



Indiana State University

Board of Trustees Agenda Meeting Minutes

October 23, 2020

Via Zoom

4:00 p.m.



Board of Trustees Agenda Meeting - October 23, 2020 - Minutes

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Call Meeting to Order
Mr. Taylor Page 5

2. Remarks

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Dr. Brown

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Staff Council Chairperson
Mr. LaComba

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Student Government President
Ms. Fluker

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Vice President for Advancement and CEO of the ISU
Foundation
Mrs. Angel

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and CEO of the ISU Foundation Page 9

President of the University
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Mr. Taylor

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Mr. Taylor

Call Meeting to Order

The Indiana State University Board of Trustees met in regular session at 4:00 p.m. on Friday, October 23, 2020 via Zoom.

Opening Statement

Good afternoon and welcome to another mostly virtual meeting of the Indiana State University Board of Trustees. We are conducting this meeting via Zoom under the public health emergency declared by Governor Eric Holcomb. Electronic public meetings are allowed under Executive Order 20-09, which has been extended most recently by Executive Order 20-44.

Trustees Present

Jeff Taylor

Trustees Present via Electronic Means

Kathleen Cabello, Robert Casey, Tanya McKinzie, Randall Minas, Edward Pease, Casey Phillips, Cynthia Powers and Kimberly Smith

Trustees Absent

None

Others Present

President Curtis, Vice Presidents Angel, Licari, McKee, Morgan, Rogers, Katie Butwin, Faculty Senate Chair Liz Brown, Staff Council Chair Todd LaComba and Student Government Vice President Jocelyn Fluker.

There being a quorum present, Mr. Taylor called the meeting to order at 4:00 p.m.

Report of the Faculty Senate Chairperson

It has been an interesting semester.

Of course “interesting” can mean many things. It can mean stimulating, thought-provoking, remarkable, fascinating, unusual, peculiar, or...When we hosted AFS high school exchange students when my daughters were still home, they were told in their orientation that if they didn't like something they were served for dinner, they should say the dish was “interesting” and that wouldn't offend anyone.

It has been an interesting semester—with all of the meanings and nuance the word embodies.

For example, I am teaching analytic geometry to a class of mostly freshmen this semester. Had I taught the class in Fall 2019, my students would be working together, talking with each other, solving problems, building physical mathematical models as I wave my arms, run around the room answering questions, giving hints, helping them construct ellipses with string and pins. This semester, they are sitting far apart at separate tables, facing the same direction, in semi-darkness, while I sit up at the front with headphones on (for those on zoom), tethered to my document camera and computer. I am teaching as I did when I started 30 years ago (albeit without all the wires) by giving very clear explanations and examples. My students are learning analytic geometry. But, they are not experiencing the active learning environment that I strive to create and I fear they aren't making the personal connections with me and each other that are also so important to their long-term success.

My teaching workload has increased substantially. Since we don't pass papers back and forth, I have to create places in Blackboard for my students to submit their work, and I have to grade it in Blackboard. All this takes about twice as much time as it did in years past. I can make it work, it is just harder and, unfortunately my scholarship isn't even on the back burner any more, it's packed up, sitting in the back of the pantry.

I want to be clear that I'm not complaining. It isn't all bad. I've learned new things that will make me a better teacher when the pandemic is over. I've figured out new ways to connect with my students and using new technologies that I will continue to implement when I am back to normal face to face teaching. I gauge that I am probably somewhere in the middle of the faculty in regards to circumstances and morale. I can tell you this, from the faculty: we are concerned about our students' academic, physical, and mental health, we miss the interactions with our colleagues, and we are both excited and worried about ISU's future.

Finally, a highlight of the semester for me and a preview of upcoming events: yesterday the University College Council passed category learning objectives and a course on social justice that we hope will end up as an integral part of the Foundational Studies Program. These curricular changes will continue their way through governance and I hope they end up before you this academic year. All our students and their communities need this addition to the curriculum.

It has been an interesting semester.

Staff Council Chairperson

Good Afternoon, as always, I will keep my remarks brief.

This fall the Staff Council has continued its work, albeit in alternate forms. We continue to engage university leaders via zoom in small group and large group settings to ensure our voice is heard. I feel strongly that now more than ever, the administration needs to keep those lines of communication open and strong. I am appreciative of their time and efforts to do so.

The public relations committee has continued fundraising efforts for the Staff Scholarship Endowment through multiple avenues and is hosting our annual Harvest Party next week to allow children and grandchildren of staff to have a safe trick-or-treating experience within CDC and university guidelines. We are hearing from staff that they appreciate the efforts to keep this event for the year.

The Council is also close to finalizing the Staff Emergency Fund with the assistance of OIT to ensure anonymity throughout the review process. This fund will help staff who fall on hard times due to unforeseen circumstances and should be available starting in the spring.

We have begun the process of strengthening our ties to the various staff affinity groups through initial conversations between Staff Council leadership and their respective leaders. This is only the beginning as we work toward collaboration to enhance both their efforts and ours to the benefit of staff at ISU. We are also planning engagement efforts for certain departments on campus that are currently less represented to help the Staff Council be as representative of our campus as is possible.

Lastly, we are asking all staff to reach out to the Staff Council to share their thoughts and concerns so that we may continue to be the sounding board for staff across campus, especially in the current climate so that we may stay Sycamore Strong.

Thank you for your time.

Report of the Student Government President

Student Government Vice President Jocelyn Fluker reported on behalf of President Antonio Tamayo

- Platforms
 - Student and Community Engagement
 - Affordability
 - Transparency and Representation
- Big Events We've Done Already
 - Mask Up Monday
 - Blue Friday's
 - Interviews in the Office with Rian (Executive Assistant)
 - World Mental Health Day – October 10th, but celebrated on campus on October 12th
 - The upcoming election
 - working with ADP
- Big Events Coming Up
 - Diversity Week
 - worked with Dr. Andy Morgan and Dr. Rana Johnson
 - BLM Video Project
 - Dr. Tiffany Reed, Unity Council, and Senate Committee
 - Virtual Scholarship Fair – November
 - Fall Festival – Next week
 - in place of Homecoming to get students' spirits up
- Ongoing/Future Events
 - Month of October:
 - Food Drive partnered with Student Health Promotions
 - Reward: winner gets money for their philanthropy or org funding
 - Spring Semester:
 - Health Goodie Bags
 - partnering with Student Health Promotions
- Student Concerns
 - Homecoming
 - haven't heard anything from students
 - Fall Festival – talked about this with Dr. Curtis before classes started
 - Spring Calendar
 - SGA stands with the decision, but would like to request a few mental health days
 - have heard concerns and mixed feelings
 - read an article

Report of the Vice President for Advancement and CEO of the ISU Foundation

Good afternoon trustees, President Curtis, my campus colleagues, and distinguished guests. Thank you for allowing me to provide you an update on the activity on the Division of University Advancement. Although the COVID 19 has changed some of our strategies, the pandemic has not slowed our productivity and course of action to engage alumni and raise much-needed funds for ISU.

This time last year, we were planning for a new awards ceremony, The President's Awards Celebrating Philanthropy at Indiana State University, scheduled to open the newly renovated Hulman Center next month. The event will have to wait until 2021, but honoring transformational philanthropy does not. The ISU Foundation Board of Directors has approved four March On! Recipients for 2020. The honorees are:

- Jim and Sue Pajakowski
- Judy Brett
- Drs. Barb and Laurie Passmore
- ESKO Graphics

As we just conducted the annual meeting of the ISU Foundation Board of Directors earlier today, I am happy to announce our six new Foundation board members.

- Julie Heck from Terre Haute
- Travis Kendall from Evansville
- Laura Wittman from Newburg
- Dan Thiel from Memphis, TN
- Rob Lowe from Orlando, FL
- Steve Bailey from Louisville, KY

Bev Spear was given emeritus status on the board, as voted by the current board membership.

In closing, I am pleased to report our development results from our previous fiscal year, ending on June 30, 2020. The Division of University Advancement raised a total of \$10.6 million dollars in cash, pledges, gifts in kind and planned gifts. This was a 22% increase over the previous fiscal year. We also had a 15% increase in faculty and staff giving, a 56% increase in our Give to Blue Day results with more than \$679,000 raised during the 24-hour period, and a 63% increase in gifts over \$25,000. Generous donors established 22 new endowments to support our University. We know that these year-over-year increases in fundraising results help set the stage for the next campaign for Indiana State University. We will continue in earnest our campaign planning and boldly begin our advance gift phase of the campaign this fiscal year. We surpassed our \$10M fundraising goal last year and raised our sights this year, setting our goal at \$13M for the current fiscal year.

Thank you for your time and your support of our Indiana State University students, faculty and programs.

Report of the President of the University

PRESIDENT CURTIS:

- Good afternoon. Welcome to our first full agenda meeting of the fall semester and what a unique semester it has been. More on that in a moment. First, I would like to have Provost Mike Licari introduce our new dean of the Scott College of Business, Dr. Terry Daugherty and have him say a few words.

PROVOST LICARI:

- Thank you President Curtis. I am pleased to finally formally introduce the new dean of the Scott College of Business, Dr. Terry Daugherty.
- Dr. Daugherty comes to us from his most recent appointment at the University of Akron, where he was a faculty member, department chair, assistant dean and associate dean.
- Terry earned his bachelor's degree from Western University of Kentucky, his master's from the University of Alabama and his Ph.D. from Michigan State University.
- Dr. Daugherty is an accomplished scholar and skilled administrator. I have already been impressed with his work in his first 100 days or so on the job, and I'm looking forward to great things to come for the College of Business under Terry's leadership.

DR. DAUGHERTY:

- Thank you very much Mike and everyone here. It is a pleasure and honor to be able to have this moment to introduce myself to the Board of Trustees. As Mike noted, I have been on campus three months now so I am feeling a little more settled. I am just being honest when I say I have enjoyed being the new person. I have received a lot of attention, President Curtis, Provost Licari, Vice President Angel have all been introducing me to everyone. I am trying to get settled, my goal has been to come in and listen, learn, and connect with the campus community. Everyone has been very welcoming and supportive of me.
- I can tell you coming in I don't know if any of you have ever done this before, really I know the answer to this question because, there has never been a pandemic like this before. Accepting a new position during the middle of a pandemic may have not been the best choice, but I can tell you coming to Indiana State and the Scott College of Business was.
- I have been fortunate so far that the faculty and staff have all chipped in and really embraced what the role has been to support our students and deliver a quality educational experience which gives me great pride and joy. We are busy in the college

of business right now preparing and addressing our accreditation issues and to reaffirm our accreditation in the future. We are in the middle of a strategic plan process and at the same time working with the foundation to plan on and identify needs to raise funds, all of these are things are critical as a dean.

- I can tell you I have been very pleased with the support I have received and the opportunities in front of me. The last thing I would say to allow you all to get to know me, I said in a meeting this morning that I am a first generation college student, and I say that with pride because I know that is embraced here, and I think that is a testament to President Curtis' leadership and the culture of Indiana State. I am very proud of my background and all that I have accomplished in my family. We are looking forward to many great things at Indiana State and I will do everything possible to ensure that our students are successful in the future.
- Thank you very much and it has been honor to have this opportunity to address all of you.

PRESIDENT CURTIS:

- Thank you, Dr. Daugherty. We are pleased to have you join the ISU Family, and we all look forward to the contributions you will make in moving our University and the Scott College of Business forward.

12 UNDER 40 RECOGNITION:

- I would now like to recognize Andrea Angel, Vice President for University Advancement and CEO of the ISU Foundation, on being named one of Terre Haute's 12 Under 40 Leaders of the year by the Terre Haute Chamber and the Tribune-Star.
- In her two years since joining ISU, Andrea has reinvigorated our fundraising efforts by increasing private gifts to our University by a phenomenal 68 percent.
- Her work has already impacted numerous students. One example is her leadership in helping establish the Bridge the Gap Scholarship which has already raised more than \$1 million to support academically motivated students at risk of not returning to ISU due to financial challenges. To date, this initiative has helped 93 students continue their education at Indiana State.
- The University's annual day of giving, Give to Blue, also has been established under Andrea's leadership. This day has rallied the campus, our alumni and our community. The second annual Give to Blue day took place in March and raised an incredible \$679,247 in a mere 24 hours. In total, Give to Blue has raised \$1.1 million in its first two years.
- In addition, a new endowment spending policy Andrea implemented earlier this year, resulted in a 24% increase in scholarship and programmatic support for the University for the 2020-21 academic year.
- In addition to overseeing fundraising and the operations of the ISU Foundation, Andrea also has responsibility for alumni relations. Through her leadership and collaboration with others, the relationships with our alumni have grown stronger and deeper and more alumni are engaged in directly impacting student lives by serving as mentors and providing internships and in many cases, jobs for our students when they graduate. These efforts have helped build the University's town-gown relationships and have

helped keep many of our graduates in the local community as well as the state to work and raise families.

- Please join me in recognizing Andrea for this well-deserved honor. Andrea would you like to say a few words?

VICE PRESIDENT ANDREA ANGEL:

- First off thank you Dr. Curtis. This is humbling and I am just glad that I can serve this institution and being recognized is not my thing. The only thing I will add is what my daughter, when she found out said: “Good thing mommy they only have few more months to be able to do that.”
- So, we will just leave it at that.

PRESIDENT CURTIS:

Congratulations, Andrea

ACUHO-I RECOGNITION:

- I would like to ask Dr. Andy Morgan, interim vice president for student affairs, to introduce another Sycamore who has recently been recognized.

INTERIM VICE PRESIDENT ANDY MORGAN:

- I am pleased to share that the Association of College and University Housing Officers International has named Ardell Sanders, ISU’s Director of Education in Residential Life, as one of its 2020 Heroes.
- The program recognizes campus housing professionals who, during this challenging period, have displayed exceptional leadership.
- After the pandemic hit, Ardell took it upon himself to research and become the in-house expert on PPE gear. He worked with local volunteers to 3-D print the appropriate masks to make sure the residential life team had the necessary equipment for summer duty and the fall semester.
- As CDC guidelines changed, Ardell was instrumental in the refinement of our isolation/quarantine protocol.
- In addition to continuing to research and fine-tune ISU’s protocols, Ardell actively assisted students in isolation and quarantine by delivering groceries, calming down worried parents and working tirelessly with the contact tracing team to make sure students have accurate dates to leave isolation and quarantine.
- We are pleased that Ardell’s dedicated work has resulted in this international recognition. Please help me congratulate Ardell.
- Ardell, would you like to say a few words?

ARDELL SANDERS:

- I will keep it really brief. First of all thank you Dr. Morgan and Dr. Curtis. And to the Board of Trustees, thank you for allowing me to be here. I would be remiss if I did not acknowledge some other folks, so while I may have been named the hero for the face out front this operation does not happen in a vacuum and does not happen alone.
- It is not just one individual that can make this operation work there were numerous people, and I will not go into all the individual names. Dr. Curtis' leadership and Dr. Morgan's leadership and Senior Vice President Diann McKee assisted with some of the supplies we needed, Public Safety's assistance, Housing, Facilities and Sodexo for all of their work.
- There are so many other people but the Dean of Student's office, the contact tracing team, all of those folks were instrumental in making sure that I had the resources that I needed so I could make sure that residential life had everything that we needed.
- The residential life team under the direction of Dr. Amanda Knerr is the team that made this happen, and I am just a small part of that larger team. I am really proud of the work that we have done. I think the students are happy with what we have done. This recognition is not just mine it is for Indiana State University and in particular for Residential Life for making all this happen. Thank you and I appreciate your time.

PRESIDENT CURTIS:

Thank you Andy, and congratulations Ardell on this prestigious recognition.

That is a good transition to a brief COVID-19 update. ISU's numbers continue to look good. The dashboard available on ISU's COVID-19 website provides the details which are updated each weekday at noon.

Four weeks remain until Thanksgiving break and the shift to online classes and finals. We are so appreciative of the diligence our faculty, staff and students have shown in following the guidelines. These efforts have allowed us to remain on campus and provide face-to-face instruction.

As we enter the flu season and the weather keeps us indoors more often, it is more important than ever that we continue to follow these six things guidelines:

- 1) Complete the daily health assessment
- 2) Wear a face covering
- 3) Wash hands frequently
- 4) Maintain social distance
- 5) Disinfect surfaces
- 6) Stay home when ill

I should also note that our employee wellness program has arranged a partnership with Union Health to provide our employees with flu shots. The health professionals are visiting each area of campus to administer the shots onsite at no costs to the employees. This has been a popular service that many of us have chosen to utilize.

ELECTION 2020 – AMERICAN DEMOCRACY UPDATE:

The election is just around the corner, and developing good citizens is one of our goals. I would like to ask Dr. Nancy Rogers, vice president of university engagement, to provide an update on the American Democracy Project and related activities.

VICE PRESIDENT NANCY ROGERS:

Thank you President Curtis. I am pleased to provide a brief update about the outstanding work of the student, staff and faculty associated with the American Democracy Project. I am especially grateful for the work of Jennifer Christian, the Campus Director, Lucy Utterback, our GA and the student members of the ADP student organization.

The semesters that include a presidential election are always the busiest for the American Democracy project. This semester, all of our programming is focused on making sure our students are Vote Ready. We started heavily focused on voter registration. A registration drive was held at least once a week, sometimes more, usually by the fountain. Several student organizations co-sponsored the various drives. After October 5, the last day to register to vote in Indiana, we still have weekly programs at the fountains. Now we are focused on helping students check their registration status and informing them about ID requirements at the polls.

We are happy to once again host a Vigo County Vote Center on campus on Election Day. The University and Vigo County Clerk's Office are expecting a high turnout from the ISU community. Our Conference and Event Services staff are in regular communication with the county. We are ready for the vote center.

Although our programming has been affected by COVID 19, we have been able to offer socially-distanced Pizza and Politics events for the debates and have a pancakes and politics event scheduled for next week to provide an opportunity for students to learn about what to expect when they go to vote – perhaps for the first time. All of these programs include faculty speakers or panelists who share their expertise about a relevant issue related to the election.

We will be offering an Election Night Pizza and Politics Watch party on November 3 in Dede I. Casual viewing of election returns will be available in the Commons.

A team of colleagues from University Engagement, Student Affairs, and Public Safety have met and developed a plan and protocols for protests or civil unrest on Election Night and/or the days following the election. Although we expect the ISU community will get through this contentious time without serious incident, we believe it is important to be prepared.

Following the election, we will wrap up the in-person part of the semester with some scheduled programs focused on what happens after an election.

Throughout the semester we have had an active social media campaign targeted at making sure students are Vote Ready. Starting this week and continuing through November 3, we are also focused on communicating our expectations regarding civility and the election. A variety of strategies are being utilized in the residence halls, and through social media, video messaging and E-mail communication to encourage voting and peaceful behavior. I recorded a video with University Marketing this morning that will be distributed campus-wide next Tuesday. Many other faculty, staff and student leaders are involved in this effort, as well.

