



Indiana State University

Board of Trustees Agenda Meeting Minutes

October 25, 2024

State Room, Tirey Hall



Board of Trustees Agenda October 25, 2024 Minutes

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1. Call Meeting to Order – Board Chair Robert Casey

Roll Call:

Robert Casey, present
Rob Carter, absent
Lori Danielson, present
Jon Ford, present
Cynthia Powers, present
John Pratt, present
Cheryl Roberson, absent
Kate VanHyfte, present
Troy Woodruff, present

With a quorum being met Board Chair Robert Casey called the meeting to order at 2:15 p.m.

2. Remarks

Faculty Senate Chairperson, Dr. James Gustafson

Staff Council Chairperson, Roxane Torrence

Student Government Association, President Jaxson Zies

Vice President for Advancement and CEO of the ISU Foundation, Andrea Angel

President of the University, Dr. Mike Godard

Chairperson of the Board of Trustees, Robert Casey

Report of the Faculty Senate Chairperson – James Gustafson

Thank you for having me here today. It is a pleasure to be here speaking on behalf of the faculty of Indiana State University. I am here serving my second term as chair of the Faculty Senate, and greatly appreciate the confidence and support of my colleagues to represent them to this body. I would like to recognize my two fellow officers, Dr. Carrie Ball from the Bayh College of Education and Dr. Chris Drew from the College of Arts and Sciences. We have been working closely together since the end of the last academic year to identify some priorities for this year and are already deep into the process of carrying out a very ambitious agenda.

We have been in constant dialogue with Provost Olsen and President Godard to identify ways that we, the faculty, can take leadership in addressing some pressing challenges this institution is facing. It is no secret that we urgently need to reverse the trend of low enrollment, and were especially happy to hear President Godard speak in numerous forums about making this a top priority. Faculty are eager partners in this. In our discussions over how we can best contribute our time and energy, there is a broad consensus that the most impactful thing we can do is help retain the students who come here. If they can work to enroll more students, we are here to provide a pathway for them to succeed in their goals of obtaining a college degree and a high-quality education. We also firmly believe that if we can offer a broad skill set and provide opportunities for meaningful experiences, they will not only succeed in their future endeavors but will also become our single greatest recruiting tool as our advocates out in the world.

The landscape of higher education is changing quickly. Shared governance, where faculty and administration work together to shape university policies and curriculum through multiple layers of committees, is often criticized for being painfully slow. I don't think that is true any longer here at Indiana State. In the past two academic years, between my first term as Senate chair in 2022 and then last year under Dr. Arrington, we have worked hard to make faculty governance more efficient, agile, and responsive to rapidly changing needs. That groundwork has really paid off this year as we have undertaken some big projects in a remarkably short period of time. Our committees are currently working on examining the first semester experience for incoming students with a retention-focused freshman course in mind to help build in some best practices for student success and persistence. Our Foundational Studies council is also doing the difficult work of realigning our Foundational Studies curriculum to help us be more competitive in recruiting students while also identifying and eliminating barriers to graduation. We have also been working with the administration to work through changes to the university advising model to help students stay on track and have consistent guidance through their degree programs.

I want to end by expressing my gratitude to all of the members of the Board of Trustees for committing your time and energy to our institution. During the transition from last year's faculty leadership, Dr. Arrington expressed to me her gratitude for how well faculty, administration, and the Board all worked together to quickly navigate changes required by new legislation at the end of last academic year. That kind of collaboration really requires some trust and a shared sense of purpose. Please know that you have faculty here on campus who are really committed to continue working together as we face big challenges and opportunities this year.

Report of the Staff Council Chairperson – Roxanne Torrence

Good afternoon.

