend of \$1,000 per month; effective July 1, 2021 through June 30, 2022.

Christina Lee; Stipend for Additional Duties, Athletics-Administration; stipend of \$1,700 per month; effective July 19, 2021 through September 30, 2021.

Michael Lowry; Sti Tech Supp System Intrm Dir, Office of Information Technology; stipend of \$800 per month; effective July 1, 2021 through June 30, 2022.

Carrie Lutz; Sti Ex Dir/Chief Mkt Officer, University Marketing; stipend of \$2,000 per month; effective July 1, 2021 through December 31, 2021.

Courtney McCrary; Sti Victim Advocate, Asst & Assoc Dean Students; stipend of \$500 per month; effective September 1, 2021 through May 31, 2022.

J Moore; Sti Student Union Director, HMSU-Operations; stipend extended through October 1, 2021.

Tami Weinzapfel-Smith; Sti Intrm Dir Human Resources, Human Resources; early end of stipend of May 31, 2021.

### **ATHLETICS** **Appointments**

Seth Montgomery; Assc Ath Dir - Comm/Dig Conten, Athletics-Sports Information; M.B.A., Charleston Southern University; salary \$55,000 per fiscal year; effective August 18, 2021.

James Schmeits; Basketball Operations Director, Athletics-Mens Basketball; M.Ed., Wichita State University; salary \$40,000 per fiscal year; effective May 27, 2021.

### **Temporary Appointments**

Anthony Bertoli; Asst Coach, Track/CrossCountry, Athletics-Track; salary \$41,100 per fiscal year; effective July 1, 2021 through June 30, 2022.

Brandan Bettenhausen; Asst Coach, Track and Field, Athletics-Track; salary \$43,615 per fiscal year; effective July 1, 2021 through June 30, 2022.

Bradley Butler; Asst Coach, Cr Cntry/Trck&Fld, Athletics-Track; MS, Eastern Illinois University; salary \$45,000 per fiscal year; effective August 20, 2021 through June 30, 2022.

Joshua Christensen; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; salary \$65,650 per fiscal year; effective July 1, 2021 through June 30, 2022.

Collin Coffer; Asst Coach, Football, Athletics-Football; BS, University of Indianapolis; salary \$46,613 per fiscal year; effective June 1, 2021 through December 31, 2021.

Nicole Finnesand; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; salary \$38,250 per fiscal year; effective July 1, 2021 through June 30, 2022.

Brittany Gray; Asst Coach, Softball, Athletics-Softball; BA, University of Georgia; salary \$38,618 per fiscal year; effective July 26, 2021 through June 30, 2022..

Justin Hancock; Asst Coach, Baseball, Athletics-Baseball; salary \$42,000 per fiscal year; effective September 20, 2021 through June 30, 2022.

Mitchell Hannahs; Head Coach, Baseball, Athletics-Baseball; salary \$122,715 per fiscal year; effective July 1, 2021 through June 30, 2022.

Kenisha LaKale Malone; Asst Coach, Women's Basketball, Athletics-Womens Basketball; MEd, University of Nebraska-Lincoln; salary \$52,000 per fiscal year; effective June 3, 2021 through March 31, 2022.

Angela Martin; Hd Coach & Dir, Track&Field/CC, Athletics-Track; salary \$72,658 per fiscal year; effective July 1, 2021 through June 30, 2022.

Jeffrey Martin; Assc Hd Coach, M&W Track&Field, Athletics-Track; salary \$48,287 per fiscal year; effective July 1, 2021 through June 30, 2022.

Rachel O'Malley; Asst Coach, Softball, Athletics-Softball; BS, Indiana University Bloomington; salary \$40,000 per fiscal year; effective June 9, 2021 through June 30, 2022.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; salary \$75,046 per fiscal year; effective July 1, 2021 through June 30, 2022.

Tamara Shike; Spirit Prog & Comm Relat Coord, Athletics-Adminstration; salary \$37,997 per fiscal year; effective July 1, 2021 through June 30, 2022.

Brian Smiley; Assc Head Coach, Baseball, Athletics-Baseball; salary \$57,938 per fiscal year; effective July 1, 2021 through June 30, 2022.

Gregory Towne; Head Coach, Women's Golf, Athletics-Women's Golf; salary \$47,477 per fiscal year; effective July 1, 2021 through June 30, 2022.

Bradley Vanderglas; Asst Coach, Baseball, Athletics-Baseball; salary \$41,997 per fiscal year; effective July 1, 2021 through June 30, 2022.