PRESIDENT CURTIS:

Thank you, Nancy.

STRATEGIC PLANNING UPDATE

I am pleased to inform you that the development of the University's next strategic plan, "Focusing on our Future Together," is fully underway.

Since the Board of Trustees established the four strategic planning priorities on September 16th, Dr. Brad Balch has led a series of discussion sessions with campus stakeholders to help develop the plan's goals.

These meetings have included sessions with the Strategic Planning Steering Committee, the Student Government Association, the Staff Council, and the Faculty Senate. In addition, opportunities for individuals to participate have been provided through a series of small-group sessions (both face-to-face and via Zoom) and one-on-one meetings.

Next week, Dr. Balch will lead discussions with the President's National Advisory Board and the President's Council. Opportunities for feedback are also being scheduled with the ISU Foundation Board and the Alumni Association Board.

On Thursday, a campus-wide survey was launched to garner additional feedback.

When this first round of input concludes, several hundred stakeholders will have participated in the process.

Our next steps include determining the goals, naming goal chairs and forming goal committees. The committees will be charged with developing strategies to advance progress on our goals and determine the key performance indicators that will measure our success.

The governance units and campus at large will have continued opportunities to provide input. We remain on track to share a draft plan with the Board of Trustees in February and bring a final plan for your endorsement in May.

I would like to thank Brad for his thoughtful leadership in this process.

ENROLLMENT UPDATE/PATHWAY TO BLUE/LILLY GRANT

A major part of our strategic plan involves our strategic enrollment planning efforts. I would like to ask Provost Mike Licari to share a quick enrolment update and talk about a new partnership and a recent grant that are aiding those efforts.

PROVOST MIKE LICARI:

Thank you, President Curtis.

To recap, our total enrollment is 10,830. One thing that is important to note that dual enrollment numbers were pulled out of this headcount report for the first time. These are students taking classes in their high schools for both high school and college credit. They are not yet students seeking a credential from ISU, and they have never been factored in to the budget of the university, so it is appropriate to pull them out of our overall enrollment reporting.

There are 1,776 new freshmen (down about 6%) and 515 new graduate students this fall (flat).

Clearly the university was impacted by COVID-19, as were pretty much all other universities. We had a substantial increase in "summer melt" and deferrals of incoming students (up 57% for freshmen). International students were affected by closed embassies and consulates as a result of COVID-19 which made it difficult or impossible to get visas in a timely fashion.

On a positive note, the enrollment management pivot is providing results. Our degree completion metrics and graduation rates for state performance funding are up, and our four-year graduation rate is up by more than four percentage points over last year, now at just a bit shy of 33%. Our retention rate is up 7 percentage points over the past two years, to about 69%. These are substantial improvements that many on campus have worked hard to achieve.

Pathway to Blue

Part of the enrollment management pivot includes finding appropriate ways for students to begin their college journey. This fall, Indiana State and Ivy Tech (Terre Haute) launched the Pathway to Blue program. This one-year program allows students to live on ISU's campus and access our campus facilities and activities, while participating in a dual-enrolled curriculum with a seamless transfer process. We recognize that some students are best served by starting their college careers at Ivy Tech in order to get the academic support they need before transferring smoothly to ISU. The initial cohort is off to a great start, and the demand for Pathway to Blue actually exceeded expectations. We are grateful to our colleagues and partners at the Terre Haute Ivy Tech campus, and we look forward to expanding this program.

Lilly Grant

Continuing with the theme of student success, I am excited and thankful that the Lilly Endowment fully funded our \$2.5 million grant proposal to enhance our student success efforts. This project is part of the Lilly Endowment's "Charting the Future for Indiana's Colleges and Universities" statewide initiative, designed to support an institution's efforts to address key challenges and opportunities. ISU, like most universities, is trying to reduce or eliminate gaps in graduation rates. Ethnic and racial minority students, those who are first-generation, and those who are from low-income families, will be supported by initiatives funded by the grant.

Our project will build on the positive results of the Project Success program, which is ISU's current bridging initiative for incoming freshmen needing extra support as they transition to college. Recent participants in Project Success were actually retained at a higher rate than the rest of campus, so the grant will scale this program to be able to reach more students and support them for their entire academic career rather than just their freshman year. The scaled-up program, titled Project Success 2020, will provide intensive advising and mentoring, enhanced residential living experiences, specialized courses focusing on leadership and career readiness, and a set of high-impact experiential learning opportunities.

This grant will help us transform the student success landscape at ISU and we're excited to get going. That concludes my remarks. Thank you.

PRESIDENT CURTIS:

Thank you, Mike.

As you can see, despite the challenges we are facing due to the pandemic, our work continues. Thank you to all of our faculty and staff for their hard work in serving our students and positioning the University for the future.

That concludes my report.

Report of the Chairperson of the Board of Trustees

Thank you President Curtis for your remarks and your leadership in this interesting time. Also, thanks to your cabinet and the all other members of your administration that have done yeomen work to get us through mitigation and keeping students on campus. I am asked often how is ISU doing with the pandemic and COVID-19 ? I am almost superstitious to mention how good our numbers are and how well we are doing that I would jinx us that something might go wrong. I am truly amazed at what we have been able to do, and I am sure it is due to nothing more than the diligence of everyone here at the university--faculty, staff and administration--who have taken this very, very seriously and have been very diligent about these mitigation efforts. Mitigation isn't fun I am sure, and I certainly had hoped that this semester would be the semester of mitigation and next spring would be off to a whole different mode. Unfortunately, it's probably not going to be that way, I hope it is more like normal, but there will still be mitigation. Mitigation fatigue is a real thing, so I hope that with a long holiday break that people will come back still prepared to do those necessary things to keep college on campus where it belongs. But for now I could not be prouder as to what we have achieved. Four more weeks to go. Don't let the fatigue get you down, stay diligent, stay separated, keep the masks on, wash your hands, and let's get through this semester. Again, I couldn't be prouder and thank you.

I would also like to thank Dr. Curtis for her recent fall address. For those of you that have not had the chance to watch the address I highly recommend you do so. The address was done virtually, and this gave us the chance to showcase things that we don't normally see as in venues and videos. Please take a moment to view.

This concludes my report, and we will now move on to the agenda meeting.

3a Minutes of the July 31, 2020, September 16, 2020, and October 1, 2020, Meetings and Certification of Executive Sessions

The Indiana State University Board of Trustees met in Executive Session at 9:00 a.m. on Friday, July 31, 2020 in person and via electronic means.

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 31, 2020 at 11:15 a.m. in person and via electronic means.

The Trustees met in a special meeting on Wednesday, September 16, 2020 at 10:15 a.m. via electronic means.

The Trustees met in a special meeting on Thursday, October 1, 2020 at 5:00 p.m. via electronic means.

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

Trustees absent: None

Recommendation: Approve the Board Minutes of the July 31, 2020, September 16, 2020, and October 1, 2020, Meetings and Certification of Executive Sessions.

Motion made by: Mr. Minas

Motion seconded by: Mr. Pease

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

The recommendation was approved.

3b University Health Benefits Plan for 2021

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 2021.

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 2021. An optimization program, Prudent Rx, will be added to the coverage for 2021. In order to implement this program a change in the cost share for employees purchasing specialty medications will change to a 30% coinsurance amount.

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, 2021. This increase in health benefit plan rates is the first in a three year period. The rates, as shown below, are inclusive of medical, prescription drug, dental coverage, wellness costs, administrative fees, and stop-loss insurance.

Proposed 2021 ISU Health Coverage Monthly Rates

Employee Rates - PPO Plan

	2020 Standard Rate*	2021 Standard Rate*	Monthly Increase
Employee	\$241.00	\$253.00	\$12.00
Employee/Child(ren)	\$445.00	\$467.00	\$22.00
Employee/Spouse	\$582.00	\$611.00	\$29.00
Employee/Dependents	\$637.00	\$668.00	\$31.00

Employee Rates - High Deductible Health Plan (HDHP)

	2020 Standard Rate*	2021 Standard Rate*	Monthly Increase
Employee	\$176.00	\$185.00	\$9.00
Employee/Child(ren)	\$344.00	\$361.00	\$17.00
Employee/Spouse	\$454.00	\$476.00	\$22.00
Employee/Dependents	\$497.00	\$521.00	\$24.00

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

	2020 Standard Rate*	2021 Standard Rate*	Monthly Increase
Employee	\$161.00	\$169.00	\$8.00
Employee/Child(ren)	\$298.00	\$311.00	\$13.00
Employee/Spouse	\$390.00	\$407.00	\$17.00
Employee/Dependents	\$427.00	\$445.00	\$18.00

2020 Wellness Incentive & Tobacco Surcharge**

	2020 Monthly Rate Adjustment	2021 Monthly Rate Adjustment
Employee Wellness Incentive	(\$30.00)	(\$30.00)
Spouse Wellness Incentive	(\$20.00)	(\$20.00)
Employee Tobacco Surcharge	\$50.00	\$50.00
Spouse Tobacco Surcharge	\$50.00	\$50.00

* 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 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 and Express Scripts will continue to underwrite the prescription drug plan for 2021.

In addition to the current plan, it is recommended to offer an alternative Medicare Advantage Plan with AmWINS. This plan is underwritten by Humana for medical and prescription drugs, and replaces the traditional Medicare A and B for retirees electing this option. The prescription drug coverage has the same cost sharing plan design as the current plan.

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 proposed Medicare Advantage Plan options. The retiree rate for the Medicare Supplement Plan and Part D prescription drug plan will remain the same as in 2020 for retirees electing Rx Plan 1. Rx Plan 2 provides retirees with an expanded Part D prescription drug program.

Proposed 2021 Retiree Health Coverage Rates

	2020 Retiree Rate	2021 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	\$217.88	\$222.63	\$4.75
Medicare Advantage Plan & Part D Rx Plan #1	n/a	\$45.41	n/a
Medicare Advantage Plan & Part D Rx Plan #2	n/a	\$74.43	n/a

Recommendation: Approval of the health coverage and rates as presented effective January 1, 2021.

Mrs. Smith reported that the Finance Committee unanimously recommends the approval of the item as presented.

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

The recommendation was approved

3c1 Proposed Modifications to Policy 145 Constitution of the Faculty of Indiana State University and Policy 146 Bylaws of the Faculty Senate

Rationale: Policy 145 Constitution of the Faculty of Indiana State University did not match current practice and changes to Policy 146 Bylaws of the Faculty Senate were needed to allow for electronic meetings and votes.

Proposed modifications.

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

145.1 The University Faculty

145.1.1 Source of Authority. The source of all authority exercised by the ISU Board of Trustees, the administration, the University Faculty, and the students is the Constitution of the State of Indiana and the laws passed thereunder. The authority of the University Faculty to participate in the determination of the policies of Indiana State University shall be within the limitations of the policies established by the ISU Board of Trustees in the exercise of its constitutional authority.

145.1.2 Definition of University Faculty. All appointees with academic rank and the professional librarians shall constitute the regular faculty of Indiana State University.

145.1.3 Voting Members. Only regular members shall be voting members of the University Faculty.

145.1.4 Meetings.

145.1.4.1 Regular Meetings. The University Faculty shall hold ~~two (2)~~ **one (1)** regular meetings during each academic year **at the President's Fall Address.** ~~The first meeting shall be held during the first six (6) weeks of the academic year, and the University President shall report at this meeting the current status of the University. The second meeting shall be held during the month of May at which the University Faculty Senate and its committees shall report on their activities for the academic year.~~

145.1.4.2 Special Meetings. Special meetings of the University Faculty may be called by the University President, by the University Faculty Senate, or must be called by the Secretary of the University Faculty Senate on petition of ten (10) percent of the voting members of the University Faculty, or as provided in Section 145.5.2.

145.1.4.3 Notice. Meetings of the University Faculty shall be announced by the Secretary of the University Faculty Senate at least one (1) week in advance, except in emergencies.

145.1.4.4 Presiding Member. The University President shall preside over University Faculty meetings. In his/her absence, the Chairperson of the University Faculty Senate shall preside.

145.1.4.5 Officers. The officers of the University Faculty Senate shall serve as the officers of the University Faculty.

145.1.4.6 Quorum. One-third of the voting members of the University Faculty shall constitute a quorum.

145.1.4.7 Actions. Substantive actions shall be confined to the passing of resolutions and the introduction of legislative proposals to be voted on by physical or electronic ballot.

145.1.5 University Faculty Vote. Within two (2) weeks after a University Faculty meeting in which legislative proposals have been introduced, the Secretary of the University Faculty Senate shall prepare a ballot for the purpose of voting on the proposals and mail it to each voting member of the University Faculty.

145.1.5.1 Ballots. Ballots shall be returned to the Secretary of the University Faculty Senate within two (2) weeks of the date on which they were mailed by the Secretary. Ballots shall be counted and recorded in the presence of the Executive Committee of the University Faculty Senate.

145.1.5.2 Majority Vote. The proposal in question shall become effective upon approval by a majority of those voting, and by at least 40 per cent of the voting membership of the University Faculty.

145.2 Legislative Authority of the University Faculty

145.2.1 Means of Exercising Authority. The legislative authority of the University Faculty will normally be exercised by the University Faculty Senate and by the committees of that body, as outlined in Section 145.4 and the bylaws of this constitution. The University Faculty may, however, exercise its legislative authority directly in faculty meetings and votes as provided for in Sections 145.1.4 and 145.1.5, and in Section 145.2.4.

145.2.2 Primary Authority. Subject to the limitations of Section 145.1.1, the University Faculty shall have authority to formulate policy governing:

- a. The curriculum of the University.
- b. The facilitation of teaching and research.
- c. The structure of the University with reference to academic matters.
- d. Standards for admission and retention of students.
- e. Requirements for the granting of academic degrees.
- f. Faculty conduct and discipline.
- g. Faculty appointment, retention, tenure, and promotion.
- h. Freedom of expression and academic freedom.
- i. Aspects of student life which relate directly to the educational process.
- j. The necessary and proper implementation of the foregoing powers.

145.2.2.1 Actions Requiring ISU Board of Trustees Approval. University Faculty Senate actions requiring approval of the ISU Board of Trustees and University Faculty Senate actions in the area of its primary authority with which the University President does not concur shall be transmitted to the ISU Board of Trustees by the University President with his/her recommendations no later than the second board of trustees meeting following such action.

145.2.3 Advisory Authority. The University Faculty is properly concerned with and should actively participate in decisions made on other matters that may affect the educational policies for which it is primarily responsible. Therefore, the University Faculty shall have authority to advise on all matters of institutional policy and decision, particularly those matters dealing with:

- a. Selection and removal of the principal administrative officers having university-wide responsibilities, as well as the creation or abolition of such offices.
- b. University budgets.
- c. Faculty benefits, including salaries, insurance, retirement, and leaves.
- d. Research or service obligations to private or public agencies.
- e. Student conduct and discipline.
- f. Campus development and physical facilities.
- g. The academic calendar.

145.2.3.1 Notice to University Faculty Senate. In the performance of this advisory function it is necessary that the University Faculty Senate be apprised in advance of significant prospective actions by the administration and the ISU Board of Trustees.

145.2.4 University Faculty Veto. The University Faculty shall have the power to veto any action of the University Faculty Senate. The procedure shall be as follows:

- a. A University Faculty meeting shall be called by petition as provided in Section 145.1.4, or Section 145.5.2, for the purpose of discussing the University Faculty Senate action in question.
- b. The procedure outlined in Section 145.1.5, shall be followed to determine the will of the University Faculty.

145.3 Structure of the University Faculty Senate

145.3.1 Membership.

145.3.1.1 Faculty Representatives. There shall be 34 elected faculty members. They shall be apportioned among the colleges of the University in this fashion: the total number of voting faculty in the University shall be divided by 34; this number, rounded off to the next higher whole number, shall be the "election unit." Each college shall have as many representatives as it has complete election units of voting faculty provided that every such college is to have at least one (1) representative. The remaining seats, up to the total of 34, shall be apportioned to

the colleges with the largest fractional remainders of voting faculty, lot being resorted to if equal fractional remainders make this necessary. This calculation shall be made before each annual election. If a College does not fill a Senate seat during the regular Senate election process, that seat shall remain vacant for the academic year and the seat shall not count to the total number of seats when determining whether a quorum has been met.

~~145.3.1.1.1 Transition Period.~~ In the transition from 40 to 34 members, there shall be an intermediate year with 37 members and 37 as the unity of election.

145.3.1.1.12 University Library. In this Constitution the word "college" shall be understood to include the University Library as a coordinate academic subdivision.

~~145.3.1.1.3-2 College of Graduate and Professional Studies, University College, and Honors College.~~ The College of Graduate and Professional Studies, the University College, and the Honors College is are not a coordinate academic subdivisions in this sense and is are not entitled to separate representation in the University Faculty Senate.

~~145.3.1.1.4 University College.~~ The University College is not a coordinate academic subdivision in this sense and is not entitled to separate representation in the University Faculty Senate.

145.3.1.2 Administration Representatives. Five (5) administrators shall hold speaking seats in the University Faculty Senate. They shall comprise the University President, the Provost and Vice President for Academic Affairs, and three (3) other administrators appointed by the University President.

145.3.1.3 Student Representatives. Five (5) students shall hold speaking seats in the University Faculty Senate. They shall comprise the President of the Student Government Association, three (3) students elected by the Student Government Association Senate, and the President of the Graduate Student Association.

145.3.1.4 Other Representatives. Other persons with speaking seats on the University Faculty Senate shall include the Temporary Faculty Advocate and the Chair of ~~Support~~ Staff Council.

145.3.2 Eligibility and Terms of Membership. All persons who at the time of election are voting members of the University Faculty, as defined above, shall be eligible for election to the University Faculty Senate, except as provided in the following paragraph and except as provided below for re-election.

145.3.2.1 Ineligible Administrators. No voting member of the University Faculty, who occupies the position of Assistant Dean, or who occupies a position determined by the University Faculty Senate to have administrative status equal or superior to that of Assistant Dean shall be eligible for election to the University Faculty Senate.

145.3.2.2 Term. The term of office of elected faculty members shall be two (2) years. ~~Of the initial group of 34, 17 shall serve for one (1) year, 17 for two (2) years; the distinction shall be made by lot, and in such fashion that approximately~~

~~half of the members from each college or school shall serve for one (1) year, half for two (2) years.~~

145.3.2.3 Term Limitation for Faculty. No elected faculty member may serve more than two (2) consecutive two-year terms.

145.3.2.4 Term Limitation for Administrative Members. The appointed administrative members shall serve one-year terms, but may be reappointed without limitation.

145.3.2.5 Term Limitation for Student Representatives. The elected student representatives shall serve one-year terms, but may be re-elected once.

145.3.3 Manner of Election of University Faculty Representatives.

145.3.3.1 Nomination. A candidate for election to a faculty seat is nominated by a petition signed by ten (10) voting faculty of his/her college and addressed to the Secretary of the University Faculty Senate.