We held our Annual meeting in May and we were able to award 10 scholarships to staff that are seeking a degree or certificate. We also recognized the recipient of the Sycamore Staff Award. This award recognizes a staff member who contributes to the overall mission and success of Indiana State University through their attitude, service, and engagement. This year's recipient was Jacque Smith in Public Safety. In addition, we also recognized a Staff Council member with the Debbie Nelson Staff Council Spirit Award. This award recognizes a Staff Council representative who shows great dedication to serving their fellow staff through committee work, leadership roles, or general membership. This year's recipient was Melisa Allen in Public Safety. Over the summer, we hosted Staff Olympics and had 4 teams competing for the grand prize. We had activities during lunch each day and the teams competed against each other and the Office of Information Technology team came out as champions. We also hosted a golf scramble for 7 teams and hope to build on this event in the future. One of our goals this year is to get staff more engaged on campus and in their community so we launched a Staff Volunteer Passport in September.

This evening, we will be hosting a table at the Haunted Haute downtown event. And we will also be launching our annual ornament sale next week.

Our Community Outreach and Engagement Committee has been very busy over the last few months. We are wrapping up homecoming week that started with a door decorating contest. We had 11 entries this year and the winner of the contest was Mail Room Services and after a very close race on social media, the People's Choice award goes to the Office of the Registrar. Thank you to President and Mrs. Godard and VP's Olsen, McKee and Rogers for helping judge the contest. Also, thank you to Dr. Soliz for once again sponsoring the prize for the winners. We will end homecoming by walking in the parade tomorrow morning and we hope to see you all there.

Report of the Student Government Association President – Jaxson Zeis

Ladies and gentlemen of the Indiana State University Board of Trustees,

It is an honor to stand before you today as the President of the Student Government Association of the Indiana State University, representing the diverse voices and aspirations of the student body at Indiana State University.

As we navigate the ever-changing landscape of higher education, especially here at ISU, we must continually strive for excellence in all facets of university life. Our students are not merely participants in this academic journey; they are the heartbeat of our campus, the driving force behind innovation, and are becoming leaders of tomorrow. Now is the perfect time to place the hand of the students on the compass that can help to continue to guide this university to a path of success. With a new president coming into office, my administration plans to work collaboratively with Dr. Godard to ensure he understands the wants and needs of the students so that when classes begin in August, our President is ready to come out to the campus community and learn what is truly means to be a sycamore.

The 62nd Administration campaigned on 3 major platforms, accessibility, amplification, and advocacy. All three of these facets are incredibly important to ensure the success of the student body inside and outside of the classroom. As a student government association, we wish to work with everyone in this room to ensure students can succeed and will be able to represent ISU in the community in a way that we all feel it deserves. It is my job to advocate for the needs and aspirations of our student body, to ensure that their voices are heard, and their concerns addressed. We must prioritize their academic success, mental well-being, and overall collegiate experience for each student that graces this university. Our university thrives when we embrace the richness of our differences and learn in an environment where every student feels valued and empowered to succeed.

I am proud to serve as the voice of the student body, and I am committed to working collaboratively with the Board of Trustees to ensure that Indiana State University remains a beacon of academic excellence, innovation, and inclusivity.

Thank you for your time and attention.

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

Happy Homecoming Weekend! The campus community and our alumni are excited for the camaraderie to continue throughout the weekend. The ISU Alumni Association will hold many family-friendly festivities at the Homecoming tent at Memorial Stadium tomorrow following the parade.

Today, during the annual meeting of the ISU Foundation Board of Directors, we had the honor of welcoming three new foundation board members, each of whom brings a wealth of experience and a deep commitment to our university:

- Denise Bennett of New York City, a 2001 graduate of the College of Arts and Sciences
- Scotty Scott of Terre Haute, IN, son of Susan and the late Don Scott namesakes of the Scott College of Business and owner of Sycamore Insurance
- Anita Klopfenstein of Detroit, MI, a 1984 graduate of the College of Arts and Sciences and one of our 2024 Distinguished Alumni honorees

Bart Colwell, Keith Dickey, and Linda Pelligrini were elected to emeritus status on the board, as voted by the current board members.

The previous fiscal year was certainly a BOLD one for our University. During the second year of the public phase of the Be So Bold Campaign, a significant milestone was achieved. The campaign exceeded its original goal of \$100M and raised more than \$20 million during the fiscal year, which is the fourth consecutive \$20M or more fundraising year for Indiana State. As of Sept. 30, the donors to the Be So Bold Campaign have joyfully provided more than \$120 million to the University.