Bryston Williams; Asst Coach, Men's Basketball, Athletics-Mens Basketball; MS, Northwest Missouri State University; salary \$112,000 per fiscal year; effective May 28, 2021 through March 31, 2022.

### **Change in Status and/or Pay Rate**

Tyler Funk; Asst Coach, Football, Athletics-Football; salary increase for additional duties to \$52,000 effective June 1, 2021.

Adam Kleman; Asst Coach, Women's Soccer, Athletics-Womens Soccer; salary increase for additional duties to \$42,000 effective July 1, 2021

### **Title Change**

Brian Smiley; Asst Coach, Baseball to Assc Head Coach, Baseball, Athletics-Baseball; effective August 1, 2021.

### **Separations**

Tori Magner; Asst Coach, Softball, Athletics-Softball; effective June 30, 2021.

Ryan Muller; Athletic Sponsorship Devel Dir, Athletics-Adminstration; effective July 16, 2021.

Bradley Vanderglas; Asst Coach, Baseball, Athletics-Baseball; effective August 23, 2021.

### **Stipends**

Joshua Schertz; Sti Ath Promotion Activity, Athletics-Nelligan Sports Marketing; stipend of \$4,333.33 per month; effective April 1, 2021 through March 31, 2022.



## 4g Grants and Contracts

1. Indiana Academy Of Science, Fund No. 549422, Proposal No. 21-074  
An agreement in the amount of \$2,500.00 has been received from Indiana Academy of Science for the project entitled, "Becoming un-Fizzled: Critical Investigations in Wnt Signaling and Multi-Drug Chemo resistance in Breast Cancer" under the direction of Danielle Muse, Department of Biology, for the period May1, 2021 through March 1, 2022.
2. Indiana Academy of Science, Fund No. 549423, Proposal No. 21-076  
An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, "Indiana River Otter Metal Body Burden as an Indicator of Food Web Cycling of Metals" under the direction of Kathryn Mudica, Department of Earth & Environmental Systems, for the period May1, 2021 through March 1, 2022.
3. Indiana Academy of Science, Fund No. 549424, Proposal No. 21-080  
An agreement in the amount of \$1,891.00 has been received from Indiana Academy of Science for the project entitled, "Soil Micro-Arthropod Analysis to Compare Reclaimed Mining Sites" under the direction of Tyler Dennis, Department of Earth & Environmental Systems, for the period May 1, 2021 through March 1, 2022.
4. Purdue University, Fund No. 549425, Proposal No. 21-057  
A sub agreement under National Aeronautics & Space Administration (NASA) in the amount of \$9,490.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Consortium Programs and Opportunities 2020-2024," under the direction of Maria Javaid, Department of Electronics and Computer Engineering Technology, for the period May 10, 2021 through May 9, 2022.
5. Indiana Department of Education, Fund No. 549429, Proposal No. 21-106  
An agreement in the amount of \$183,706.00 has been received from Indiana Department of Education for the project entitled, "Learning Loss Grant" under the direction of Winnie Ko, Department of Mathematics and Computer Science, for the period May 21, 2021 through June 30, 2023.
6. City of Terre Haute, Indiana, Fund No. 549383, Proposal No. 21-109  
Additional appropriations in the amount of \$30,000.00 have been received from City of Terre Haute, Indiana for the project entitled, "West Central Small Business Development Center 2020" under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2020 through December 31, 2021.
7. Indiana Department of Education, Fund No. 549433, Proposal 21-104  
An agreement in the amount of \$403,325.00 has been received from Indiana Department of Education for the project entitled, "Promoting Achievement for Students with Sensory Loss (PASS)," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2021 through September 30, 2022.