145.3.3.2 Election. The names of the nominees of each college shall be placed upon a ballot which the University Faculty Senate shall cause to be distributed to the voting members of that college. The seats apportioned to that academic unit shall be filled by the nominees receiving the largest number of votes; if two (2) or more nominees have an equal number of votes for the last seat or seats to be filled, the ties shall be resolved by lot.

145.3.3.3 Timing of Nomination and Election. Nominations will normally close the Friday after the return from Spring Break. The Faculty Senate Chairperson may extend this deadline by one (1) week if there are fewer nominees from a college than there are open seats for that college. The election shall commence within one (1) week after the close of nominations and faculty will be given one (1) week to vote.

145.3.3.4 Attendance Policy. Senators on leave who will not be attending the Senate meetings for a semester are expected to notify the Senate Chair so that temporary alternates can be appointed. Other senators who miss two meetings in a semester will be reminded by the Senate Chair of their obligation to attend. If the senator misses an additional meeting during the remainder of the academic year, the senator may lose his/her seat upon a majority vote of the Executive Committee. If so, an alternate will be appointed if one is available, and the college the senator had represented will be notified of the change of status.

145.3.3.5 Vacancies. Should a Senate seat become vacant before the end of the term of office because of death, resignation, leave of absence, or other causes such circumstance, it shall be filled for the period of vacancy by using the results from the most recent Senate election and offered to the nominee (not currently a member of the University Faculty Senate) of the affected college who had the largest vote, and so on successively until the seat is filled. Should a replacement not be identified in this manner, the college shall select a nominee using a process defined in its Constitution, and approved by the Faculty Senate, which must include notification to the Faculty Senate Chair of any representative thus elected. However, if the vacancy occurs because a College failed to garner sufficient nominees to fill the vacancies in the most recent Senate election, those

seats will remain vacant until the next election. No faculty member (without regard to the process used to make the selection) will be eligible to fill a vacancy if they were not eligible in the most recent election on which a vote has been held. For the period of time when a Senate seat is unoccupied, the seat shall not count to the total number of seats when determining whether a quorum has been met.

145.3.3.6 [Removed]

145.3.3.7-6 Election Committee. Superintendence of all aspects of the election process shall be the charge of the Committee. Physical ballots shall be secured in the Faculty Senate office. Electronic Ballots shall be cast and stored in a manner consistent with maintaining the integrity of such ballots. The Faculty Affairs Committee of the Faculty Senate shall conduct an annual audit of elections to verify that the elections were conducted properly and that the votes were counted accurately.

145.3.4 Officers of the University Faculty Senate.

145.3.4.1 Composition. The officers of the University Faculty Senate shall be a Chairperson, a Vice Chairperson, a Secretary, and a Parliamentarian. Only elected faculty members may serve as officers.

145.3.4.2 Term. The officers shall serve for one (1) year but may be re-elected.

145.3.4.3 Timing. The Chairperson, Vice Chairperson, and the Secretary of the newly constituted University Faculty Senate shall be elected at the first organizational meeting. The Parliamentarian shall be nominated by the Executive Committee of the Faculty Senate at its first meeting. This nomination shall be presented for confirmation by the members of the Faculty Senate at the first meeting of the Senate each fall.

145.3.4.3.1 Officer Vacancies. When events prevent the Chair of the Faculty Senate from completing his/her term, the title and duties of Chair of the Senate shall be assumed by the Vice-Chair. When a vacancy exists in the position of Vice-Chair or Secretary of the Faculty Senate, the Chair shall call for nominations from members of the Senate at the next scheduled Faculty Senate meeting; the election shall be held immediately after the close of nominations (by secret ballot if there is more than one nominee). All members of the Senate, including sitting members of the Senate Executive Committee may stand for election to a vacant officer position; if a member of the Executive Committee is elected to an officer seat, the newly vacated executive committee seat shall then be filled in accordance with other provisions in this constitution (e.g., Policy 145, Section 3.5.5).

145.3.4.4 Presiding Officers. The University President, or in his/her absence the Provost and Vice President for Academic Affairs, shall preside at the organizational meeting of the newly constituted University Faculty Senate meeting until the officers are elected.

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145.3.5 The Executive Committee of the University Faculty Senate.

145.3.5.1 Composition. The Executive Committee of the University Faculty Senate shall include nine (9) voting members of the University Faculty Senate:

the Chairperson, Vice Chairperson, and Secretary of the University Faculty Senate, and six (6) members elected by the University Faculty Senate. The University President and the Provost and Vice President for Academic Affairs shall have speaking seats on the Executive Committee.

145.3.5.2 Officers. The Chairperson, the Vice Chairperson, and Secretary of the University Faculty Senate shall be the officers of the Executive Committee.

145.3.5.3 Nomination and Election. The six (6) elected members of the Executive Committee shall be nominated at the April meeting of the newly constituted University Faculty Senate, their election to be supervised by the officers of the University Faculty Senate as soon as those officers have themselves been elected.

145.3.5.4 Term of Service. The Executive Committee of the Faculty Senate shall serve from June 1 of the upcoming academic year to May 31 of the following year.

145.3.5.5 Vacancies. When death, resignation, or other events create a vacancy on the Executive Committee, the seat shall be filled by offering it to members of the Senate who were nominated and included on the ballot in the most recent Executive Committee election, in order of votes received. Ties will be resolved by lot. If the list of previous nominees is exhausted and the seat remains unfilled, the Chair shall call for nominations at the next scheduled Senate meeting; the election shall be held immediately after the close of nominations (by secret ballot if there is more than one nominee).

145.4 Operation of the University Faculty Senate

145.4.1 Meetings.

145.4.1.1 Monthly Regular Meetings. The University Faculty Senate shall meet at least once in each calendar month throughout the academic year in the 3rd, 7th, 11th, and 15th week of the Fall and Spring semesters. The newly constituted University Faculty Senate shall hold its first meeting in April. The sole purpose of this meeting will be the election of officers and nomination of members of the Executive Committee.

145.4.1.1.1 Opening of Academic Year. The newly constituted University Faculty Senate and its committees, confirmed at the last meeting of the University Faculty Senate in the previous academic year, shall begin functioning with the opening of the academic year.

145.4.1.1.2 Contemporaneous Participation. Members of the Senate may participate and vote in person or electronically as long as they are contemporaneously present (in either manner for the meeting). Any member anticipating participation by electronic means will inform the Chairperson who will facilitate that participation.

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145.4.1.1.3 Emergency Circumstances. Upon a joint declaration of the Faculty Senate Chairperson and Provost, the Senate may conduct an email vote of the Faculty Senate when **no other means of conducting**

business on a matter of primary authority exists. All motions (except to adjourn) taken in this circumstance shall require a two-thirds majority to pass. In such a case, not less than five (5) days of time for voting shall be allowed. Voting will not be allowed until the question has been debated for 72 hours via email. All comments should be directed to the entire Senate membership. The results of the vote shall not constitute a meeting and will be transmitted to the administration, but will constitute the sense of the Senate and will be subject to a vote at the next regular Senate meeting.

145.4.1.2 Additional Meetings. Additional meetings may be called by the Chairperson, by resolution of the Executive Committee, or on a petition, addressed to the Secretary of the University Faculty Senate, of any 15 members of the Senate. A meeting of the University Faculty Senate shall also be called to consider any specific agendum presented by 50 members of the University Faculty.

145.4.1.2.1 Notice. Notice of all such additional meetings shall be published by the Secretary of the University Faculty Senate.

145.4.1.3 Executive Committee Meetings. The Executive Committee shall meet at least twice ~~each calendar month~~ per month September through April throughout the academic year and during other months as necessary. Meetings will be called by the Chairperson, or in his/her absence, by the Vice Chairperson. Notice of the meetings shall, whenever possible, be published by the Secretary of the University Faculty Senate.

145.4.1.3.1 Contemporaneous Participation. Members of the Executive Committee may participate and vote in person or electronically as long as they are contemporaneously present (in either manner for the meeting). Any member anticipating participation by electronic means will inform the Chairperson who will facilitate that participation.

145.4.1.4 Open Meetings. All meetings of the University Faculty Senate are open. Meetings of the Executive Committee are also open except when the Committee determines otherwise.

145.4.2 Agenda and Minutes

145.4.2.1 Notice and Agenda. The agenda shall be published by the Secretary of the University Faculty Senate sufficiently in advance of each meeting of the University Faculty Senate. The agenda shall be compiled by the Chairperson and Secretary, acting when possible in consultation with the Executive Committee. In like fashion, agenda for meetings of the Executive Committee shall, whenever possible, be published in advance.

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145.4.2.2 Minutes. Minutes of the Executive Committee and the University Faculty Senate shall be published and circulated to the faculty after each meeting.

145.4.3 Quorum.

145.4.3.1 University Faculty Senate. Two-thirds of the voting membership of the University Faculty Senate shall constitute a quorum.

145.4.3.2 Executive Committee. Two-thirds of the voting membership of the Executive Committee shall constitute a quorum.

145.4.4 Majority. With the exception of amendments, and, in some cases, bylaws to the Constitution proper, and of decisions to bring a matter to the floor of the University Faculty Senate without consideration by the standing committees or by the Executive Committee, a motion before the University Faculty Senate is passed when approved by a majority of those present and voting.

145.4.4.1 Amendments and Bylaws. Amendments require a two-thirds majority, and bylaws may be adopted by a two-thirds majority, see Section 145.9. Decisions to bring a matter directly to the floor require a two-thirds majority; see Section 145.4.5 below.

145.4.4.2 Executive Committee. A motion before the Executive Committee is passed when approved by a majority of those present and voting.

145.4.5 Channels of Legislative Action. The normal route of legislative and advisory action is for an agendum to be considered successively by a standing committee of the University Faculty Senate, by the Executive Committee, and by the entire University Faculty Senate. At each of these stages of consideration, a decision to reject or alter an agendum shall be final unless a sponsor of the agendum appeals the decision to the next higher authority.

145.4.5.1 Exceptions to the normal routing are:

- a. Resolutions without legislative significance may be considered by the University Faculty Senate at any time.
- b. An agendum presented to the University Faculty Senate for action by 50 members of the University Faculty may be considered directly.
- c. A protest from a college that an action of the University Faculty or University Faculty Senate has encroached upon its autonomy may be considered directly.
- d. The University Faculty Senate itself, by a two-thirds majority of those present and voting, may choose to bring any matter directly onto the floor.

Proposed modifications.

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

146.1 Standing Committees of the University Faculty Senate

The standing committees of the University Faculty Senate are the first echelon for conduct of almost all of the legislative business of the University Faculty Senate, both in the area of the primary authority of the University Faculty and in that of the advisory authority. They serve also as judicial bodies for grievances falling within their provinces.

146.1.1 Membership. The membership of the standing committees is composed, except as noted below, of faculty selected by the Executive Committee and confirmed by the University Faculty Senate, of administrators, and of students appointed annually by the Student Government Association Senate.

146.1.1.1 Administrative and Student Members. Administrative and student members shall participate in all privileges and duties of the committees, including the privilege of making and seconding motions, but excluding the privilege of voting.

146.1.1.2 Temporary Faculty Advocate. The temporary faculty advocate serving on the Faculty Affairs Committee shall have the same set of privileges and duties as the administrative and student representatives on that committee.

146.1.1.3 Number of Members. Each standing committee shall have seven (7) faculty members except the Faculty Discipline and Dismissal Hearing Committee, the Curriculum and Academic Affairs Committee, Graduate Council, and the University Research Committee. Each standing committee's membership will include at least one member of the University Faculty Senate.

146.1.1.4 Term. Terms of service for these faculty members shall begin August 10 and continue until August 9 each year. Appointments shall be announced upon University Faculty Senate confirmation at the last meeting of the University Faculty Senate each academic year. Appointment to a standing committee, except for the Faculty Discipline and Dismissal Hearing Committee, shall be for a period of two (2) years. Three (3) members will be appointed in even years or four (4) in odd years, depending on the committee; reappointment to a committee is not precluded.

146.1.1.5 Officers. Each standing committee shall elect its own officers, consisting of a Chair, Vice-Chair, and Secretary from among the faculty in its membership.

146.1.1.5.1 Chair. The Chair of the standing committee shall set regular meeting times for the committee; set and distribute the agendas for each meeting in a timely way; and ensure that agendas are posted to a Senate-designated web site accessible to University faculty and administrators; run each committee meeting; represent the committee at Executive Committee and Faculty Senate meetings; and complete a final report on activities for the year.

146.1.1.5.2 Vice-Chair. The Vice-Chair shall take the place of the Chair whenever the Chair cannot fulfill his/her duties.

146.1.1.6 Regular Meetings. Each committee, except the Faculty Discipline and Dismissal Hearing Committee, shall meet at least once each month during the academic year at a Indiana State University Policies regularly scheduled time and place which shall be published as soon as the schedule is established.

146.1.1.6.1 First Meeting. The first meeting of each Standing Committee, except the Faculty Discipline and Dismissal Hearing Committee, shall be in August, prior to the first meeting of the Faculty Senate, if at all possible.

146.1.1.6.2 Contemporaneous Participation. Members of any Standing Committee of the Senate may participate and vote in person or electronically as long as they are present (in either manner for the meeting). Any member anticipating participation by electronic means will inform the Chairperson who will facilitate that participation.

146.1.1.7 Open Meetings. Meetings shall be open except when a committee for particular reasons declares a meeting closed.

146.1.1.8 Agenda and Minutes. Both agenda and (except for closed meetings) minutes shall be published at least to the membership of the University Faculty Senate, to appropriate administrators of the University and its colleges/library, to department chairpersons, and to the officers of the Student Government Association.

146.1.1.9 Annual Report. Each committee shall present a report of its activities for the year at the May meeting of the University Faculty.

146.1.1.10 Jurisdiction. The standing committees of the University Faculty Senate concern themselves with matters which are of significance to the University as a whole: policies which apply to the entire institution; questions which arise between, or which affect several of the constituent colleges/library; and matters which, although arising within one (1) college/library, have an influence upon the character and destiny of the University.

146.1.1.11 Other Matters. Issues which pertain more narrowly only to the individual college/library will normally be dealt with by those autonomous subdivisions, unless appealed to the standing committees of the University Faculty Senate.

146.1.1.12 Right of Review. These committees retain, however, like the University Faculty and University Faculty Senate from which they derive their powers, a right of review and intervention in all matters within the primary and advisory authority of the University Faculty.

Recommendation: Approval of the proposed modification to Policy 145 Constitution of the Faculty of Indiana State University and Policy 146 Bylaws of the Faculty Senate.

Motion made by: Mr. Pease

Motion seconded by: Mrs. Cabello

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Tanya McKinzie, yes

Randall Minas, yes

Edward Pease, yes

Casey Phillips, yes

Cynthia Powers, yes

Kimberly Smith, yes

Jeff Taylor, yes

The recommendation was approved.

3c2 Proposed Modifications to Policy 170 University Committees, Section 1 President's Council on Inclusive Excellence

Rationale: The proposed changes reflect the membership of the Council, leadership, organizational structure to clarify membership and processes. The President's Council on Inclusive Excellence strives to represent the composition of the student body and workforce at ISU.

Proposed Modifications.

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

170.1 President's Council on Inclusive Excellence

The President's Council on Inclusive Excellence serves in an advisory capacity to the President on the development of policy related to diversity issues and development of recommended actions to promote and maintain a culture of inclusive excellence. In addition, the Council fulfills the statutory requirement for a "diversity committee" and is charged with completing the tasks required by IC 21-27-5-4, which are: 1) review and recommend faculty employment policies concerning diversity issues; 2) review faculty and administrative personnel complaints concerning diversity issues; 3) make recommendations to promote and maintain cultural diversity among faculty members; and 4) make recommendations to promote recruitment and retention of minority students. The Council will also work collaboratively with offices and organizations across campus designed to serve underrepresented minorities including but not limited to the Charles Brown African American Cultural Center, **Multi-Cultural Programming Multicultural Services and Programs, the Center for Global Engagement, the Disability Services Advisory Committee, Veteran Services and various resource centers within Student Affairs such as the Women's Resource Center and the ~~LGBT Resource Center~~ LGBTQ+ Student Resource Center, etc.**

170.1.1 Membership. The Council's membership includes two (2) faculty, two (2) staff, one (1) undergraduate student, one (1) graduate student, one (1) community member, five (5) at-large appointments ~~that may be faculty or staff~~, and one (1) representative from ~~each of the three (3) officially recognized~~ affinity groups ~~(Asian Pacific/Islander, Black Faculty and Staff, and Hispanic/Latino Faculty and staff)~~ **as maintained by the Office of Diversity, Equity and Inclusion.** There are ~~(4) four~~ **(4) four** affinity groups **(Asian Pacific/Islander Caucus, Black Faculty and Staff Caucus, Hispanic Organization for Leadership and Advocacy, and LGBTQ+ Faculty and Staff Caucus).** Ex-officio members include the Associate Vice President for Inclusive Excellence, the Director for Equal Opportunity/Senior Deputy Title IX Coordinator, **the Assistant to the President for Human Relations, and** a representative of the Office of Human Resources.

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170.1.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations for the undergraduate student representative. The Graduate Student

Association shall submit two nominations for the graduate student representative. Each affinity group shall submit two nominations for their representative when vacant. Nominations shall be submitted by May 15th of each year. Nominations, including self-nominations, from campus will be solicited ~~from campus~~ for the at-large positions.

170.1.6 Leadership and Oversight. ~~The President will select the Chair of the President's Council on Inclusive Excellence and will provide the annual charge to the Council at its first meeting of the year. The president will select the Chair of the President's Council on Inclusive Excellence and will provide the annual charge to the Council at its first meeting of the year. The Associate Vice President for Inclusive Excellence will serve as the Chair of the Council. Annually, the president will select a member of the Council to serve as vice chair. The president will provide the annual charge to the Council at its first meeting of the year.~~ The Committee reports to the President and the Provost through the Associate Vice President for Inclusive Excellence and will provide an annual report to the Office of the President and the Provost by no later than June 30TH of each year detailing its meetings, attendance of members, matters acted upon or considered during the year, and the four items required by IC 21-27-5-4, as detailed above in Section 270.1.

Recommendation: Approval of the proposed modification to Policy 170 University Committees, Section 170.1 President's Council on Inclusive Excellence.

Motion made by: Mrs. McKinzie

Motion seconded by: Mr. Phillips

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

The recommendation was approved.

3c3 Proposed Modifications to Policy 170 University Committees, Section 2 University Conduct Board

Rationale: The University Conduct Board adjudicates alleged violation of the Code of Student Conduct and its membership consists of students, faculty, and staff. The proposed revisions seek to make selection of University Conduct Board members consistent with other University Committees. The proposed revisions also remove substantive responsibilities of the Conduct Board to avoid lack of consistency with the Code of Student Conduct. The administration supports these modifications.

Proposed modifications.

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

170.2 University Conduct Board

The University Conduct Board serves as ~~a body of original jurisdiction in the formal complaint resolution process of the adjudicatory body for~~ alleged violations of the Code of Student Conduct. Conduct Board members are selected to serve at conduct hearings in the manner proscribed by the Code of Student Conduct.