In closing, I look forward to celebrating transformational philanthropy and the distinguished alumni award recipients at the fourth-annual President's Dinner on Friday, November 15. Philanthropy honorees that evening will be RT and Susan Green, Ken Senseman and Rita Burns Senseman, Jeff and Penny Taylor, and Steve and Lois Zink. The Spirit of ISU Award will be given to Bob and Julie Baesler. The highest honor bestowed on our alumni, the Distinguished Alumni Award, will be given to three individuals that night – Mel Burks, Anita Klopfenstein and Jim Pajakowski.

I am grateful for the opportunity to provide this update on the work of University Advancement and look forward to our continued collaboration.

Report of the University President – Mike Godard

Enrollment & Student Success

- **Sycamore Success Scholarship:** The Sycamore Success Scholarship represents our firm commitment to ensuring that every student—regardless of financial challenges—has the opportunity to persist and succeed. This is one key step to increasing retention and helping more students cross the graduation stage. So far, almost \$200,000 has been raised.
- **Application Fee Elimination** is another step in making Indiana State more accessible to a diverse group of prospective students. Additionally, by introducing preferred admission for students with a GPA of 3.0 and above, we are recognizing academic excellence and simplifying the pathway to becoming a Sycamore.
- **Digital Media Marketing:** Our digital media marketing initiatives are critical in reaching prospective students and enhancing our recruitment efforts. We are driving increased engagement with potential Sycamores through targeted TikTok, Instagram, Facebook, and Google campaigns. The campaigns are focused on reaching new and transfer students.
- **Applications and Admissions:** Our current application and admission trends reflect both positive momentum and areas of focus as we move forward.
- **New Freshman Applications** are up by 7.5% compared to last year, with 504 more students applying. Admits are up by 4.3%, representing 607 students.
- **New Transfer Applications** are slightly down by 22 students, but admits have increased significantly, up 25% overall for both on-campus and online programs.
- **New Graduate Applications** are up by 17.4%, with 678 new student applications.

Campus Development

- **Bailey College of Engineering and Technology:** Today's Groundbreaking marks another important milestone for the Bailey College of Engineering and Technology. This project positions Indiana State as an innovation and workforce development leader, ensuring our students are prepared for tomorrow's industries.
- **Chestnut Building for Early Childhood Education:** We are seeing steady progress on the Chestnut Building, which is central to our long-term commitment to early childhood education. This facility will allow us to deepen our impact in this critical field, furthering the university's role in addressing fundamental societal needs. The Indiana Economic Development Corporation featured the project in a regional commercial, which launched earlier this summer, and the Commission for Higher Education is wrapping up a project that will highlight how we are addressing barriers to enrollment for students with families through the Early Childhood Education Center.
- Yesterday, we proudly dedicated the **Robert Casey Cybercriminology Lab**. I'd like to especially thank Board Chair Casey for his long-term investment in the university and his enduring support of this critical academic program.

State Budget Requests

- **State Budget Request Process:** We have successfully initiated the state budget request process with the Commission for Higher Education, and I am pleased to report that our first round of discussions in early October was very positive. We remain committed to securing funding to support our strategic priorities and future growth.
- **Holmstedt Hall**
 - Over 4,300 students used Holmstedt for classroom or laboratory instruction in Fall 2023.
 - Requesting a \$47 million renovation
 - Key programs impacted include:
 - Indiana University School of Medicine – Terre Haute Campus
 - School of Criminology
 - Political Science
 - Economics
 - Philosophy
 - Sociology
- **Root Hall**
 - Over 6,000 students used Root for classes and labs in Fall 2023.
 - Requesting a \$47.5 million renovation
 - Key programs impacted:
 - General education classrooms
 - Psychology clinic and program
 - Math
 - English
 - Languages, Literatures, and Linguistics
- Meeting with **elected officials** to communicate Indiana State University's value and discuss our priorities and initiatives in addition to the capital project requests as we head into the biennial budget session.