8. Indiana University, Fund No. 549421, Proposal No. 21-092  
A sub agreement under the Indiana State Department of Health in the amount of \$242,379.00 has been received from Indiana University for the project entitled, "FY 2020-23 Area Health Education Centers Operating Support," under the direction of Caroline Mallory, College of Health and Human Services, for the period July 1, 2021 through June 30, 2022.
9. Japan Foundation, Fund No. 549434, Proposal 21-099  
An agreement in the amount of \$27,300.00 has been received from Japan Foundation for the project entitled, "Salary Assistance Grant for Japanese Language Courses," under the direction of Ann Rider, Department of Languages, Literatures, and Linguistics, for the period August 1, 2021 through May 31, 2022.
10. Uppsala University, Fund No. 549426, Proposal No. 20-102  
A sub agreement under the Bank of Sweden Tercentenary Foundation in the amount of \$40,000.00 has been received from Uppsala University for the project entitled, "Questionable Research Practices: The Ethical Handling of Data in Quantitative Humanities Research," under the direction of Scott Sterling, Department of Languages, Literatures, and Linguistics, for the period July 1, 2021 through June 30, 2023.
11. Reckless Bandon, LLC., Fund No. 549427, Proposal 21-101  
An agreement in the amount of \$5,000.00 has been received from Reckless Bandon, LLC for the project entitled, "Economic Inequality in America," under the direction of Lisa Phillips, Department of History, for the period May 15, 2021 through August 15, 2021.
12. SIA Foundation, Inc., Fund No. 549428, Proposal 21-089  
An agreement in the amount of \$5,215.78 has been received from SIA Foundation, Inc. for the project entitled, "Pro Bono Physical Therapy Clinic," under the direction of Howell Tapley, Department of Applied Medicine and Rehabilitation, for the period July 1, 2021 through June 30, 2022.
13. Department of Health and Human Services, Fund No. 549432, Proposal 19-052  
An agreement in the amount of \$290,472.00 has been received from Department of Health and Human Services for the project entitled, "Physician Assistant Training in Primary Care," under the direction of John Pommier, Department of Applied Medicine and Rehabilitation, for the period July 1, 2021 through June 30, 2022.
14. The Bernard Osher Foundation, Fund No. 549437, Proposal 22-005  
An agreement in the amount of \$25,000.00 has been received from The Bernard Osher Foundation for the project entitled, "Osher Lifelong Learning Institute," under the direction of Michelle Bennett, Community Engagement, for the period September 1, 2021 through August 31, 2022.
15. Purdue University, Fund No. 549430, Proposal No. 21-056  
A sub agreement under National Aeronautics & Space Administration (NASA) in the amount of \$22,836.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Consortium Programs and Opportunities 2020-2024," under the direction of Sheikh Ferdous, Department of Applied Engineering and Technology Management, for the period May 10, 2021 through May 9, 2022.

16. Indiana Department of Education, Fund No. 549435, Proposal 21-105  
An agreement in the amount of \$710,738.00 has been received from Indiana Department of Education for the project entitled, "Learning Loss Grant," under the direction of Judith Sheese, Dean's Office – Bayh College of Education, for the period May 21, 2021 through June 30, 2023.
17. U.S. Department of Education, Fund No. 549436, Proposal 22-017  
An agreement in the amount of \$209,276.00 has been received from U.S. Department of Education for the project entitled, "The Indiana Deaf-Blind Services Project," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2021 through September 30, 2022.
18. Indiana Athletic Trainers Association, Fund No. 549439, Proposal 21-097  
An agreement in the amount of \$979.00 has been received from Indiana Athletic Trainers Association for the project entitled, "Social Determinants of Health and Access to Athletic Training in the State of Indiana," under the direction of Matthew Rivera, Department of Applied Medicine and Rehabilitation, for the period July 22, 2021 through July 31, 2022.
19. Indiana Department of Education, Fund No. 549438, Proposal 21-107  
An agreement in the amount of \$2,545,000.00 has been received from Indiana Department of Education for the project entitled, "Indiana IEP Resource Center", under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2021 through September 30, 2022.
20. US Department of Education, Fund No. 549366, Proposal NA  
Additional appropriations in the amount of \$1,206,299.00 have been received from US Department of Education for the project entitled, "Education Stabilization Fund – Indiana State University Emergency Relief Funding (SIP)," under the direction of Diann McKee, Vice President – Finance and Administration, for the period June 8, 2020 through March 3, 2022.