170.2.1 Membership. The University Conduct Board is composed of seven (7) regular faculty members (one from each college including the University College and the College of Graduate and Professional Studies), six (6) students, and six (6) exempt/non-exempt staff.

170.2.2 Nominations. Before March 15 of each year or upon notice of a vacancy, The Director of Student Conduct and Integrity- the Vice President for Student Affairs or designee will inform each governance body and the Office of the President and the Provost of any vacancies that need to be filled for the following year. The Vice President~~Director~~ will provide an application for anyone interested in serving as a hearing officer and will meet with information to each governing unit prior to a search commencing to ensure that the governance units have sufficient knowledge of about the responsibilities of a University Hearing Officer. Interested persons should complete the application and submit it to the appropriate governance unit, which will be responsible for screening and nominating individuals. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations of students in good conduct standing to the University President for each student vacancy. Nominations shall be submitted by May 15th of each year.

170.2.3 Appointments. The University President makes all appointments to the University Conduct Board from the nominations provided by the governance units.

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170.2.4 Terms. The faculty and staff members serve staggered three-year terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve for ~~the duration of their full time~~

~~academic career at Indiana State a period of two years. Terms run from July 1 through June 30.~~

~~**170.2.5 Hearings.** Three person hearing boards are randomly selected from University Conduct Board members to conduct hearings. A hearing may proceed with two justices if unforeseen circumstances prevent three justices from serving only if the student agrees to proceed with two. If the student does not agree, the hearing will be rescheduled as soon as possible when a three person board can convene.~~

~~**170.2.6 Insufficient Appointments.** If an insufficient number of justices have been appointed to the University Conduct Board or if vacancies occur, the Director/Vice President for Student Affairs has the discretion to utilize non-appointed employees in order to provide a timely complaint resolution process. make interim appointments until such time as the process in 170.2.2 can be followed.~~

~~**170.2.7 Leadership and Oversight. Annual Report.** The Director of Student Conduct and Integrity or a designee is a non-voting administrative advisor to the University Conduct Board. The Board reports to the President through the Vice President for Student Affairs and The Vice President for Student Affairs will provide an annual report to the Office of the President and the Provost by June 30 of each yearth detailing the number of hearings conducted and summarizing the activities of the Board and participation by members in of the Board activities. in those hearings. Additional summary information may be provided at the discretion of the Director of Student Conduct and Integrity.~~

The way in which the Board conducts itself will be covered in the Code.

Recommendation: Approval of the proposed modifications to Policy 170 University Committees, Section 2 University Conduct Board.

Motion made by: Mr. Minas

Motion seconded by: Mrs. Powers

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

The recommendation was approved.

3c4 Proposed Modifications to Policy 385 Distance Education

Rationale: We are increasing the number of programs to be available via distance options. The additional language clarifies the need to seek approval by the Indiana Commission of Higher Education prior to delivery. Other compliance obligations include the new requirement to inform HLC within 30 days, and any other state or country approval that might be required.

Proposed modifications.

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

385.1 Policy

Indiana State University offers numerous programs via distance education and from time to time additional departments wish to offer existing programs via distance education. To promote nimble and responsive programs, minimize bureaucracy, and recognize the pervasive use of technology, existing academic programs may be offered via distance education without approval by the Board of Trustees. New distance programs must be approved by the Indiana Commission of Higher Education and meet all compliance obligations.

Recommendation: Approval of the proposed modification to Policy 385 Distance Education.

Motion made by: Mr. Phillips

Motion seconded by: Mr. Casey

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

The recommendation was approved.

3d 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 Board Member Randall Minas and employees Diann McKee, Sherard Clinkscales, Randall Peters, Daniel Pigg, Jeffrey Bensinger and Scott Tillman.

Motion made by: Mr. Pease

Motion seconded by: Mrs. Powers

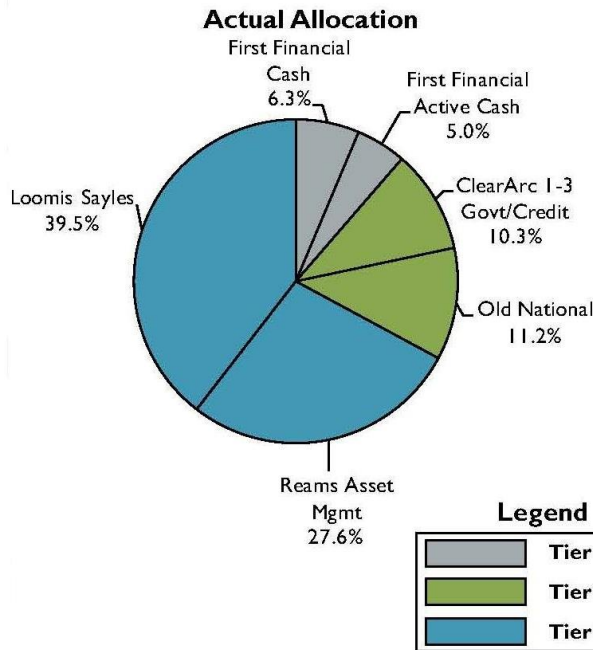
Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

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, 2020.

Indiana State University Operating Funds Plan Summary Period Ended June 30, 2020



Manager	Market Value
ISU-First Financial Cash	\$9,621,991
ISU-First Fincl. Active Cash	\$7,607,733
ISU-ClearArc	\$15,672,993
ISU-Old National	\$16,989,525
ISU-Reams Asset Mgmt.	\$41,889,883
ISU-Loomis Sayles	\$59,971,422
ISU-Total Fund	\$151,753,547

June 30, 2020			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$9,621,991	6.3%	\$10mm - \$25mm
First Financial Active Cash	\$7,607,733	5.0%	
	\$17,229,724	11.4%	
Tier II			
ClearArc I-3 Year Govt/Credit	\$15,672,993	10.3%	\$25mm - \$30mm
Old National Intermediate	\$16,989,525	11.2%	
	\$32,662,518	21.5%	
Tier III			
Reams Asset Management Core	\$41,889,883	27.6%	Remaining Balance
Loomis Sayles Core Plus	\$59,971,422	39.5%	
	\$101,861,305	67.1%	
	\$151,753,547	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED JUNE 30, 2020

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$14,616,740	(\$5,005,843)	\$11,094	\$9,621,991
ISU-First Fincl. Active Cash	\$7,572,451	(\$3,141)	\$38,422	\$7,607,733
ISU-ClearArc	\$15,296,979	(\$6,387)	\$382,401	\$15,672,993
ISU-Old National	\$16,588,368	(\$9,590)	\$410,747	\$16,989,525
ISU-Reams Asset Mgmt.	\$39,669,087	(\$34,524)	\$2,255,320	\$41,889,883
ISU-Loomis Sayles	\$57,053,388	(\$57,712)	\$2,975,746	\$59,971,422
ISU-Total Fund	\$150,797,013	(\$5,117,197)	\$6,073,731	\$151,753,547

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

FISCAL YEAR TO DATE ENDED JUNE 30, 2020

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$20,413,694	(\$11,031,662)	\$239,959	\$9,621,991
ISU-First Fincl. Active Cash	\$7,451,706	(\$12,469)	\$168,496	\$7,607,733
ISU-ClearArc	\$15,026,184	(\$25,300)	\$672,110	\$15,672,993
ISU-Old National	\$15,851,964	(\$37,712)	\$1,175,273	\$16,989,525
ISU-Reams Asset Mgmt.	\$36,926,928	(\$131,088)	\$5,094,042	\$41,889,883
ISU-Loomis Sayles	\$54,739,181	(\$225,157)	\$5,457,398	\$59,971,422
ISU-Total Fund	\$150,409,656	(\$11,463,388)	\$12,807,279	\$151,753,547

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, 2020

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Since Inception
ISU-Tier 1	0.23	1.72	1.81	1.30	1.03	0.86
ISU-First Financial Cash	0.08	1.42	1.64	1.23	0.95	0.76
3 Month T-Bill	0.02	1.63	1.77	1.19	0.86	0.65
ISU-First Fincl. Active Cash	0.51	2.27	2.00	1.39	1.14	1.01
FTSE:Treas BM OTR 1 Yr	0.07	2.86	2.27	1.56	1.20	0.97
ISU-Tier 2	2.49	5.98	3.88	3.05	2.72	2.46
ISU-ClearArc	2.50	4.47	3.18	2.46	2.10	1.86
ClearArc:I-3 Yr G/C Comp	2.44	4.53	3.18	2.39	2.06	1.87
Blmbg:Gov/Cred I-3 Yr	1.17	4.20	2.87	2.11	1.80	1.58
ISU-Old National	2.48	7.42	4.54	3.61	3.31	3.04
Old Nat'l: Interm Comp	2.48	7.53	4.64	3.69	3.47	3.16
Blmbg:Intmtdt Gov/Credit	2.81	7.12	4.43	3.46	3.12	2.92
ISU-Tier 3	5.25	11.23	6.40	5.15	4.75	4.82
ISU-Reams Asset Mgmt.	5.68	13.64	7.30	5.39	4.61	4.52
Reams:Core Comp	6.73	16.18	8.08	5.93	4.91	4.77
Blmbg:Aggregate	2.90	8.74	5.32	4.30	3.96	3.66
ISU-Loomis Sayles	4.95	9.61	6.11	5.21	5.05	5.31
Loomis:Core Plus Comp	5.60	9.93	6.19	5.23	5.07	5.31
Blmbg:Aggregate	2.90	8.74	5.32	4.30	3.96	3.66
ISU-Total Fund	3.94	8.74	5.28	4.27	3.87	3.75
ISU-Total Fund-Net	3.86	8.39	4.94	3.94	3.54	3.43
Total Fund Target*	2.02	6.50	4.18	3.30	2.96	2.70

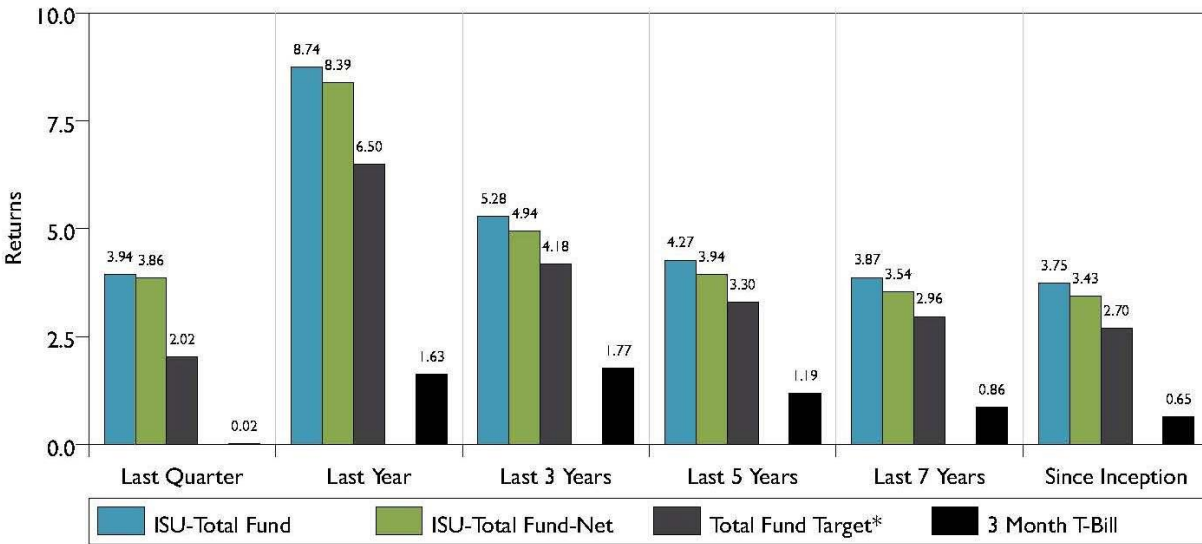
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit I-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED JUNE 30, 2020

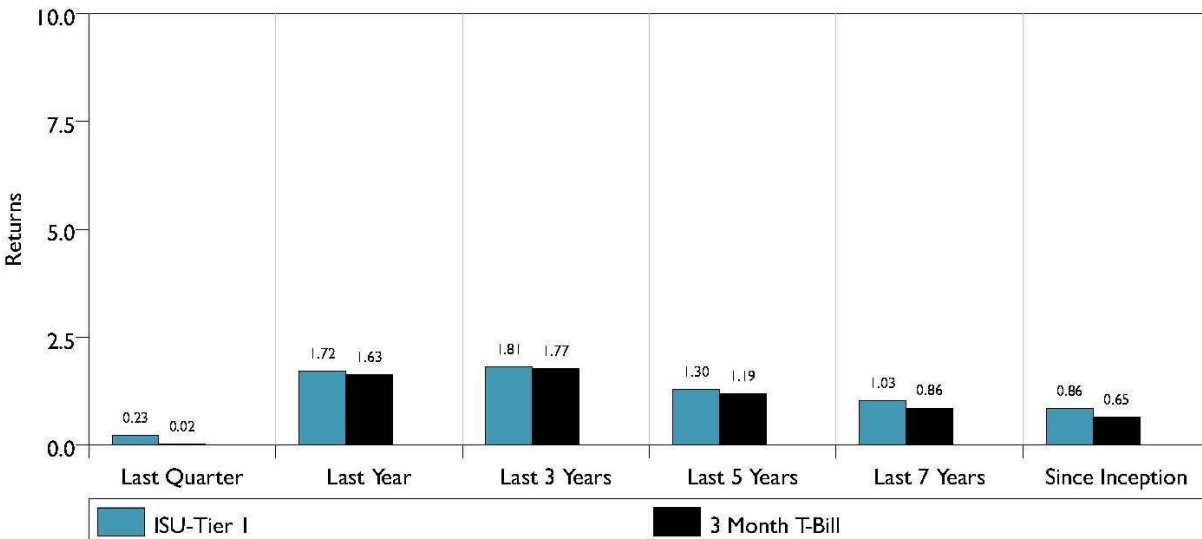
Total Fund Performance

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, 2020
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending June 30, 2020
Inception Date: October 1, 2010

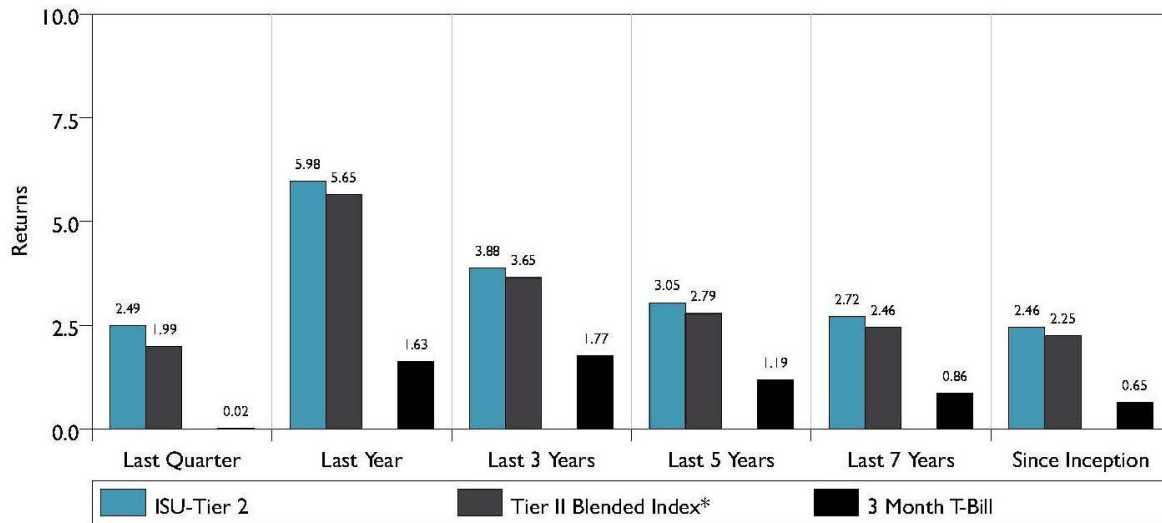


RETURN SUMMARY
PERIOD ENDED JUNE 30, 2020

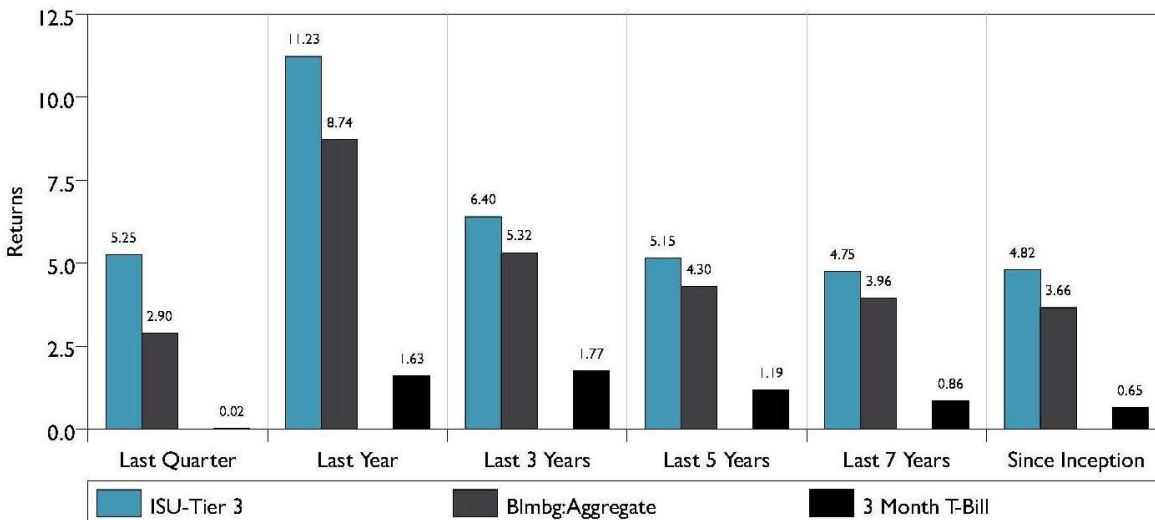
Total Fund Performance

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, 2020
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending June 30, 2020
Inception Date: October 1, 2010