Personnel

- **New Social Media Manager:** I'm pleased to introduce Marbella Ramos as our new social media manager. *(Marbella will attend meeting, she can stand up and wave).* Marbella spearheads efforts to elevate our digital presence, particularly enhancing engagement with students and prospective Sycamores. She will play a key role in shaping the university's online reputation.
 - Engagement on social media, which is the number of likes, comments, shares, saves, and mentions:
 - Facebook interactions are up 18.2% compared to August. In October, we've had over 14,300 comments, likes, and shares of Indiana State content.
 - Instagram interactions are up 515.6% since August. In October, over 27,700 comments, likes, and shares have been posted with Indiana State.

- Since relaunching TikTok in August, we've reached over 52,000 different accounts, and our videos have been viewed over 59,000 times.

Center for Community Engagement

- Indiana State University reached a significant milestone this year through our ongoing partnership with the **Million Meal Movement**. During this past **Donaghy Day**, we proudly surpassed packing over 500,000 meals, joining a select group of organizations that includes Pacers Sports Entertainment and Corteva Agrisciences. Notably, we are the first college or university to achieve this remarkable feat, a testament to the dedication of our students, staff, and faculty since the partnership began in 2018.
- Our **Community Garden** initiative continues to flourish, now offering 165 plots to local residents free of charge. This year alone, 89 gardeners have donated over 4,000 pounds of fresh produce to local charities, strengthening our connection to the Terre Haute community. Additionally, our **Sycamore Food Forest**—established in 2017—has expanded to include over 100 fruit trees, a 12,000-square-foot market garden, and pollinator-friendly habitats. The program, primarily driven by student interns and volunteers, has donated more than 15,000 pounds of produce to local organizations since its inception.
- In collaboration with the **Indiana Arts Commission and the Indiana Department of Education**, we have also launched the **Indiana Educator Fellowship for Creative Teaching**. This initiative equips non-arts educators with innovative tools to integrate creativity into their classrooms, furthering our mission to foster community and educational development. One notable project involves a collaboration between our Community School of the Arts and local elementary schools, where students use scientific principles to design pinball machines—combining creativity and STEAM education.

Career Fairs & Employer Engagement

Our career fairs are a vital resource for connecting students with potential employers and graduate programs. This year, we hosted four major career events, drawing strong participation from both employers and students:

- **Employers Attending:** A total of 245 employers participated across our job and internship fairs, including the All Majors Job and Internship Career Fair, the Health and Social Services Career Fair, and the Built & Tech Career Expo.
- **Graduate School Fair:** 44 graduate programs and schools were represented, offering students the opportunity to explore further academic pursuits.
- **Student Engagement:** There were 1,146 student check-ins across all four fairs, showcasing the strong interest and proactive involvement of our students in career preparation.

Athletics & Community Engagement

- **Union Health Partnership:** Our partnership with Union Health remains a cornerstone of support for the entire university community. Their recent collaboration with Sycamore Athletics to include naming rights in the Hulman Center reflects our joint commitment to the overall well-being and success of our student-athletes and the greater community.

- **Community Outreach with Athletics:** Our athletics programs are deeply involved in community outreach through initiatives like High Five Fridays, Tip Off in the Forest, and the upcoming Wabash Stroll. These efforts engage our athletes and strengthen the university's connection with the Terre Haute community.
- **Excitement for Homecoming:** Homecoming week has been an exciting celebration of what it means to be a Sycamore. Tomorrow's game will cap off an incredible week, and I look forward to seeing all of you there to celebrate our university and our community.

Student Affairs

- **International Student Committee:** Student Affairs has led an effort to bring campus partners together to provide opportunities to engage international students and meet their unique needs. From providing transportation to and from the airport when they arrive in the US to providing them with an orientation and welcome reception, this committee is designed to make international students' Indiana State experience the best it can be.
- **Bridge Week:** Student Affairs collaborated with Project Success to host Bridge Week which focused on making a smooth transition from high school to college. 428 students met student leaders as well as faculty and staff on campus during the week and attended classes designed to increase their success at Indiana State.
- **Sycamore Pantry:** Student Affairs has a new partnership with the Office of Sustainability to provide fresh produce to students, faculty and staff who are utilizing the food pantry on campus. The pantry recently moved from the Recreation Center to the Hulman Memorial Student Union which has resulted in an increase in usage.