## 4h Agreements

Date	Contract Type	Name	State
09/10/2021	Performers, Speakers and Entertainers	ISU & LEAD Firm, Jarrod Benjamin Speaker Agreement on <i>"Hazing Prevention: Breaking the Cycle"</i>	IN
08/17/2021	Performers, Speakers and Entertainers	ISU & CampuSpeak. Tim Mousseau on <i>"Retaking our Story: Reframing the Sexual Assault Conversation"</i> .	IN
07/26/2021	Performers, Speakers and Entertainers	ISU & CampuSpeak, Tianna Soto on <i>"Living Between Worlds"</i>	IN
07/23/2021	Performers, Speakers and Entertainers	ISU & CampuSpeak. Adriana Rodriguez on <i>"Latin X Workshop"</i> .	IN
07/21/2021	Performers, Speakers and Entertainers	ISU & Marzano Resources, Phil Warrick Speaker on <i>"Becoming a High Reliability School"</i>	IN
09/30/2021	Clinical Affiliation Agreement	Franciscan Alliance, Inc.	IN
09/29/2021	Clinical Affiliation Agreement	Rose-Hulman Institute of Technology	IN
09/29/2021	Clinical Affiliation Agreement	Coshocton Medical Center	OH
09/20/2021	Clinical Affiliation Agreement	Westside Children's Therapy	IL
09/20/2021	Clinical Affiliation Agreement	Northwestern Illinois Association	IL
09/20/2021	Clinical Affiliation Agreement	Hickory Recovery Treatment	IN
09/17/2021	Clinical Affiliation Agreement	Mason General Hospital	WA
09/13/2021	Clinical Affiliation Agreement	Career Academy South Bend	IN
09/07/2021	Clinical Affiliation Agreement	ApexNetwork Physical Therapy	IL
08/27/2021	Clinical Affiliation Agreement	Marshall Community Unit School District	IL
08/25/2021	Clinical Affiliation Agreement	MSD of Pike Township	IN
08/18/2021	Clinical Affiliation Agreement	Owenton Center	KY
08/18/2021	Clinical Affiliation Agreement	Saint Francis Healthcare	DE
08/16/2021	Clinical Affiliation Agreement	Full Circle Therapy	TN
08/10/2021	Clinical Affiliation Agreement	SEE Purpose Center for Addiction Treatment	IN
08/05/2021	Clinical Affiliation Agreement	Wentworth Douglass Hospital	NH
08/05/2021	Clinical Affiliation Agreement	Adventist Health Systems	FL
08/02/2021	Clinical Affiliation Agreement	Fort Wayne Dermatology	IN
08/01/2021	Clinical Affiliation Agreement	Lancaster County School District	SC
07/28/2021	Clinical Affiliation Agreement	Valley Rehabilitation & Performance	IN
07/23/2021	Clinical Affiliation Agreement	FHN Memorial Hospital	IL
07/08/2021	Clinical Affiliation Agreement	Fairfield Memorial Hospital	IL
07/08/2021	Clinical Affiliation Agreement	In Time Creative Counseling Services LLC	IN

06/29/2021	Clinical Affiliation Agreement	Beacon Health System	IN
06/29/2021	Clinical Affiliation Agreement	Big Stone therapies, Inc.	SD
06/29/2021	Clinical Affiliation Agreement	Adventist Health Tillamook	OR
06/23/2021	Clinical Affiliation Agreement	Milestone Therapy	IN
06/15/2021	Clinical Affiliation Agreement	People and Animal Learning Service (PALS)	IN
06/15/2021	Clinical Affiliation Agreement	Boundary Community Hospital	ID
06/15/2021	Clinical Affiliation Agreement	VNA Homecare & Hospice of the Wabash Valley	IN
06/14/2021	Clinical Affiliation Agreement	Community Health Network	IN
06/14/2021	Clinical Affiliation Agreement	CICOA Aging and in-Home Solutions	IN
06/14/2021	Clinical Affiliation Agreement	Southern Maine Health Care	ME
06/14/2021	Clinical Affiliation Agreement	Mercy Health Springfield	MO
06/11/2021	Clinical Affiliation Agreement	Eskenazi Health	IN
06/08/2021	Clinical Affiliation Agreement	McDonald Physical Therapy	IN
06/08/2021	Clinical Affiliation Agreement	G3 Physical Therapy	CA
06/07/2021	Clinical Affiliation Agreement	Trurehab, LLC	IN
06/04/2021	Clinical Affiliation Agreement	Interface Rehab	CA
06/04/2021	Clinical Affiliation Agreement	Elite Physical Therapy	RI
06/04/2021	Clinical Affiliation Agreement	AZ Orthopedic Physical Therapy	AZ
06/04/2021	Clinical Affiliation Agreement	60 Physical Therapy	AZ
06/03/2021	Clinical Affiliation Agreement	Post Acute Medical Hospital	PA
06/02/2021	Clinical Affiliation Agreement	People and Animal Learning Service (PALS)	IN

## 4i Board Representation at University Events

### Events Requiring Board Representation

November 5, 2021	DAA and MarchOn! Philanthropy Awards
December 10, 2021	Board of Trustees Meeting
December 11, 2021	Winter Commencement

### Optional Events

December 3, 2021	Campus and Community Open House
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Additional information on University events is available at the following link:  
<http://www.indstate.edu/all-events>