Tier II Blended Index* = 50% Barclays Govt/Credit 1-3 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, 2020							
	2019-20 Base Budget	2019-20 Adjusted Budget	YTD through 6/30/20*	Percent of Adjusted Budget	2018-19 Adjusted Budget	YTD through 6/30/19*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 71,009,278	\$ 71,009,278	\$ 71,009,278	100.0%	\$ 67,923,788	\$ 67,923,788	100.0%
Debt Service Appropriation	11,574,682	11,574,682	11,574,673	100.0%	11,959,109	11,959,109	100.0%
Sub-Total State Appropriations	82,583,960	82,583,960	82,583,951		79,882,897	79,882,897	
Student Tuition	97,808,697	97,808,697	91,155,059	93.2%	107,570,371	98,091,404	91.2%
Other Fees and Charges	1,387,903	1,387,903	1,323,603	95.4%	1,135,277	1,336,064	117.7%
Other Income and Transfers	7,165,440	7,195,271	7,048,830	98.0%	7,025,111	6,962,754	99.1%
Program Fees	900,000	900,000	1,137,091	126.3%	900,000	835,057	92.8%
Total Budgeted Revenue	\$ 189,846,000	\$ 189,875,831	\$ 183,248,534		\$ 196,513,656	\$ 187,108,176	
Encumbrances and Carryforward		9,881,336	9,881,336		10,070,397	10,070,397	
Reimbursements and Income Reappropriated From Other Sources		4,431,137	4,431,137		5,976,136	5,976,136	
Total Revenues	\$ 189,846,000	\$ 204,188,304	\$ 197,561,007	96.8%	\$ 212,560,189	\$ 203,154,709	95.6%
Expenditures							
Compensation							
Salaries and Wages	\$ 90,731,336	\$ 88,098,770	\$ 86,325,497	98.0%	\$ 91,067,336	\$ 89,919,231	98.7%
Fringe Benefits	27,013,475	26,275,733	26,268,307	100.0%	26,805,396	26,791,029	99.9%
Sub-Total Compensation	117,744,811	114,374,503	112,593,804	98.4%	117,872,732	116,710,260	99.0%
Departmental Expenses							
Supplies and Related Expenses	14,785,240	18,883,803	11,236,567	59.5%	19,725,949	14,455,210	73.3%
Repairs and Maintenance	4,829,828	6,727,549	6,262,514	93.1%	6,513,360	6,121,321	94.0%
Other Committed Expenses	1,360,348	1,515,803	1,515,803	100.0%	1,330,299	1,330,299	100.0%
Sub-Total Departmental Expenses	20,975,416	27,127,155	19,014,884	70.1%	27,569,608	21,906,830	79.5%
Utilities and Related Expenses	11,130,954	9,292,695	9,286,399	99.9%	10,058,933	10,058,933	100.0%
Equipment and Other Capital							
Library Acquisitions	1,534,974	1,243,497	746,935	60.1%	1,466,754	1,466,754	100.0%
Operating Equipment	1,171,486	2,412,884	841,237	34.9%	2,816,023	1,788,841	63.5%
Capital Improvements	4,600,000	4,998,712	4,998,712	100.0%	4,158,008	4,158,008	100.0%
Sub-Total Equipment & Other Capital	7,306,460	8,655,093	6,586,884	76.1%	8,440,785	7,413,603	87.8%
Student Scholarship and Fee Remissions	14,190,677	19,056,400	18,813,127	98.7%	18,171,041	17,971,041	98.9%
Laptop Scholarship Program	1,415,000	851,160	851,160	100.0%	1,114,472	1,114,472	100.0%
Academic Debt Service	12,182,682	12,182,682	12,182,682	100.0%	12,567,109	12,567,109	100.0%
Reserve for Strategic Initiatives	-	-	-	0.0%	-	-	0.0%
Reserve for Student Success	-	-	-	0.0%	-	-	0.0%
Budgeted Reserve	4,000,000	-	-	0.0%	-	-	0.0%
Transfers Out and Program Fees	900,000	6,021,319	6,201,555	103.0%	7,360,029	7,360,029	100.0%
Total Expenditures	\$ 189,846,000	\$ 197,561,007	\$ 185,530,495	93.9%	\$ 203,154,709	\$ 195,102,277	96.0%

*Includes encumbrances and open commitments

Revenues

Student Tuition

Fall semester tuition was below budget by \$2,507,543, Spring semester tuition is below budget by \$2,720,368 and Summer tuition is below budget by \$1,423,270 for a total tuition shortfall of \$6.65 million. Of this amount \$4.0 million was budgeted reserves and the additional amount was covered by salary and benefit reversions.

Other Fees and Charges

Other Fees and Charges were below budget by \$64,300 which reflects reduced late registration, change of course, deferment, and collection fees. Undergraduate and graduate application fees were over budget. The increased budget from the previous year was the result of distance delivery fees that were reallocated to the current operating fund.

Other Income and Transfers

Other Income and Transfers were below budget by \$146,441 due to reduced indirect cost recovery and library fines.

Program Fees

Program Fees increased by \$302,034 from the prior year due to increased NHHS program fees.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources is down by \$1,544,999. This reflects transfers in 2019 from account close-outs and marketing support that did not occur in 2020. There were also reductions in lab fees, new student orientation fees, and grant salary buy-outs.

Expenses

Adjusted budget totals at June 30, 2019 and June 30, 2018 reflect all year-end adjusting entries including transfers of budget reversions to expenditure lines with shortfalls.

Compensation

Compensation expense is below last year's amount by \$4,116,456. Salaries and Wages are down \$3,593,734 to reflect reduced administrative, instructional, support staff, and overtime. Student employment was down \$1,450,387 due to sending students home in mid-March. Fringe benefits expenses were below the previous year by \$522,722 due to decreased medical, TIAA, PERF, and FICA expenses. This was offset some by increased retirements during the year. Reversions from salaries and benefits totaling \$5,542,602 were allocated to cover the scholarships shortfall and other general fund budget shortfalls.

Departmental Expenses

Total Departmental Expenses decreased by \$2,891,946. Supplies and Related Expenses decreased by \$3,218,643 as a result in reducing travel, first year experience, UAP Clinic and other expenses related to reduced activities due the Covid virus. Repairs and Maintenance increased \$141,193 due to increased software maintenance. Other Committed Expenses increased by \$185,504 due to increased insurance premiums.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$722,534 from the prior year reflecting lower electrical, water and sewage costs from reduced activity on the University.

Equipment and Other Capital

Equipment and Other Capital decreased by \$826,719 from the previous year. Library acquisitions decreased by \$719,819 as the prior year's carryforward was transferred out of the current operating fund. Operating equipment decreased \$947,604 reflecting reduced student media and OIT purchases. Capital improvements expenses increased by \$840,704 to reflect the transfer of all capital improvement budget from this year and carryforward budget to various projects.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$842,086 which reflects growth in the scholarships that students qualify for on merit-based aid. The overall scholarship shortfall of \$3,503,380 was covered with reversions from other budget lines. Laptop scholarships

expense decreased by \$263,312 to reflect reduced student enrollment and the \$563,840 reversion was used to help offset the overall budget shortfall in student scholarships and fee remissions.

Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and also includes the non-fee replaced debt service that is funded by interest income.

Budgeted Reserve

The Budgeted Reserve of \$4,000,000 was used to offset the tuition revenue shortfall.

Transfers Out and Program Fees

Transfers Out and Program Fees decreased \$1,158,474. This was due to reduced lab fees, year-end shortfall reductions, and reduced department funded capital improvements.

4c Purchasing Report

Purchase Order Activity for Period January 30, 2020 to September 30, 2020

Purchases Over \$50,000

Sole Source, Experienced With Similar Past ISU Projects

arcDESIGN	P0087000	A&E Services for Root Hall & Holmstedt Hall	\$50,850.00
Sole Source			
Indiana University	P0087641	I-Light - Main Campus Internet Connection	\$63,852.00
Lowest Bid To Meet Requirements			
Dorsetts Nissan Mitsubishi	P0087846	Vehicles for Athletics	\$68,268.00
One Bid Received, Multiple Bids Solicited			
Preferred Construction Inc	P0087189	Seal Coating and Restriping on Campus	\$90,600.00
One Bid Received, Multiple Bids Solicited			
Wabash Valley Asphalt Co LLC	P0087266	Mill, Repave and Strip Chestnut Street	\$105,324.00
Sole Source, Unique and Direct From Manufacturer			
Precision Flight Controls Inc	P0087116	Flight Deck Flight Training System	\$193,120.00

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period April 1, 2020 through June 30, 2020 (Fiscal Year 2020) in excess of \$250,000:

Lyrasis	\$ 268,814	Library Electronic Database Subscriptions
Apogee Telecom Inc	\$ 271,752	Cable Television Services for Residential Life
Vectren Energy Delivery	\$ 279,622	Utility Payments
Bunch Abatement & Demolition Co	\$ 295,604	Hulman Center Abatement; Miscellaneous Abatement & Maintenance
Union Associated Physicians Clinic LLC	\$ 325,209	Student Health Center Services
USI Insurance Services LLC	\$ 1,085,139	Commercial Liability Insurance; Cyber Liability Insurance

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2020

Guy Brown Management	\$ 347,938	Office Supplies
Turner Coaches Inc	\$ 252,419	Student Field Trip & Athletic Travel
Terre Haute Transit Utility	\$ 258,915	Bus Services for ISU Students
National Environmental Services Corp	\$ 280,092	Hulman Center Asbestos Abatement
Nalco Company	\$ 305,479	Water Purification Chemicals
Otis Elevator	\$ 344,342	Maintenance Agreement for Campus Elevators; Elevator Repairs
JWF Specialty Co.	\$ 359,570	Workman's Compensation
Blackboard Inc	\$ 359,593	Blackboard Software Maintenance & Storage
Delta Cooling Towers Inc	\$ 366,990	Central Chilled Water Tower Replacement
Ellucian Company LP	\$ 375,910	Banner Software Maintenance
Key Government Finance Inc	\$ 380,500	Networking Software Maintenance Agreement
Chard Snyder & Associates Inc	\$ 388,746	Flexible Spending Account Claims
Bob McCloskey Insurance	\$ 403,461	Student Athlete Medical Insurance
Williams Aviation LLC	\$ 422,144	Maintenance & Repairs of Airplanes for Flight Academy
Ricoh USA Inc	\$ 427,680	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases
Rural Health Innovation Collaborative	\$ 439,243	Partner Contribution for Simulation Center Operational Expenses
Crown Electric Inc	\$ 473,158	Campus-Wide Electrical Repairs; Theater Fire Alarm Replacement; University Apartments Emergency Generator
Pacesetter Sports	\$ 476,986	Athletic Gear & Equipment
Ebsco Subscription Services	\$ 474,798	Library Electronic Database Subscriptions
Indiana-American Water Company	\$ 483,822	Water Utility Payments
Browning Day Mullins Dierdorf Inc	\$ 485,089	Architectural Services for Dreiser Hall Renovation
Barnes & Noble Booksellers	\$ 611,729	Textbook Scholarships
EAB Global Inc	\$ 672,493	Global Research Partnership Fees; Student Marketing Programs
M S I Construction Inc	\$ 812,062	University Apartments Window Replacement; Science Building Southwest Entrance Improvements
Delta Dental Plan of Indiana	\$ 828,682	Dental Claims Reimbursements
Network Solutions Inc	\$ 831,153	Networking Equipment and Software Maintenance & Licenses; Residential Life Networking Upgrades; Networking Equipment for Fine Arts & Commerce Building and Hulman Center Renovations
RJE Interiors Inc	\$ 850,454	Fine Arts & Commerce Building Case Goods; Sycamore Dining Case Goods; Science Lab 158 Furnishings; Miscellaneous Furniture Purchases
Ratio Architects Inc	\$ 899,197	Architectural Services for CHHS Renovation, Hulman Center Renovation, Sycamore Dining Renovation, College of Technology Building Assessment
Unum Life Insurance Company of America	\$ 1,019,156	Life and Long Term Disability Insurance
ONI Risk Partners Inc	\$ 1,019,397	Flight Academy, Workers Compensation, and Commercial Property Insurance Policies
City of Terre Haute	\$ 1,121,950	Sewage Utility Payments; Campus Fire Protection
Evan and Ryan Electrical Contractors Inc	\$ 1,246,323	Root Hall Restroom Renovation; Holmstedt South Lobby Renovation; Sycamore Towers Emergency Generator; Root Hall Lower Level Classroom Renovation; Career Center Renovation; Starbucks Build-Out; CML Mentoring Center; Myers Technology Classroom Renovations; Science Lab Renovations; College of Technology Office Renovation; HMSU 8th Floor Renovation; Athletic Training Room Renovation
EDF Energy Services LLC	\$ 1,384,009	Natural Gas Purchases
Associated Roofing Professionals Inc	\$ 1,387,441	College of Technology Roof Replacement; New Theater Roof Replacement; Wellness Center Roof Replacement; Various Roof Repairs
AmWins/NEBCO Group Benefits	\$ 1,533,347	Retiree Insurance Coverage
500 Wabash Housing LLC	\$ 1,535,340	500 Wabash Lease Payments
Weddle Bros Building Group LLC	\$ 2,157,387	Fine Arts Renovation
CVS Pharmacy Inc	\$ 4,791,270	Prescription Drug Coverage
Duke Energy	\$ 6,511,955	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 9,827,725	Dining and Catering Services
TIAA CREF	\$ 11,241,591	Retirement Contributions
Pepper Construction Co of Indiana LLC	\$ 12,304,222	Sycamore Dining Renovation
Anthem Life Insurance Company	\$ 14,677,665	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 29,289,162	Hulman Center Renovation; CHHS Renovation

The following vendors have accumulated purchases from the University for the time period July 1, 2020 through September 30, 2020 (Fiscal Year 2021) in excess of \$250,000:

500 Wabash Housing LLC	\$ 255,890	500 Wabash Lease Payments
Otis Elevator	\$ 273,907	Maintenance Agreement for Campus Elevators; Elevator Repairs
EAB Global Inc	\$ 302,537	Student Marketing Programs
Ellucian Company LP	\$ 343,041	Banner Software Maintenance
Key Government Finance Inc	\$ 386,000	Networking Software Maintenance Agreement
AmWins/NEBCO Group Benefits	\$ 410,729	Retiree Insurance Coverage
Dell Inc	\$ 547,488	Laptop Scholarships; General Campus Computer Equipment
Pepper Construction Co of Indiana LLC	\$ 660,320	Sycamore Dining Renovation
Associated Roofing Professionals Inc	\$ 730,342	Various Roof Repairs; Root Hall Roof Replacement; Burford Hall Roof Replacement
Sodexo Inc and Affiliates	\$ 905,800	Dining and Catering Services
CVS Pharmacy Inc	\$ 1,246,419	Prescription Drug Coverage
Duke Energy	\$ 1,472,823	Electricity Utility Payments
TIAA CREF	\$ 1,966,740	Retirement Contributions
Anthem Life Insurance Company	\$ 3,849,906	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 5,525,339	Hulman Center Renovation

4e Faculty Personnel

FACULTY

Appointments

(effective August 1, 2020 unless otherwise noted)

Gennell Ebbini; Assistant Professor, Department of Built Environment; Master in Design Studies; Boston Architectural College; salary \$70,000 per academic year.

Christian Gallagher; Assistant Professor, School of Criminology and Security Studies; Ph.D., Indiana State University; salary \$65,000 per academic year.

Instructor Appointments of 2-5 years – 2020-2021 Academic Year

(Effective August 1, 2020 unless otherwise noted)

Stephanie Alexander; Senior Instructor, Department of English; Ph.D., Louisiana State University; salary \$42,893 per academic year.

Marilyn Bisch; Senior Instructor, Department of Languages, Literatures and Linguistics; M.A., Indiana State University; salary \$45,437 per academic year.

David Bolk; Instructor, Department of Political Science; J.D., Indiana University; salary \$45,719 per academic year

Derrick Bowman; Senior Instructor, Department of Mathematics and Computer Science; M.A., Indiana State University; salary \$53,478 per academic year.

Chester Burton; Senior Instructor, Department of Art and Design; M.F.A., Indiana State University; salary \$43,329 per academic year.

Julie Campbell-Miller; Instructor, Department of Social Work; M.S.W., Indiana state University; salary \$55,000 per academic year.

Katherine Christie; Senior Instructor, Department of Languages, Literatures and Linguistics; M.A., Indiana State University; salary \$44,605 per academic year.

Christopher Colbert; Instructor, Department of Aviation Technology; B.S., Indiana State University; salary \$62,500 per academic year.

Joan Dreher; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$48,616 per academic year.

Brittany Edmondson; Instructor and Clinical Coordinator, Department of Applied Medicine and Rehabilitation; M.S.N., Indiana State University; salary \$90,000 per fiscal year, prorated from the effective date of August 1, 2020.

Elaine Farrugia; Instructor, Department of English; M.F.A., Arizona State University; salary \$38,993 per academic year.

Adrienne Gilbert; Senior Instructor, Department of Chemistry and Physics; Ph.D., University of Massachusetts Amherst; salary \$49,949 per academic year.

Richard Harden; Instructor, Department of Mathematics and Computer Science; M.Ed., Indiana State University; salary \$48,616 per academic year.

Michael Harrold; Senior Instructor, Department of English; M.A., Indiana State University; salary \$44,605 per academic year.

Alicia Jay; Instructor, Department of Theater; Ph.D., Louisiana Tech University; salary \$46,000 per academic year.

Andreas Kummerow; Senior Instructor, School of Nursing; M.S., Indiana State University; salary \$60,966.

Lee Luttrell; Senior Instructor, Department of Applied Clinical and Educational Sciences; M.S., Indiana State University; salary \$52,302 per academic year.

Donald Maxwell; Senior Instructor, Department of History; Ph.D., Indiana University; salary \$47,547 per academic year.

Catherine McCullough; Senior Instructor, Department of Kinesiology, Recreation and Sport; M.A., Indiana State University; salary \$45,436 per academic year.

John Moody; Instructor, Department of Chemistry and Physics; Ph.D., University of Georgia; salary \$45,408 per academic year.

Katherine Pine; Senior Instructor, Department of Communication; M.S., Indiana State University; salary \$42,843 per academic year.

Jessica Singleton; Instructor, Department of English; M.A., Indiana State University; salary \$40,550 per academic year.

Amanda Solesky; Senior Instructor, Department of Applied Clinical and Educational Sciences; M.S., Indiana State University; salary \$55,431 per academic year.

Rebecca Stewart; Instructor, Department of Kinesiology, Recreation and Sport; Ph.D., University of Northern Colorado; salary \$50,000 per academic year.

Kevin Ward; Senior Instructor, Department of Communication; M.A., Indiana State University; salary \$45,436 per academic year.

Sarah Williams; Senior Instructor, Department of Marketing and Operations; M.M.R., Southern Illinois University, Edwardsville; salary \$53,225 per academic year.

Jeffery Wireman; Instructor, Department of English; M.A., Eastern Michigan State University; salary \$38,993 per academic year.

Full-Time Lecturer, 1-Year Appointment – 2020-2021 Academic Year
(Effective August 1, 2020 unless otherwise noted)

Joe Eckerle; Full-Time Lecturer, Department of Built Environment; M.C.E., Norwich University; salary \$60,600 per academic year.

Yunjung Lee; Full-Time Lecturer and Director of String Activities – Orchestra/Violin; D.M.A., University of Rochester – Eastman School of Music; salary \$40,000 per academic year.

Steven McCaw; Full-Time Lecturer, Department of Applied medicine and Rehabilitation; Ph.D., University of Oregon; salary \$58,000 per academic year, prorated for the fall semester of the 2020-2021 academic year.