Conclusion

- I look forward to seeing students, alumni, family, and friends at the Homecoming events this evening and throughout the day tomorrow. I hope to see a record crowd lining the streets of Downtown Terre Haute to witness the 100th Anniversary of the Indiana State University Blue and White Parade. The Parade starts at 9:00 am at the corner of 9th and Wabash.
- **Kick off** for the Homecoming football game is **1:00 pm tomorrow** at Memorial Stadium as we host Southern Illinois. Prior to the game, Kathryn and I will be walking around the tailgate area visiting with alumni, students, family and friends. We will arrive at the Alumni Tent around 11:15 am for lunch and more socializing with loyal alumni.
- I must admit I am very excited to participate in the traditional Homecoming **Trike Race** later this afternoon. If all goes well, I will ride a trike to set the pace lap for the Women's and Men's races. The green flag for the Women's Race will wave at 4:00 pm at the Michael Simmons Student Activities Center – Rec East - and the Men's Race will immediately follow.
- **Go Sycamores!**
- Trustee Casey, this concludes my remarks.

Report of the Board Chairperson – Trustee Robert Casey

We've encountered a significant challenge in the United States regarding enrollment, which has been highlighted in recent publications like USA TODAY. Now is the time for the President and his staff to develop strategies to address these enrollment challenges, and the Board is committed to supporting those efforts.

The Board is also aware of the responsibilities imposed by the Indiana General Assembly's recent legislation. This includes laws concerning diversity expression on our campuses, post-tenure review of faculty, and maintaining institutional neutrality—essentially, the principle that the university does not publicly comment on issues outside its core mission, which is to provide education.

These new laws place specific responsibilities on the Board of Trustees as well as on administrative leadership, and we must remain mindful of these as we move forward in university operations.

I would like to take a moment to thank everyone involved in the preparations for Homecoming. It looks like it's going to be a fantastic event, especially as we celebrate the 100th anniversary of the Blue and White Parade, which kicks off tomorrow at 9:00 AM, followed by game time and tailgating activities. Many people have worked hard to ensure a successful celebration.

Additionally, I want to express my gratitude to everyone who participated in the event yesterday at the Cyber Criminology and Intelligence Analysis Laboratory. Leslie and I truly appreciate it.

Now, let's move on to new business items.

3a Minutes of the July 25, 2024, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 12:00 p.m. on Thursday, July 25, 2024.

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 Thursday, July 25, 2024 at 4:00 p.m.

Trustees present: Robert Casey, Rob Carter, Lori Danielson, Jon Ford, Cynthia Powers, John Pratt, Cheryl Roberson, Kate VanHyfte and Troy Woodruff.

Trustees absent: None.

Recommendation: Approve the Board Minutes of the July 25, 2024 Meeting and Certification of Executive Session.

Motion made by: Troy Woodruff

Motion seconded by: Lori Danielson

The recommendation was approved.

3b1 2024-25 State Repair and Rehabilitation Request

Date Prepared: September 24, 2024
From: Dr. Mike Godard, President
Prepared by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
Presented by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
Presented at: October 25, 2024 Meeting of Board of Trustees
Subject: 2024-25 State Repair and Rehabilitation Request
Disposition: This item is for **Action**

Objective: Annually the Board of Trustees authorizes the Treasurer of the University to request drawdown of state appropriated Repair and Rehabilitation (R&R) funding.

Background of Issue: The State of Indiana in each biennial budget allocates funds for repair and rehabilitation to assist with the costs of maintaining academic and administrative facilities and related infrastructure. A formula is used by the State to determine the amount of funding for each institution based on the age of campus facilities, building square footage, and repair costs. The 2023 Indiana General Assembly appropriated \$1,932,790 for Repair and Rehabilitation projects at Indiana State University for the 2024-25 fiscal year.