**If you are planning to attend any of these events, please contact Kay Ponsot at (812)237-7768 or [kay.ponsot@indstate.edu](mailto:kay.ponsot@indstate.edu) so that the appropriate arrangements can be made.**

## 4j In Memoriam

### **IN MEMORIAM: Dr. Roy Buckingham**

WHEREAS, Dr. Roy Buckingham, retired Professor in the Aerospace Technology Department of Indiana State University, died on the 21th day of June two thousand and twenty one; and

WHEREAS, Dr. Roy Buckingham had given loyal and devoted service to Indiana State University for 27 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

### **IN MEMORIAM: Mr. Davis Glick**

WHEREAS, Mr. Davis Glick, retired Police Officer, died on the fourth day of July two thousand and twenty one and;

WHEREAS, Mr. Davis Glick, had given loyal and devoted service to Indiana State University for 38 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the superior service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

### **IN MEMORIAM: Dr. Thomas Sauer**

WHEREAS, Dr. Thomas Sauer, retired Dean in the College of Arts and Science of Indiana State University, died on the 26th day of July two thousand and twenty one; and

WHEREAS, Dr. Thomas Sauer had given loyal and devoted service to Indiana State University for 20 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Dr. Richard Stebbins**

WHEREAS, Dr. Richard Stebbins, retired Professor in Physical Education of Indiana State University, died on the 8th day of August two thousand and twenty one; and

WHEREAS, Dr. Richard Stebbins had given loyal and devoted service to Indiana State University for 24.5 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Mary Jordan**

WHEREAS, Mary Jordan, retired Assistant Director of Public Affairs, died on the 12th day of August two thousand and twenty one; and

WHEREAS, Mary Jordan had given loyal and devoted service to Indiana State University for 28 years and had gained the respect of students and colleagues who knew her;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which she gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Mrs. Lola Landes**

WHEREAS, Mrs. Lola Landes, retired Administrative Assistant in the Counseling Department, died on the 22<sup>nd</sup> day of August two thousand and twenty one; and

WHEREAS, Mrs. Edith Rausch had given loyal and devoted service to Indiana State University for 20 years and had gained the respect and affection of those who knew her as a co-worker and friend; and

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and respect for the service which she gave to the University; and



BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Dr. James Wittenauer**

WHEREAS, Dr. James Wittenauer, retired Campus Recreation Director of Indiana State University, died on the 23rd day of August two thousand and twenty one; and

WHEREAS, Dr. James Wittenauer had given loyal and devoted service to Indiana State University for 40 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Dr. Lyle Hawkins**

WHEREAS, Dr. Lyle Hawkins, retired Associate Professor in the Department of Electronics & Computer technology of Indiana State University, died on the 19th day of September two thousand and twenty one; and

WHEREAS, Dr. Lyle Hawkins had given loyal and devoted service to Indiana State University for fifteen years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Ms. Carol Brown**

WHEREAS, Ms. Carol Brown, Retired Custodian in Physical Plant, died on the twenty-second day of September two thousand and twenty one; and

WHEREAS, Ms. Carol Brown had given loyal and devoted service to Indiana State University for three years and had gained the respect and affection of those who knew her as a co-worker and friend; and

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and respect for the service which she gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Mr. Gerald Pearson**

WHEREAS, Mr. Gerald Pearson, retired Machinist from Mechanical Trades, died on the thirties day of September two thousand and twenty one and;

WHEREAS, Mr. Gerald Pearson, had given loyal and devoted service to Indiana State University for 12 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the superior service which he gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Mrs. Lee Anne Luttrell**

WHEREAS, Mrs. Lee Anne Luttrell, Senior Instructor in Applied Clinical & Educational Sciences, died on the sixth day of October two thousand and twenty one;

WHEREAS, Mrs. Lee Anne Luttrell had given loyal and devoted service to Indiana State University as Senior Instructor since 2012 and as Adjunct Faculty since 1999 and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and profound respect for the superior service which she gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

**IN MEMORIAM: Elizabeth Russell**

WHEREAS, Elizabeth Russell, retired Transport Service Manager, died on the eight day of October two thousand and twenty one; and

WHEREAS, Elizabeth Russell had given loyal and devoted service to Indiana State University for twenty five years and had gained the respect of students and colleagues who knew her;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which she gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

## Old Business

No old business to report.

## Adjournment

The Indiana State University Board of Trustees adjourned at 3:38 p.m.

The next Board of Trustees will take place on December 10, 2021