Larry Pritchett; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$50,000 per academic year.

Heather Pfrank; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; salary \$51,716 per academic year.

Blake Reed; Full-Time Lecturer, Department of Accounting, Finance, Insurance and Risk Management; J.D., Valparaiso University; salary \$50,000 per academic year.

Tammy Spivey; Full-Time Lecturer, Department of Management, Information Systems and Business Education; M.B.A., Indiana State University; salary \$45,107 per academic year.

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

Biniyam Yemane; Full-Time Lecturer, Department of Economics; M.S., Addis Ababa University, Ethiopia; salary \$42,420 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

Szufang Chuang; from Interim Chairperson and Assistant Professor, Department of Human Resource Development and Performance Technologies, to Chairperson and Assistant Professor, Department of Human Resource Development and Performance Technologies; effective May 1, 2020.

Cindy Crowder; from Professor, Department of Human Resource Development and Performance Technologies, to Professor, Human Resource Development and Performance Technologies and Ph.D. Graduate Program Coordinator, College of Technology; effective September 14, 2020, through September 13, 2021; no change in salary.

Adeyemi Doss; from Instructor, Department of Multidisciplinary Studies, to Assistant Professor, Department of Multidisciplinary Studies; salary \$60,000 per academic year; effective August 1, 2020.

Marcee Everly; from Chairperson and Professor, Department of Baccalaureate Nursing, to Professor and Associate Director Academics Nursing, School of Nursing; effective August 1, 2020.

Jennifer Hale; from Instructor, Department of Built Environment, to Instructor and Coordinator Architectural Engineering Technology, Department of Built Environment; stipend of \$3,000; for the 2020-2021 academic year.

Lea Hall; from Interim Chairperson, Department of Baccalaureate Nursing Completion, Associate Professor, Department of Advanced Practice Nursing, and Executive Director of Nursing, to Associate Professor and Executive Director of Nursing, School of Nursing; surrenders interim chair supplement of \$1,500 per month; effective August 1, 2020.

Steve Hayden; from Instructor, Department of Teaching and Learning, to Assistant Professor, Department of Teaching and Learning; salary \$58,000 per academic year; effective August 1, 2020.

Shana Kopaczewski; from Associate Professor, Department of Communication, to Chairperson and Associate Professor, Department of Communication; change in salary to \$71,915 effective August 1, 2020; chair supplement of \$1,800 per month effective July 1, 2020.

Katherine Lee; from Associate Professor, Department of English, to Interim Chairperson, Department of Multidisciplinary Studies and Associate Professor, Department of English; supplement of \$1,200 per month; effective August 1, 2020.

C. Jack Maynard; from Interim Dean, Scott College of Business and Professor and Provost Emeritus, Department of Educational Leadership, to Professor and Provost Emeritus, Department of Educational Leadership; effective June 30, 2020; salary \$137,005 per academic year; effective August 1, 2020.

Jill Moore; from Chairperson and Associate Professor, Department of Advanced Practice Nursing, to Associate Professor and Associate Director Students Nursing, School of Nursing; effective August 1, 2020.

Jin Park; from Associate Professor, Department of Accounting, Finance, Insurance and Risk Management, to Acting Chairperson and Associate Professor, Department of Accounting, Finance, Insurance and Risk Management; supplement of \$1,500 per month; effective April 1, 2020.

Keith Perry; from Instructor, Department of Built Environment, to Instructor and Coordinator of Undergraduate Safety Management; stipend of \$3,000; for the 2020-2021 academic year.

Donna Selman; from Interim Chairperson, Department of Biology and Professor, Department of Multidisciplinary Studies, to Professor, School of Criminology and Security Studies; surrenders chairperson supplement of \$1,500 per month; effective June 1, 2020.

Ernest Sheldon; from Professor, Department of Built Environment, to Professor and Master's Program Coordinator, Department of Built Environment; stipend of \$3,000; for the 2020-2021 academic year,

Kimberly Smith; from Instructor, Department of Built Environment, to Instructor and Acting Program Coordinator IAD Program, Department of Built Environment; stipend of \$1,500; for the fall semester of the 2020-2021 academic year.

Alina Waite; from Associate Professor, Department of Human Resource Development and Performance Technologies, to Faculty Fellow, College of Technology and Associate Professor, Department of Human Resource Development and Performance Technologies; for the 2020-2021 academic year; no change in salary.

Elizabeth Wilkinson; from Instructor, Department of Built Environment, to Instructor and Manager, Construction Management Lab, Department of Built Environment; stipend of \$3,000; for the 2020-2021 academic year.

Retirements

Sandra Brake; Professor, Department of Earth and Environmental Systems; effective December 31, 2020

Joseph Harder; Associate Professor, Department of Management, Information Systems and Business Education; effective May 31, 2020.

Diana Hews; Professor, Department of Biology; effective December 31, 2020.

Emeriti

Sandra Brake; Professor Emerita, Department of Earth and Environmental Systems; effective January 1, 2021.

Joseph Harder; Associate Professor Emeritus, Department of Management, Information Systems and Business Education; effective June 1, 2020.

Diana Hews; Professor Emerita, Department of Biology; effective January 1, 2021.

Separations

Jin Chang; Assistant Professor, Department of Social Work; effective May 31, 2020.

Raymond Contreras; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective June 30, 2020.

Emily Gauer; Instructor and Physician Assistant Clinical Coordinator, Department of Applied Medicine and Rehabilitation; effective April 17, 2020.

Tim Koba; Full-Time Lecturer, Department of Kinesiology, Recreation and Sport; effective May 31, 2020.

Theodore Marcia; Instructor, Department of Theater; effective May 31, 2020.

Jessica Masterson; Assistant Professor, Department of Teaching and Learning; effective May 31, 2020.

Stephen Moore; Full-Time Lecturer, Department of Chemistry and Physics, Science Education; effective May 31, 2020.

David Nichols; Professor, Department of History; effective May 31, 2020.

Joy O'Keefe; Associate Professor, Department of Biology; effective May 31, 2020.

Erik Rohde; Assistant Professor, School of Music; effective May 31, 2020.

Melony Sacopulos; Assistant Professor, Department of Accounting, Finance, Insurance and Risk Management; effective May 31, 2020.

Brian Schaefer; Assistant Professor, School of Criminology and Security Studies; effective May 31, 2020.

Diane VanCleave; Associate Professor, Department of Social Work; effective May 31, 2020.

Didier Wayoro; Instructor, Department of Economics; effective May 31, 2020.

4f Other Personnel

NON-EXEMPT Appointments

Joseph Milner; Parking Services Assistant, Public Safety Department; \$13.35 per hour; effective July 6, 2020.

Kaeli Rodriguez, Custodian I, Sycamore Housing; \$11.40 per hour; effective September 14, 2020.

Victoria Vest; Custodian I, Reeve Hall Housing; \$11.40 per hour; effective September 14, 2020.

Change in Status and/or Pay Rate Promotion

Miranda Barton; from Administrative Assistant I, Student Support Services to Admin Asst II Req Reapt, Center for Student Success; \$15.78 per hour; effective September 1, 2020.

Stefanie Knott; from Administrative Assistant III, Dean, College Health & Human Svcs to Executive Assistant, VP University Engagement; \$23.96 per hour effective July 30, 2020.

Julie Land; from Early Childhood Asst Teacher to Early Childhood Ed Ctr Teacher, Early Childhood Education Center; \$14.51 per hour; effective May 16, 2020.

Victoria Morgan, from Early Childhood Asst Teacher to Early Childhood Ed Ctr Teacher, Early Childhood Education Center; \$15.34 per hour; effective September 5, 2020.

Transfers

David Kachman; from Residential Life Office Coord to Res Life Occupancy Specialist, Residential Life Programming; \$17.28 per hour; effective March 16, 2020.

Ellie Rippey; from Math and Writing Center Coord, Writing Center to Assessment & User Exper Coord, Library Services; \$19.31 per hour; effective May 30, 2020

Kara Sterling; from Ctr Glob Eng Asst Dir Ed Abroa, Ctr Global Engagement; to Purchasing Assistant, Purchasing; \$19.23 per hour; effective May 4, 2020.

Reclassification

Missy Hess; from Administrative Assistant I, to Residential Life Office Coord, Residential Life Programming; \$16.89 per hour; effective March 16, 2020.

Retirements

Anita Bishop; Administrative Assistant II, Center for Student Success; effective August 27, 2020.

Timothy Hawkins; Senior Maintenance Mechanic, Mechanical Trades; effective July 10, 2020.

James Heber; Plumber, Mechanical Trades; effective July 6, 2020.

Donna Isbell; Executive Assistant, VP University Engagement; effective August 7, 2020.

Barbara McNeill; Administrative Assistant I, Multidisciplinary Studies; effective July 31, 2020.

Robert Morris; Senior Maintenance Mechanic, Housing Facilities Operations; effective August 3, 2020.

Mavis Russell; Early Childhood Ed Ctr Teacher, Early Childhood Education Center; effective May 29, 2020.

Terri Wilson; Accounting Unit Supervisor, Assoc VP Finance Asst Treasurer; effective May 29, 2020.

Separations

Martha Alexander; Student Services Assistant II, Dean, Bayh College of Education; effective August 31, 2020.

Joshua Bemis; Refrigeration Mechanic; Housing Facilities Operations; effective July 9, 2020.

Jennifer Benson; Administrative Assistant I, Center for Global Engagement; effective July 10, 2020.

Kristin Blair; Administrative Assistant I, Kinesiology Recre & Sport; effective July 31, 2020.

Blake Bridges; Maintenance Mechanic; Lincoln Quad Housing; effective July 2, 2020.

Annette Caldwell; Executive Assistant, VP for Development; effective June 26, 2020.

Naomi Campbell; Administrative Assistant II, Dept of Educational Leadership; effective May 8, 2020.

Lori Davis; IPLI Program Coordinator; Dean, Bayh College of Education; effective August 28, 2020.

Zachary Gibbens; Police Officer, Public Safety Department; effective August 19, 2020.

Karen Goffinett; Custodian I, Sycamore Housing; effective June 21, 2020.

Verna Haney; Custodian I, Burford Housing; effective September 16, 2020.

Jamie Harden-Bicking; Administrative Assistant I, Mgt, Info Systems and Bus Ed; August 7, 2020.

Nneka Hutchinson; Custodian I, Custodians; effective August 3, 2020.

Eric Kesler; Events Setup Technician I, HMSU-Operations; effective September 14, 2020.

Jill Lucas; Purchasing Assistant, Purchasing; effective April 30, 2020.

Trena Millsap; Travel Account Specialist, Assoc VP University Controller; effective July 31, 2020.

Mechelle Padgett; Administrative Assistant I, History; effective September 18, 2020.

Julie Porter; Administrative Assistant I, Business Engagement Center; effective July 22, 2020.

Samantha Rogers; Custodian I, Sycamore Housing; effective July 8, 2020.

Charles Schaaf; Utility Worker I, Utility; effective August 14, 2020.

Whitney Stanfield; Student Services Assistant II, Assoc VP Finance Asst Treasurer; effective August 4, 2020.

Jessica Stewart; Custodian I, Reeve Hall Housing; effective June 12, 2020.

Victoria Vest; Custodian I, Reeve Hall Housing; effective September 16, 2020.

NON-EXEMPT PROFESSIONAL Appointments

Garrett Hurley; Intrm Sustainability Coord, Instit for Community Sustainability; M.S., Indiana State University; \$16.89 per hour; effective May 26, 2020.

Jordan Shaver; Univ Scholar Off Systems Coord, Student Financial Aid; B.A., Taylor University; \$18.49 per hour; effective September 8, 2020.

Temporary Appointments (Effective July 1, 2020 through June 30, 2021 unless otherwise noted)

Sarah Campbell; Res Life Hall Coord Req Reap, Residential Life Programming; \$16.13 per hour.

Shane Donnell; Career Services Emp Rela Coord, Career Center; \$20.96 per hour.

Teresa Dwyer; Career Services Emp Rela Coord, Career Center; \$25.80 per hour.

John Gettemeyer; Program Coordinator, New Student Transition Programs; \$18.19 per hour.

Kaela Harris; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.87 per hour

Felicia Houston; IEP Proj Asst Dir Dig Med&Oper, Blumberg Center; \$24.62 per hour.

Geoffrey Koester; Res Life Hall Coord Req Reap, Residential Life Programming; \$16.13 per hour.

Elizabeth Nesius; Operations Supervisor, IU School of Medicine-Terre Haute; \$25.94 per hour.

Shay Phillips; Communications/Programs Coord, Student Success; \$21.54 per hour.

Matthew Porter; Field Campus Manager, Kinesiology Recre & Sport; \$18.23 per hour.

Tyler Ratliff; Info Ctr Consultant Trainee RR, Office of Information Technology; \$16.89 per hour.

Clarissa Starbuck; Postdoctoral Res Assc – Bats, Biology; \$20.78 per hour.

Christa Stultz; Career Services Emp Rela Coord, Career Center; \$20.30 per hour.

Nancy Swift; Budget Specialist, IU School of Medicine-Terre Haute; \$18.84 per hour.

Micah Wagner; Info Ctr Consultant Trainee RR, Office of Information Technology; \$16.89 per hour.

Brittany Walsh; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.87 per hour.

Brianne Walters; Bat Center Assistant Director, Biology; \$23.83 per hour.

Joey Weber; Research Associate – Bats, Biology; \$20.82 per hour.

Separations

Tyheem Cooper; Res Life Hall Coord Req Reap, Residential Life Programming; effective June 30, 2020.

Amanda Eyre; Data Analyst and Budget Spec, Online; effective August 20, 2020.

Shayden Hughes; IT Systems Technician, Office of Information Technology; effective August 21, 2020.

Chazz Johnson; Res Life Hall Coord Req Reap, Residential Life Programming; effective May 29, 2020.

Shayla Keith; Assistant Registrar - Rec Mgmt, Office of Registration & Records; effective July 2, 2020.

Thomas Lynch; Admissions Counselor, Admissions and High Schl Relations; effective July 17, 2020.

Taylor Smith; Media Sales Consultant – RR, Student Publications; effective May 15, 2020.

Clarissa Starbuck; Postdoctoral Res Assc – Bats, Biology; effective September 11, 2020.

Bo Turner; Marketing Specialist, University Marketing; effective July 8, 2020.

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

Felicia Houston; from IEP Design Services Specialist to IEP Proj Asst Dir Dig Med&Oper, Blumberg Center; \$24.62 per hour; effective May 30, 2020.

Wyatt Lawson; from Admissions Counselor to Admissions Event Coordinator, Admissions and High Schl Relations; \$18.05 per hour; effective June 8, 2020.

Madison Miller; from Registrar Coordinator to Assistant Registrar - Rec Mgmt, Office of Registration & Records; \$20.74 per hour; effective July 25, 2020.

Daniel Palmer; from Advancement Services Coord, ISU Foundation Operations to Asst to VP/Constit Srvs Board, VP for Development; \$23.90 per hour; effective July 6, 2020.

Reclassifications/Title Changes

Kara McKinney; from Athletic Sponsorships Asst Dir to Ath Events & Sponsorship Coord; no change in pay rate; effective May 16, 2020.

**EXEMPT
Appointments**

Kelly Andrews; Ind Princi Leadership Inst Dir, Dept of Educational Leadership; M.A.E., Ball State University; salary \$100,000 per fiscal year; effective August 1, 2020.

Caroline Blower; Staff Psychologist - 10 Month, Student Counseling Center; M.S.W., Indiana State University; salary \$38,583 per fiscal year; effective September 28, 2020.

Kylie Carrithers; COHHS College Advisor, Dean, College Health & Human Svcs; B.A., Indiana State University; salary \$36,000 per fiscal year; effective August 24, 2020.

Terry Daugherty; Dean Scott College of Business, Dean, Scott College of Business; Ph.D., Michigan State University; salary \$220,000 per fiscal year; effective July 1, 2020.

Kenneth Galletta; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; M.A., University of Findlay; salary \$36,000 per fiscal year; effective September 8, 2020.

Timothy London; Ex Dir of Extended Learning, Extended Learning; Ed.D., Vanderbilt University; salary \$90,000 per fiscal year; effective September 14, 2020.

Eric Mangum; Sports Video Manager, Student Media; M.S., Indiana Univ-Purdue Univ-Indy; salary \$50,000 per fiscal year; effective August 3, 2020.

Jennifer Mesanovic; Blumberg Center Project Coord, Blumberg Center; A.B., Indiana State University; salary \$60,000 per fiscal year; effective July 20, 2020.

Iris Mosah; Staff Psychologist - 10 Month, Student Counseling Center; M.S., Indiana State University; salary \$39,583 per fiscal year; effective September 1, 2020.

Jamie Oberste-Vorth; Developme Math Educator 10 Mon, Mathematics & Computer Science; M.A., University of South Florida; salary \$41,000 per fiscal year; effective August 1, 2020.

Tiffany Reed; CEB Afri Amer Culture Ctr Dir, African American Cultural Center; Ed.D, Maryville Univ of Saint Louis; salary \$67,000 per fiscal year; effective August 10, 2020.

Temporary Appointments

(Effective July 1, 2020 through June 30, 2021 unless otherwise noted)

Stephanie Beld-Steichen; Res Life Area Coord Req Reap, Residential Life Programming; salary \$37,040 per fiscal year; effective July 1, 2020.

Michelle Bennett; Osher Program Coordinator, Center for Community Engagement; salary \$45,303 per fiscal year; effective July 1, 2020.

Andrew Brisbin; Devel Math Educator 10 Mon RR, Remedial Math; salary \$40,500 per fiscal year; effective August 1, 2020 through May 31, 2021.

Courtney Chipol; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$72,894 per fiscal year; effective July 1, 2020.

Suzanne Downs; WCI-AHEC Clinical Coordinator, Indiana Area Health Ed Ctr; salary \$43,581 per fiscal year; effective July 1, 2020.

Joshua Elmore; University College Adviser, Dean University College; salary \$36,500 per fiscal year; effective July 1, 2020.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; salary \$53,995 per fiscal year; effective July 1, 2020.

Bonnie Huckaby; Res Life Area Coord Req Reap, Residential Life Programming; salary \$37,040 per fiscal year; effective July 1, 2020.

Matthew Johnson; IEPRC Project Coordinator, Blumberg Center; salary \$82,737 per fiscal year; effective October 1, 2020 through September 30, 2021.

Mitsuko Korobkin; Visiting Professor, Physics; salary \$47,983 per fiscal year; effective July 1, 2020.

Anne Kruse; Victim Advocate Req Reapt, Asst & Assoc Dean Students; salary \$40,000 per fiscal year; effective July 1, 2020.

Sarah Larrison; IEPRC Project Coordinator, Blumberg Center; salary \$62,000 per fiscal year; effective October 1, 2020 through September 30, 2021.