Based on deferred renewal studies of campus buildings, Facilities Management Master Plans, and visual inspection, projects are prioritized each year within available funding. The highest priority for use of these funds is replacement of the existing roofing system covering the Facilities Management buildings. Installed in 1994, the roof consists of four sections. An inspection of the roof in June 2024 revealed it to be in poor condition with on-going leaks. The current roof has exceeded its useful life and is out of warranty. The remaining funds will be used to address various mechanical/HVAC repairs as needed throughout the year.

Funding Source: Funding is appropriated by the State of Indiana as a part of the biennial budget process.

Supporting Reasons and Timing for the Recommendation: Authorization is needed to request drawdown of allocated R&R funding for the 2024-25 fiscal year.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:
None

Management Recommendation: Management recommends authorization of the University Treasurer to proceed with a request to the Indiana Commission for Higher Education, the State Budget Committee, the State Budget Agency, and the Governor of the State of Indiana for the following projects totaling \$1,932,790 from Repair and Rehabilitation appropriation as shown below:

General Repair and Rehabilitation

Facilities Management Building(s) Reroof	\$1,700,000
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Mechanical/HVAC Repairs/Replacement	\$232,790
Total	\$1,932,790

Motion made by: John Pratt
Motion seconded by: Cynthia Powers

The recommendation was approved.

3c1 New Policy 170.17 Credit for Prior Learning Council

Date Prepared: September 17, 2024
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: October 25, 2024
Subject: New Policy 170.17 Credit for Prior Learning Council
Disposition: Item is for **Action**

Objective:

The objective is to create a formally recognized university committee to create and maintain consistent and transparent prior learning processes. The addition of the Credit for Prior Learning Council to the list of university committees formalizes the recent work of an ad hoc taskforce that was formed to respond to state requests about our CPL activities.

170.17 Credit for Prior Learning Council

The mission of the Credit for Prior Learning (CPL) Council is to create and maintain consistency, transparency, and accessibility of prior learning assessment (PLA) processes across the institution. Specifically, the Council is charged to: establish baseline institutional procedures that create transparency and consistency for CPL; identify programs (current and proposed) that attract or have the potential to attract applicants seeking CPL; maintain a comprehensive list of established external credentials (licensure, certificates, etc.) and departmental examinations that count as CPL; establish and maintain the University standard for PLA by portfolio; regularly review best practices for fees associated with applications for PLA, compensation for reviewers, and administrative costs related to CPL; and ensure compliance with Indiana Commission for Higher Education (ICHE) policies on CPL.

170.17.1 Membership and Nomination. The CPL Council will be composed of representatives of institutional units who will meet monthly during Fall and Spring semesters. A leadership team will serve as the executive group to provide general leadership to the Council as well as support and facilitate the work of the larger Council. The members of the CPL Council will be appointed as follows:

- a faculty representative selected by each academic college and the Honors College;
- the chair of the College of Arts and Sciences Degree Completion Council;
- two faculty-at-large, selected by Faculty Senate;
- two Associate Deans, selected by the Provost;
- one representative from Enrollment Management, selected by the Vice President for Enrollment Management;
- the Coordinator of Assessment and Accreditation; and
- the Vice Provost for Academics, or proxy, as an ex-officio, non-voting member.

Each unit must identify new representatives no later than September 1 each year.

170.17.1.1 CPL Leadership Team. The following members of the CPL Council will be members of the CPL Leadership Team: the chair of the Degree Completion Council; the representative from Enrollment Management; one of the Associate Dean representatives; and the Coordinator of Assessment and Accreditation. The CPL Leadership Team meets one to two times monthly, during Fall and Spring semesters.

170.17.1.2 Terms of Office. Faculty and administrators will serve staggered, three-year terms. Those who have completed one term of service may be eligible to be selected for an additional three-year term. Terms run July 1 through June 30.

It is expected that members attend and participate at meetings. Should other priorities regularly interfere with this commitment, the member is expected to consult with their representative body (e.g., college, division) to select a replacement. The Council chair may intervene with any member who is not fulfilling their commitment.

170.17.1.3 Voting. Standing members of the Council may vote. A simple majority of members must be present to establish quorum to vote on any matter presented to the Council. This does not include projects assigned to ad-hoc committees for which they have been given the authority to make decisions without a Council vote.