Monica Larsen; Academic Advisor Req Reapt, Built Environment; salary \$37,040 per fiscal year; effective July 1, 2020.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$46,175 per fiscal year; effective July 1, 2020.

Eric Lusk; Systems Integrator Trainee, Office of Information Technology; salary \$48,695 per fiscal year; effective July 1, 2020.

Jacquelyn Mathis; WCI-AHEC Director, Indiana Area Health Ed Ctr; salary \$66,788 per fiscal year; effective July 1, 2020.

Elise Maxwell; Program Coordinator, Indiana Area Health Ed Ctr; salary \$43,265 per fiscal year; effective July 1, 2020.

Patrick McGinley; IEPRC Research Director, Blumberg Center; salary \$74,734 per fiscal year; effective October 1, 2020 through September 30, 2021.

Angela McKinney; Blumberg Center Project Coord, Blumberg Center; salary \$73,131 per fiscal year; effective October 1, 2020 through September 30, 2021.

Lauren Michael; Cust Srv/Qual Assur Manager RA, Office of Information Technology; salary \$49,850 per fiscal year; effective July 1, 2020.

Michael Mifflin; Res Life Area Coord Req Reap, Residential Life Programming; salary \$37,040 per fiscal year; effective July 1, 2020.

Kristy Nicoson; Program Coord Ph1 Y2 - IUSM, IU School of Medicine-Terre Haute; salary \$44,512 per fiscal year; effective July 1, 2020.

Jolly Piersall; Blumberg Center Project Coord, Blumberg Center; salary \$110,690 per fiscal year; effective October 1, 2020 through September 30, 2021.

Lisa Poff; Blumberg Center Project Coord, Blumberg Center; salary \$67,181 per fiscal year; effective October 1, 2020 through September 30, 2021.

James Pond; Extend Learning Adv/Recruit-RR, Extended Learning Office; salary \$46,175 per fiscal year; effective July 1, 2020.

Brooke Porter; Stu Athletic Succ Coord Re Rea, Athletic Academic Advisement; salary \$41,100 per fiscal year; effective July 1, 2020.

Gail Ringwalt; Blumberg Ctr Compli/Instr Spec, Blumberg Center; salary \$83,019 per fiscal year; effective October 1, 2020 through September 30, 2021.

Brittany Russell; Program Coord IU Sch Med TH, IU School of Medicine-Terre Haute; salary \$45,407 per fiscal year; effective July 1, 2020.

Mark Schaffer; Contract Coordinator, Dean, College Health & Human Svcs; salary \$51,125 per fiscal year; effective July 1, 2020.

Aaron Slocum; Mentoring Center Director, Dept of Educational Leadership; salary \$60,600 per fiscal year; effective October 1, 2020 through September 30, 2021.

Mark Suiter; Blumberg Ctr Technology Coord, Blumberg Center; salary \$77,048 per fiscal year; effective October 1, 2020 through September 30, 2021.

Dale Thomas; Blumberg Center Media Producer, Blumberg Center; salary \$90,325 per fiscal year; effective October 1, 2020 through September 30, 2021.

Victor Torres; IEPRC Project Coordinator, Blumberg Center; salary \$62,000 per fiscal year; effective October 1, 2020 through September 30, 2021.

Brady Tragesser; IEPRC Project Coordinator, Blumberg Center; salary \$63,560 per fiscal year; effective October 1, 2020 through September 30, 2021.

Carol Wetherell; Blumberg Center Director, Blumberg Center; salary \$91,905 per fiscal year; effective October 1, 2020 through September 30, 2021.

Aaron White; Instruct Design Spec-RR, Extended Learning Office; salary \$44,902 per fiscal year; effective July 1, 2020.

Alex Whitmore; Res Life Area Coord Req Reap, Residential Life Programming; salary \$37,040 per fiscal year; effective July 1, 2020.

Marcee Wilburn; IEPRC Project Coordinator, Blumberg Center; salary \$78,000 per fiscal year; effective October 1, 2020 through September 30, 2021.

Rita Wiley; Res Life Area Coord Req Reap, Residential Life Programming; salary \$36,500 per fiscal year; effective July 1, 2020.

Kristian Wright; IEPRC Project Coordinator, Blumberg Center; salary \$62,620 per fiscal year; effective October 1, 2020 through September 30, 2021.

Change in Status and/or Pay Rate
Others

Gregory Bierly; Dean of the Honors College, Honors College; supplement of \$7,500 per fiscal year added to base; effective May 11, 2020.

Promotion/Transfers

Michele Barrett; from Assistant Police Chief to Dir of PSafety/Chief of Police, Public Safety Department; salary \$102,000 per fiscal year; effective August 1, 2020.

Anthony Bradshaw; from Instructional Tools Supp Mgr to Info Tech Security Analyst, Office of Information Technology; salary \$47,983 per fiscal year; effective April 28, 2020

Sarah Campbell; from Res Life Hall Coord Req Reap to Res Life Area Coord Adm Sp Pro, Residential Life Programming; salary \$36,000 per fiscal year; effective August 22, 2020.

Chelsea Dolly; from Campus Rec Asst Dir Aquatics to Campus Rec Assc Dir Programs, Campus Recreation; salary \$50,000 per fiscal year; effective July 1, 2020.

Kathy Ginter; from Staff Psychologist Req Reap to Staff Psychologist/Coordinator, Student Counseling Center; salary \$48,500 per fiscal year; effective September 1, 2020.

Sumalayo Jackson; from Intrm Afri Amer Cult Ctr Dir, African American Cultural Center to Asst to Pres for Hum Relations, President's Office; salary \$62,000 per fiscal year; effective August 1, 2020.

Sara Julian; from Staff Psychologist Req Reap to Staff Psychologist/Coordinator, Student Counseling Center; salary \$48,000 per fiscal year; effective September 1, 2020.

Linda Marrs-Morford; from Ind Princi Leadership Inst Dir, Dept of Educational Leadership to Ind Princi Lead Inst Dir Temp, Dean, Bayh College of Education; salary \$55,345 per fiscal year; effective August 1, 2020.

Hollie Power; from Campus Rec Assc Dir Programs to Campus Recreation Director, Campus Recreation; salary \$67,000 per fiscal year; effective July 1, 2020.

Reclassifications/Title Changes

Daniel Plasencia; from Syc Ath Fund Dev Asst Dir to Syc Ath Fund Dir/Asst Dir Ath, Advancement; salary \$75,000 per fiscal year; effective August 1, 2020.

Brittany Russell; from Program Coord IU Sch Med TH to Program Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$45,407 per fiscal year; effective August 1, 2020.

Katie Sutrina-Haney; from University Archivist to Spec Coll Dir and Univ Archiv, Library Services; salary \$59,187 per fiscal year; effective January 1, 2020.

Retirements

Roberta Allen; Student Success Prog Dir, Center for Student Success; effective August 31, 2020.

John Heintz; Development Director, Advancement; effective September 1, 2020.

Debbie Huckabee; Educational Support Coord, Student Support Services; effective August 31, 2020.

Rita Worrall; Student Support Services Dir, Student Support Services; effective August 31, 2020.

Separations

Mark Adkins; Student Union Director, HMSU-Operations; effective July 29, 2020.

Amy Bouman; Web and Brand Comm Director, University Marketing; effective July 10, 2020.

Cory Burger; Graduation Specialist, Dean, Scott College of Business; effective August 21, 2020.

Tyler Cox; Systems Integrator, Office of Information Technology; effective August 26, 2020.

Jared Ell; Res Life Asst Dir Mrkg Strateg, Residential Life Programming; effective October 2, 2020.

Jeffrey Fabus; Res Life Area Coord Adm Sp Pro, Residential Life Programming; effective June 30, 2020.

Adominique Gunn; Developme Math Educator 10 Mon, Remedial Math; effective July 31, 2020.

Terri Hill; Development Director, Advancement; effective August 21, 2020.

Mitsuko Korobkin; Visiting Professor, Physics; effective September 1, 2020.

Jocelyn Krueger; Perman Art Collection Curator, Library Services; effective April 30, 2020.

Monica Larsen; Academic Advisor Req Reapt, Built Environment; effective September 18, 2020.

Suellyn Mahan; Counseling Psychologist, Student Counseling Center; effective August 31, 2020.

James Marks; Business Intelligence Analyst, Office of Information Technology; effective July 31, 2020.

Santhana Naidu; Assc VP & Chief Mktg Officer, University Marketing; effective May 1, 2020.

Domenic Nepote Jr.; Network Engineer, Telecommunications; effective June 22, 2020.

JoEllen Ornduff; Student Support Svcs Adviser, Student Support Services; effective August 31, 2020.

Seth Porter; Construction Project Inspector, Facilities Management; effective July 10, 2020.

Kathy Snapp; Writing Specialist, Student Support Services; effective August 4, 2020.

Robin Thoma; Blumberg Center Project Coord, Blumberg Center; effective July 31, 2020.

Michael Winstead; Intrm Sports Video Mgr Req Rea, Student Media; effective May 29, 2020.

Stipend

Alexander Allen; Sti Additional Duties, Center for Community Engagement; stipend of \$4,798 per fiscal year for additional duties; effective April 1, 2020 through June 30, 2021.

Michele Barrett; PT Admin-Stipend, Public Safety Department; stipend of \$18,000 per fiscal year for additional duties; effective July 1, 2020 through July 30, 2020.

Jennifer Christian; Sti Additional Duties, Center for Community Engagement; stipend of \$4,933 per fiscal year for additional duties; effective May 1, 2020 through June 30, 2021.

Craig Enyeart; Sti Intrm Assc Dean of Student, Student Conduct & Integrity; stipend of \$6,000 per fiscal year for additional duties; effective July 1, 2020 through June 30, 2021.

Amanda Hobson; Sti Intrm Dean of Student, VP for Student Affairs; stipend of \$13,339 per fiscal year for additional duties; effective July 1, 2020 through June 30, 2021.

Ashley Layman; Sti Intrm Dir Graduate Program, MBA Program; stipend of \$12,000 per fiscal year for additional duties; effective July 1, 2020 through June 30, 2021.

Carrie Lutz; Sti Ex Dir/Chief Mkt Officer, University Marketing; stipend of \$18,000 per fiscal year for additional duties; effective May 1, 2020 through October 31, 2020.

Samantha Penney; Sti Intrm Exec Dir Exper Learn, Online; stipend of \$36,000 per fiscal year for additional duties; ended September 13, 2020.

Joey Weber; Stipend, Biology; stipend of \$8,000 per fiscal year for additional duties; effective July 2, 2020 through August 30, 2021.

ATHLETICS

Appointments

(Effective July 1, 2020 through June 30, 2021 unless otherwise noted)

Erin Arevalo; Asst Coach, Softball, Athletics-Softball; salary \$39,578 per fiscal year; effective July 1, 2020.

Anthony Bertoli; Asst Coach, Track/CrossCountry, Athletics-Track; salary \$41,100 per fiscal year; effective July 1, 2020.

Brandan Bettenhausen; Asst Coach, Track, Athletics-Track; salary \$43,615 per fiscal year; effective July 1, 2020.

Joshua Christensen; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; salary \$65,650 per fiscal year; effective July 1, 2020.

Brittany Christian; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$62,000 per fiscal year; effective July 13, 2020 through March 31, 2021.

Nicole Finnesand; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; salary \$38,250 per fiscal year; effective July 1, 2020.

Mitchell Hannahs; Head Coach, Baseball, Athletics-Baseball; salary \$122,715 per fiscal year; effective July 1, 2020.

Tori Magner; Asst Coach, Softball, Athletics-Softball; salary \$37,040 per fiscal year; effective July 1, 2020.

Angela Martin; Hd Coach & Dir, Track&Field/CC, Athletics-Track; salary \$72,658 per fiscal year; effective July 1, 2020.

Jeffrey Martin; Assc Hd Coach, M&W Track&Field, Athletics-Track; salary \$48,287 per fiscal year; effective July 1, 2020.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; salary \$75,046 per fiscal year; effective July 1, 2020.

Tamara Shike; Spirit Prog & Comm Relat Coord, Athletics-Administration; salary \$37,997 per fiscal year; effective July 1, 2020.

Brian Smiley; Asst Coach, Baseball, Athletics-Baseball; salary \$57,938 per fiscal year; effective July 1, 2020.

Gregory Towne; Head Coach, Women's Golf, Athletics-Women's Golf; salary \$47,477 per fiscal year; effective July 1, 2020.

Jazmone Turner; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$62,000 per fiscal year; effective June 1, 2020 through March 30, 2021.

Bradley Vanderglas; Asst Coach, Baseball, Athletics-Baseball; salary \$41,997 per fiscal year; effective July 1, 2020.

Separations

Erin Arevalo; Asst Coach, Softball, Athletics-Softball; effective July 2, 2020.

Gregory Halls; Athletic Sponsorship Devel Dir, Athletics-Administration; effective July 31, 2020.

Achim Hunt; Assc Ath Dir - Comm/Dig Conten, Athletics-Sports Information; effective August 18, 2020.

Deneen Parker; Asst Coach, Women's Basketball, Athletics Womens Basketball; effective May 22, 2020.

Terry Parker; Asst Coach, Men's Basketball, Athletics-Mens Basketball; effective June 30, 2020.

Luke Scheidecker; Asst Coach, Women's Basketball, Athletics-Womens Basketball; effective July 23, 2020.

Kyle Walsh; Assc Hd Coach, M&W Cross Coun, Athletics-Track; effective June 30, 2020.

4g Agreements

1. Indiana Academy of Science, Fund No. 549359, Proposal 20-075
An agreement in the amount of \$2,619.00 has been received from Indiana Academy of Science for the project entitled, "Intraspecific Variation in Partner Preference in a Polymorphic Bird (*Zonotrichia albicollis*)," under the direction of Nicholas Gabry, Department of Biology, for the period April 13, 2020 through April 12, 2021.
2. Council on Social Work Education, Fund No. 549356, Proposal 20-085
An agreement in the amount of \$2,604.00 has been received from Council on Social Work Education for the project entitled, "SAMHSA Practitioner Education Grant," under the direction of Jennifer Todd, Department of Social Work, for the period October 1, 2019 through September 20, 2021.
3. CenterPoint Energy, Fund No. 549358, Proposal 20-076
An agreement in the amount of \$40,000.00 has been received from CenterPoint Energy for the project entitled, "Indiana State University's Annual Power of Reading and Math Summit," under the direction of Judith Sheese, Dean's Office, Bayh College of Education, for the period April 1, 2020 through March 31, 2022.
4. Northern New York Audubon, Fund No. 549360, Proposal 20-090
An agreement in the amount of \$2,450.00 has been received from Northern New York Audubon for the project entitled, "The Impact of Prey Abundance and Composition on Dichotomous Mating Strategies in the White-Throated Sparrow," under the direction of Nicholas Gabry, Department of Biology, for the period April 4, 2020 through August 31, 2020.
5. US Department of Education, Fund No. 549363, Proposal NA
An agreement in the amount of \$4,783,457.00 has been received from US Department of Education for the project entitled, "Education Stabilization Fund – Indiana State University's Certification and Agreement for Institutional Portion of Higher Education Emergency Relief Fund," under the direction of Diann McKee, Vice President – Finance and Administration, for the period May 7, 2020 through May 6, 2021.
6. Kentland Bank, Fund No. 549364, Proposal 20-097
An agreement in the amount of \$5,750.00 has been received from Kentland Bank for the project entitled, "Work Plan for Phase 1a Reconnaissance Survey for Property 111 North 4th Street (DHPA #24206), Kentland, Newton Co., IN," under the direction of Shawn Phillips, Department of Earth and Environmental Systems, for the period April 15, 2020 through August 15, 2020.
7. Indiana Economic Development Corporation, Fund No. 549348, Proposal No. 20-003

An agreement in the amount of \$89,722.07 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-Federal," under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2020 through December 31, 2020.

8. Indiana Economic Development Corporation, Fund No. 549349, Proposal No. 20-003
An agreement in the amount of \$91,600.00 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-State," under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2020 through December 31, 2020.
9. Eastern Kentucky University, Fund No. 549357, Proposal No. 20-014
A sub agreement under United States Department of the Interior, Fish and Wildlife Service in the amount of \$46,898.00 has been received from Eastern Kentucky University for the project entitled, "Making Bat Boxes a More Effective Mitigation Tool for WNS-Imperiled Bats," under the direction of Joy O'Keefe, Department of Biology, for the period April 1, 2020 through March 31, 2022.
10. Department of Health and Human Services, National Institutes of Health, Fund No. 549198, Proposal No. 20-091
Additional appropriations in the amount of \$277,109.00 have been received from Department of Health and Human Services, National Institutes of Health for the project entitled, "BD4ISU: Big Data for Indiana State University," under the direction of Rusty Gonser, The Center for Genomic Advocacy, for the period April 1, 2020 through March 31, 2021.
11. ISU Foundation, Fund No. 549361 & 549362, Proposal No. 20-101
An agreement in the amount of \$54,744.49 has been received from Indiana State University Foundation for the project entitled, "Fannie & Benjamin Blumberg 2020-2021," under the direction of Carol Wetherell, Blumberg Center, for the period July 1, 2020 through June 30, 2021.
12. Purdue University, Fund No. 549354, Proposal No. 20-049
A sub agreement under United States Geological Survey in the amount of \$15,000.00 has been received from Purdue University for the project entitled, "State Water Resources Research Institute Program Fiscal Year 2016," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period March 1, 2020 through February 28, 2021.

13. US Department of Education, Fund No. 549366, Proposal NA
An agreement in the amount of \$467,943.00 has 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 June 8, 2021.
14. Indiana Economic Development Corporation, Fund No. 549370, Proposal No. 20-107
An agreement in the amount of \$80,000.00 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Small Business Development Center CARES Act Supplemental Funding," under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period April 1, 2020 through March 31, 2021.
15. Early Learning Indiana, Fund No. 549372, Proposal No. 20-115
An agreement in the amount of \$10,000.00 has been received from Early Learning Indiana for the project entitled, "Come Back Stronger Infant Funding," under the direction of Holly Curtsinger, Department of Early Childhood Education Center, for the period June 8, 2020 through March 31, 2021.
16. Early Learning Indiana, Fund No. 549371, Proposal No. 20-114
An agreement in the amount of \$10,000.00 has been received from Early Learning Indiana for the project entitled, "Come Back Stronger Preschool Funding," under the direction of Holly Curtsinger, Department of Early Childhood Education Center, for the period June 8, 2020 through March 31, 2021.
17. Ball State University, Fund No. 549343, Proposal No. 21-005
Additional appropriations in the amount of \$12,000.00 have been received from Ball State University for the project entitled, "Professional Development for Career and Technical Teachers with Workplace Specialist I Certification," under the direction of James Smallwood, Department of Applied Engineering and Technology Management, for the period July 1, 2019 through June 30, 2021.
18. National Science Foundation, Fund No. 549262, Proposal No. 21-011
Additional appropriations in the amount of \$72,804.00 have been received from The National Science Foundation for the project entitled, "Collaborative Research: P2C2- What is the Driver of Orbital-Scale Central American Monsoon Variations? Tests of the Insolation and Sea Surface Temperature Hypotheses," under the direction of Amos Winter, Department of Earth and Environmental Systems, for the period August 15, 2018 through July 31, 2021.
19. Purdue University, Fund No. 549373, Proposal No. 20-095

A sub agreement under Indiana State Department of Natural Resources in the amount of \$63,984.00 has been received from Purdue University for the project entitled, "Bats of the Hardwood Ecosystem," under the direction of Joy O'Keefe, Department of Biology, for the period May 1, 2020 through April 30, 2022.