170.17.1.4 Leadership and Oversight. Members of the CPL Leadership Team will select a chair, vice chair, and secretary annually. The Committee reports to the President through the Provost and will provide them with an annual report of its meetings, attendance of members, agendas, and matters acted upon by June 30th of each year.

Background of Issue:

Credit for Prior Learning (CPL) has a long foundation in higher education and includes AP credit, CLEP testing credit, prior military credit, etc. Over time, as institutions seek to recruit adult learners with life and work experience, it has become necessary and advantageous to the student to consider how prior experiences may equate to credit towards a degree. Several national organizations are formed around the topic, it has become an assumed practice with the Higher Learning Commission and is an important recruiting tool.

Funding Source:

No funding is necessary to form this committee.

Supporting Reasons and Timing for the Recommendation:

While we have many units that have been utilizing CPL with students, we have a form and associated fee for certain types of CPL, and the catalog lists the type of CPL that we take and consider, it is time for Indiana State University to lean into the growth in CPL. How and when Indiana State University accepts CPL needs to be more transparent to students and consistent

across the institution. Our growing degree completion programs need to be competitive and consistent with CPL.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

While not a direct concern, there will be considerable onus upon the CPL Council to ensure the faculty are well-informed about CPL actions and areas of concern in order to keep the faculty duly informed.

Management Recommendation: Approval.

The proposal was approved by Senate Executive Committee 7-0-0, and Faculty Senate 20-0-0.

Motion made by: Cynthia Powers

Motion seconded by: Jon Ford

The recommendation was approved.

3c2 Graduate Catalog Policy Revision to Leave of Absence

Date Prepared: September 17, 2024
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: October 25, 2024
Subject: Graduate Catalog Policy Revision to Leave of Absence
Disposition: Item is for **Action**

Objective:

Modify the current leave of absence policy for graduate students

Current Language

Leave of Absence

Students in good standing in his/her respective program, prior to suspension of enrollment, may apply for a leave of absence. Applications must be approved by the graduate committee, program director, and the student's home academic college. Reasons for leave of absence may include military service, illness, family medical leave, etc. Students on an approved leave of absence will not be required to reapply for admission.

Amended Language

Leave of Absence

Students in good standing in their respective program, prior to suspension of enrollment, may apply for a leave of absence. Applications must be approved by the advisor, program director, department chair and the student's home academic college dean. If, at any point, the application is denied, the student can appeal to Graduate Council. Reasons for leave of absence may include military service, medical leave, personal, etc. Students on an approved leave of absence will not be required to reapply for admission.

A formal leave of absence will stop a student's time to degree completion requirement as well as the continuous enrollment requirement. Course time limits beginning with the student's admit term won't be changed based upon a leave of absence. Therefore, course validations may be required to complete the degree.

Each leave of absence can be for a time period of one year. Master's and educational specialists can apply for a maximum of one leave of absence. Doctoral students can apply for a maximum of two leaves of absence.

Background of Issue:

The current leave of absence policy is brief and doesn't consider the impact upon the time to completion of a graduate degree. The revised policy also relieves students of the responsibility to pay for ongoing enrollment while on a leave of absence.

Funding Source:

No funding is necessary.

Supporting Reasons and Timing for the Recommendation:

The policy was address by Graduate Council and Faculty Senate in the 23-24 Academic Year as a policy that was a barrier to student degree completion.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns. Once approved, the associated forms will be modified in conjunction with the Office of the Registrar.

Management Recommendation: Approval.

The proposal was approved by Faculty Senate 20-0-1.

Motion made by: Kate VanHyfte

Motion seconded by: Jon Ford

The recommendation was approved.