20. Indiana University, Fund No. 549374, Proposal No. 20-105

A sub agreement under the Indiana State Department of Health in the amount of \$219,169.00 has been received from Indiana University for the project entitled, "FY 2020-21 Area Health Education Centers Operating Support," under the direction of Caroline Mallory, College of Health and Human Services, for the period July 1, 2020 through June 30, 2021.

21. The Society for Historians of American Foreign Relations, Fund No. 549306, Proposal No. 19-085

Additional appropriations in the amount of \$12,500.00 have been received from The Society for Historians of American Foreign Relations for the project entitled, "Support in Managing and Producing Scholarly Content for Diplomatic History, the Journal of the Society for Historians of American Foreign Relations" under the direction of Anne Foster, Department of History, for the period July 1, 2019 through June 30, 2024.

22. University of Notre Dame, Fund No. 549365, Proposal No. 20-011

A sub agreement under Indiana Department of Education in the amount of \$20,165.00 has been received from University of Notre dame for the project entitled, "Indiana Computes," under the direction of Jeffrey Kinne, Department of Computer Science, for the period February 10, 2020 through July 31, 2021.

23. Purdue University, Fund No. 549368, Proposal No. 20-071

A sub agreement under National Aeronautics & Space Administration (NASA) in the amount of \$15,000.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Consortium Programs and Opportunities 2020-2024," under the direction of Fan Zuo, Department of Chemistry & Physics, for the period May 10, 2020 through May 9, 2021.

24. The Missouri Department of Conservation, Fund No. 549246, Proposal 21-013

Additional appropriations in the amount of \$224,441.00 have been received from The Missouri Department of Conservation for the project entitled, "Indiana Bat Response to Missouri Department of Conservation's Forest Habitat Management," under the direction of Joy O'Keefe, Department of Biology, for the period July 1, 2020 through June 30, 2021.

25. University of Illinois, Fund No. 549376, Proposal No. 20-038

A sub agreement under Illinois Department of Transportation in the amount of \$49,505.00 has been received from University of Illinois for the project entitled, "Crash Modification Factors (CMFs) for Contrast Pavement Markings on Light-Colored Pavement," under the direction of Michael Williamson, Department of Applied Engineer and Technology Management, for the period August 16, 2020 through June 30, 2022.

26. United Way of the Wabash Valley, Fund No. 549378, Proposal No. 21-006
An agreement in the amount of \$3,000.00 has been received from United Way of the Wabash Valley for the project entitled, "Wabash Valley COVID19 Emergency Relief Fund," under the direction of Amanda Solesky, Department of Applied Clinical and Educational Sciences, for the period August 6, 2020 through December 20, 2020.
27. U.S. Department of Education, Fund No. 549381, Proposal 20-042
An agreement in the amount of \$104,638.00 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, 2020 through September 30, 2021.
28. Indiana Department of Education, Fund No. 549380, Proposal 20-103
An agreement in the amount of \$2,545,000.00 has been received from the Indiana Department of Education for the project entitled, "The Effective and Compliant IEP Resource Center," under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2020 through September 30, 2021.
29. Indiana Department of Education, Fund No. 549379, Proposal 20-104
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, 2020 through September 30, 2021.
30. Indiana University, Fund No. 549337, Proposal No. 20-082
Additional appropriations in the amount of \$11,878.00 have been received from Indiana University for the project entitled, "Area Health Education Centers Point of Service Maintenance and Enhancement," under the direction of Caroline Mallory, College of Health and Human Services, for the period September 1, 2019 through August 31, 2020.
31. Union Hospital, Fund No. 549367, Proposal 20-110
An agreement in the amount of \$26,902.00 has been received from Union Hospital for the project entitled, "Clinical Affiliation and Graduate Assistantship," under the direction of Kenneth Games, Department of Applied Medicine and Rehabilitation, for the period August 1, 2020 through July 31, 2021.
32. Indiana Department of Education, Fund No. 549377, Proposal 20-099

An agreement in the amount of \$224,450.00 has been received from Indiana Department of Education for the project entitled, "Support for In-Service Teachers to Earn Licensure in High Ability (HA) and English as a New Language (ENL) Accredited Programs," under the direction of Denise Collins, Dean's Office, College of Graduate and Professional Studies, for the period August 1, 2019 through September 30, 2022.

33. U.S. Department of Education, Fund No. 549382, Proposal 21-027

An agreement in the amount of \$456,381.00 has been received from U.S. Department of Education for the project entitled, "Strengthening Institutions Program for Indiana State University: A S.M.A.R.T. Initiative for Student and New Faculty Mentoring," under the direction of Bailey Bridgewater, Office of Student Success, for the period October 1, 2020 through September 30, 2021.

34. Duke Energy Foundation, Fund No. 549355, Proposal No. 20-070

An agreement in the amount of \$40,000.00 has been received from Duke Energy Foundation, for the project entitled, "Annual Duke Energy Power of Reading and Math Summit" under the direction of Judith Sheese, Bayh College of Education Dean's Office, for the period April 1, 2020 through March 31, 2021.

35. Biltmore Farms, Fund No. 549387, Proposal No. 21-008

An agreement in the amount of \$127,000.00 has been received from Biltmore Farms, for the project entitled, "Bat Survey for Project Ranger in Buncombe County, Asheville, North Carolina" under the direction of Brianne Walter, Department of Biology, for the period September 1, 2020 through August 31, 2021.

36. Anonymous Donor, Fund No. 549388, Proposal No. 21-015

An agreement in the amount of \$13,000.00 has been received from an anonymous donor for the project entitled, "Colleagues Helping Implement Lifelong Learning (C.H.I.L.L.)" under the direction of Della Thacker, Department of Teaching and Learning, for the period August 7, 2020 through August 14, 2022.

37. BCSF Foundation, Fund No. 549384, Proposal No. 20-096

An agreement in the amount of \$21,383.00 has been received from BCSF Foundation for the project entitled, "Integrated Safety and Environmental Management Systems with Lean: An Examination of Moderating Effects of Safety Climate and Worker Engagement" under the direction of Charmaine Mullins-Jaime, Department of Built Environment, for the period August 27, 2020 through June 30, 2021.

38. Indiana Campus Compact, Fund No. 549385, Proposal No. 21-002

An agreement in the amount of \$1,500.00 has been received from Indiana Campus Compact for the project entitled, "Electoral Engagement Program" under the direction of Jennifer Christian, Center for Community Engagement, for the period August 3, 2020 through November 13, 2020.

39. City of Terre Haute, Indiana, Fund No. 549383, Proposal No. 20-063

An agreement in the amount of \$30,000.00 has 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, 2020.

4h Grants & Contracts

Signature Date	Contract Type	Name	State
09/30/20	Performers, Speaker, and Entertainers	Mena Fombo Radical Self Care	N/A
09/29/20	Clinical Affiliation Agreement	Sullivan County Community Hospital	IN
09/25/20	Clinical Affiliation Agreement	Fairbanks Hospital	IN
09/25/20	Clinical Affiliation Agreement	The Regents of the University of California	CA
09/25/20	Clinical Affiliation Agreement	Mercy Health - Defiance Hospital LLC	OH
09/25/20	Clinical Affiliation Agreement	Beaumont Health	MI
09/24/20	Clinical Affiliation Agreement	Indiana Hand to Shoulder Center	IN
09/17/20	Clinical Affiliation Agreement	Decatur Hospital Authority	TX
09/16/20	Clinical Affiliation Agreement	Hurley Medical Center	MI
09/15/20	Clinical Affiliation Agreement	Siobhan Carter-David Radical Self Care	CT
09/14/20	Clinical Affiliation Agreement	Charlene Fletcher Radical Self Care	IN
09/10/20	Clinical Affiliation Agreement	Fairbanks Hospital Inc Refer to Signed Document	IN
09/10/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement Between Greencastle Middle School and Indiana State University	IN
09/10/20	Performers, Speaker, and Entertainers	Yolanda Williams Radical Self Care	IN
09/10/20	Performers, Speaker, and Entertainers	Jessica Pettitt Good Enough Now	CA
09/10/20	Performers, Speaker, and Entertainers	KT Ewing Radical Self Care	TN
09/09/20	Clinical Affiliation Agreement	Beaumont Health-Refer to linked document	MI
09/01/20	Clinical Affiliation Agreement	Shawnee Mission School District	KS
09/01/20	Performers, Speaker, and Entertainers	Campuspeak Samantha Ramirez-Herrera - Living Outloud	FL
09/01/20	Performers, Speaker, and Entertainers	Campuspeak Saul Flores - The Walk of the Immigrants	FL
08/27/20	Performers, Speaker, and Entertainers	Standard Speaker Contract with Brandie Oliver	IN
08/27/20	Performers, Speaker, and Entertainers	The Evolution of Latinx: Adriana Rodriguez	WI
08/26/20	Performers, Speaker, and Entertainers	Javier Avila: The Trouble With My Name	PA
08/25/20	Clinical Affiliation Agreement	Wabash River Special Services Cooperative	IN
08/24/20	Performers, Speaker, and Entertainers	Standard Speaker Contract - Brad Balch	IN
08/24/20	Performers, Speaker, and Entertainers	Standard Speaker Contract - Chavez Phelps	IN
08/24/20	Performers, Speaker, and Entertainers	Standard Speaker Contract - Todd Savage	WI
08/24/20	Performers, Speaker, and Entertainers	Standard Speaker Contract with Charles Barrett	VA
08/21/20	Clinical Affiliation Agreement	Southwest General Health Center	OH
08/13/20	Clinical Affiliation Agreement	Hamilton Center	IN
08/11/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Hamilton Boone Madison Special Services Cooperative	IN
08/07/20	Clinical Affiliation Agreement	Petoskey Surgeons PC	MI
07/29/20	Clinical Affiliation Agreement	Affiliation Agreement for Administrators-in-Training with Western School Corporation	IN
07/27/20	Clinical Affiliation Agreement	Lakeshore Bone & Joint Institute	IN
07/27/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Western Wayne Schools	IN
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement for Loogootee Community Schools	IN
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Southern Hancock Community Schools	IN
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Old National Trail Special Services	IN
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Hamilton Southeastern Schools in Fishers IN	IN
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Charleston Illinois CUSD 1	IL
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Covered Bridge Special Education District	IN

07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Joliet Public Schools District 86	IL
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Indianapolis Public Schools	IN
07/24/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Earlywood Educational Services	IN
07/23/20	Clinical Affiliation Agreement	Aministrator-in-Training Affiliation Agreement with Kankakee Valley	IN
07/20/20	Clinical Affiliation Agreement	Putnam County Hospital	IN
07/20/20	Performers, Speaker, and Entertainers	CampuSpeak, Inc. Dan Fail: Custom Programming	FL
07/17/20	Performers, Speaker, and Entertainers	Everything But The Mime Virtual Magician RainD' Shine	FL
07/17/20	Clinical Affiliation Agreement	NONPROFIT LEADERSHIP ALLIANCE INC	MO
07/17/20	Clinical Affiliation Agreement	Alcona Citizens for Health Inc	MI
07/17/20	Clinical Affiliation Agreement	Union Hospital GA Agreement 2020-2021	IN
07/17/20	Clinical Affiliation Agreement	ACEMAPP	MI
07/17/20	Clinical Affiliation Agreement	Emergency Care Specialists	MI
07/14/20	Clinical Affiliation Agreement	Rural Community Academy	IN
07/13/20	Clinical Affiliation Agreement	Rise Learning Center	IN
07/10/20	Clinical Affiliation Agreement	Administrator-in-Training Agreement with MSD of Wabash County	IN
07/09/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement with Home of the Innocents Louisville KY	KY
07/09/20	Clinical Affiliation Agreement	Gibault Inc	IN
07/08/20	Clinical Affiliation Agreement	Trinity Health-Michigan, Mercy Health Partners, and St. Joseph Mercy Chelsea INC	MI
06/29/20	Clinical Affiliation Agreement	Quest Diagnostic Student Clinical Training Agreement July 2020	NC
06/26/20	Clinical Affiliation Agreement	Aunt Flow Term Sheet	N/A
06/23/20	Clinical Affiliation Agreement	Ogden Clinic	UT
06/23/20	Clinical Affiliation Agreement	Del Pilar Medical & Urgent Care	IN
06/23/20	Clinical Affiliation Agreement	Johnson Memorial Hospital	IN
06/23/20	Clinical Affiliation Agreement	Our Hospice of South Central Indiana	IN
06/23/20	Clinical Affiliation Agreement	Advent Health Orlando	FL
06/23/20	Clinical Affiliation Agreement	Manchester VA	NH
06/18/20	Clinical Affiliation Agreement	CommuniCare	OH
06/15/20	Clinical Affiliation Agreement	Renewal Rehab	IL
06/15/20	Performers, Speaker, and Entertainers	Come Back Stronger Fund Grant Agreement 1100332	IN
06/15/20	Performers, Speaker, and Entertainers	Come Back Stronger Fund Grant Agreement 12306	IN
06/12/20	Clinical Affiliation Agreement	Richard Roudebush VA Hospital - PT	IN
06/11/20	Clinical Affiliation Agreement	Union Hospital GA DAT agreement	IN
06/08/20	Clinical Affiliation Agreement	Record A Hit Entertainment 8.14.2020	IN
06/05/20	Clinical Affiliation Agreement	Alcona Citizens for Health, Inc.	MI
06/04/20	Clinical Affiliation Agreement	B/MD Rural Health Physician Shadowing with Green County General Hospital	IN
06/01/20	Clinical Affiliation Agreement	Clinical Affiliation Agreement between Gibault, Inc and Indiana State University	IN
05/28/20	Clinical Affiliation Agreement	Ensign Legacy Rehab & Living	TX
05/28/20	Clinical Affiliation Agreement	Guidry Physical Therapy	AZ
05/26/20	Clinical Affiliation Agreement	Genesee Health System	MI
05/26/20	Clinical Affiliation Agreement	Ensign Serv Montecito Post Acute	AZ
05/13/20	Clinical Affiliation Agreement	Ensign Greentree Health & Rehab	WI
05/13/20	Clinical Affiliation Agreement	NOMS Healthcare	OH
05/11/20	Clinical Affiliation Agreement	Advanced Rehabilitation, Inc	IN
05/08/20	Clinical Affiliation Agreement	Rex Therapeutics	IL

4i Board Representation at University Events

Events Requiring Board Representation

December 11, 2020	Board of Trustees Meeting, State Room, Tirey Hall 6:00 p.m., Commencement Ceremony, Graduate Studies, Hulman Center
December 12, 2020	10:00 a.m., Commencement Ceremonies, Bayh College of Education and College of Health and Human Services, Hulman Center 2:00 p.m., Commencement Ceremonies, Scott College of Business and College of Technology, Hulman Center 6:00 p.m., Commencement Ceremony College of Art and Sciences, Hulman Center

Optional Events

None

Please find a full listing of University events 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 so that the appropriate arrangements can be made.

4j In Memoriam

IN MEMORIAM: Mrs. Karen Goffinet

WHEREAS, Mrs. Karen Goffinet, Custodian in Facilities Management, died on twenty first day of June two thousand and twenty; and

WHEREAS, Mrs. Karen Goffinet had given loyal and devoted service to Indiana State University for almost two 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: Mrs. Betty Cook

WHEREAS, Mrs. Betty Cook, retired Events Setup Technician II in Hulman Center, died on sixteenth day of June two thousand and twenty; and

WHEREAS, Mrs. Betty Cook had given loyal and devoted service to Indiana State University for almost sixteen 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. James French

WHEREAS, Mr. Mr. James French, retired Custodial Worker, died on the twenty first day of June two thousand and twenty and;

WHEREAS, Mr. James French, had given loyal and devoted service to Indiana State University for over 21 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: Ms. Elaine Boubek

WHEREAS, Elaine Boubek, Student Support Specialist (retired), died on the third day of July two thousand and twenty; and

WHEREAS, Ms. Elaine Boubek had given loyal and devoted service to Indiana State University for almost twenty seven 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: Mrs. Margit Treiber

WHEREAS, Mrs. Margit Treiber, retired Associate Professor in the Department of Physical Education in the University School of Indiana State University, died on the fifth day of July two thousand and twenty;

WHEREAS, Mrs. Margit Treiber had given loyal and devoted service to Indiana State University for forty two years 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: Ms. Margaret Barnard

WHEREAS, Margaret Barnard, Lead Custodian (retired), died on the thirtieth day of July two thousand and twenty; and

WHEREAS, Ms. Margaret Barnard had given loyal and devoted service to Indiana State University for twenty one year 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. Donald J. Reuland

WHEREAS, Dr. Donald J. Reuland, Professor Emeritus of Chemistry Department of Indiana State University, died on the ninth day of August two thousand and twenty; and

WHEREAS, Dr. Donald J. Reuland had given loyal and devoted service to Indiana State University for thirty seven and a half 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: Mrs. Carolyn J. Morris

WHEREAS, Carolyn J. Morris, Office Assistant III (retired), died on the twenty third day of August two thousand and twenty; and

WHEREAS, Mrs. Carolyn J. Morris had given loyal and devoted service to Indiana State University for almost twenty 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. Douglas K. Smith

WHEREAS, Dr. Douglas K. Smith, Professor Emeritus of Business Education Department of Indiana State University, died on the 21st day of September two thousand and twenty; and

WHEREAS, Dr. Douglas K. Smith had given loyal and devoted service to Indiana State University for thirty 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. Charles D. Nicol

WHEREAS, Dr. Charles D. Nicol, Professor Emeritus of English Department of Indiana State University, died on the 26st day of July two thousand and twenty; and

WHEREAS, Dr. Charles D. Nicol had given loyal and devoted service to Indiana State University for thirty nine 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. Mary Gentry

WHEREAS, Ms. Mary Gentry, Sales Clerk in Bookstore Department (retired), died on the twenty sevens day of September two thousand and twenty; and

WHEREAS, Ms. Mary Gentry had given loyal and devoted service to Indiana State University for nineteen 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. Robert E. Thompson

WHEREAS, Dr. Robert E. Thompson, Professor Emeritus of Marketing Department of Indiana State University, died on the 7th day of October two thousand and twenty; and

WHEREAS, Dr. Robert E. Thompson had given loyal and devoted service to Indiana State University for thirty eight 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.

Adjournment

The Indiana State University Board of Trustees adjourned at 5:05 p.m.