3c3 Modification to Policy 125 Bylaws of the ISU Board of Trustees

Date Prepared: September 23, 2024
From: Michael Godard, President
Prepared by: Barnes and Thornburg, LLP, Counsel to the University
Presented by: Mr. Chris Bayh, Attorney, Barnes and Thornburg, LLP
Presented at: October 25, 2024 Meeting of the Board of Trustees
Subject: Modification to Policy 125 Bylaws of the ISU Board of Trustees
Disposition: Item is for **Action**

Objective: To discontinue the Finance Committee as a separate body and to integrate its duties into the full Board of Trustees. This can be accomplished by deleting Policies section 125.2.2, “Committees,” and its component subsections. The Board of Trustees’ financial duties and powers shall remain, without delegation to a committee, in accordance with existing Policies 125.3 and 126.7.

Background of Issue: The Finance Committee’s responsibilities overlap significantly with responsibilities of the entire Board of Trustees. By eliminating the Finance Committee and integrating its functions in the full Board, the Board of Trustees aims to streamline governance operations and make decision-making more efficient.

Funding Source: There are no necessary funds for this proposed policy change.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them: There are no known concerns arising from this recommendation.

Management Recommendation: The proposed modification—specifically, the deletion of Policies section 125.2.2—is provided for recommended action to the Board of Trustees.

Modification to Policy 125 Bylaws of the ISU Board of Trustees

Rational: The Board of Trustees currently has one committee, which is the Finance Committee. It is inefficient to have a Finance Committee since all financial matters need to be discussed during the public meeting and then voted on by the Board. Therefore, the Board would like to discontinue the Finance Committee. The Board has the authority to form ad hoc or non-standing committees at any time as the need arises.

Proposed Modifications:

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

125.1 Article I

125.1.1 Name. The name of the Board of Trustees is fixed by the statute of the State of Indiana as INDIANA STATE UNIVERSITY BOARD OF TRUSTEES.

125.1.2 Name of University. The name of the University under the control of this Board of Trustees is fixed by statute of the State of Indiana as INDIANA STATE UNIVERSITY.

125.1.3 Seal. The seal of the Board of Trustees shall be a circular disc with the words "INDIANA STATE UNIVERSITY" "SEAL" around the outer edge and words "BOARD OF TRUSTEES" in the center.

125.2 Article II

125.2.1 Membership. The membership of this Board of Trustees shall conform with the statutes of the State of Indiana governing the membership of the INDIANA STATE UNIVERSITY BOARD OF TRUSTEES.

~~**125.2.2 Committees.** There shall be a standing Finance Committee of this Board of Trustees.~~

~~**125.2.2.1 Charge.** The Finance Committee shall be responsible for safeguarding and monitoring the University's financial stability and long-term economic health. The Committee serves as the Board's principal forum for the consideration of matters relating to the University's business operations, budgeting, financing, financial reporting, and financial reserves.~~

~~**125.2.2.2 Membership and Appointment.** The Finance Committee shall consist of three (3) members who shall be appointed by the Chair-elect of the Board of Trustees at the meeting of the Trustees at which officers for the coming year are elected.~~

~~**125.2.2.2.1 Appointment of Chair.** At the same meeting at which the members of the Finance Committee are appointed by the Chair-elect, the Chair-elect shall also appoint the chair of the Finance Committee.~~

~~**125.2.2.3 Joint Service Allowed.** Members of the Board of Trustees who hold offices may also serve on the Finance Committee.~~

~~**125.2.2.4 Term of Service.** The term of service of each member of the Finance Committee shall run from the first meeting following the meeting at which officers of the Board are elected to the next such meeting.~~

~~**125.2.2.5 Meetings.** The Chair of the Finance Committee shall call meetings of the Finance Committee when needed, with the same notice provisions applying to the Finance Committee that apply to the Board of Trustees.~~

~~**125.2.2.6 No Action, Only Recommendations.** The Finance Committee shall itself have no authority to take action on behalf of the Board of Trustees; the Finance Committee shall make recommendations to the Board of Trustees for Board action on matters that come before it and shall report on its activities at each meeting of the Board of Trustees.~~

125.3 Article III

125.3.1 Powers of Board Trustees.

125.3.1 Statutory Powers. In addition to the powers specifically granted by statutes of the State of Indiana, the Board may exercise all other implied powers reasonably required for the conduct of the affairs of Indiana State University.

125.3.1.2 University President. The Board will appoint and regularly evaluate the University President and, when the Board deems it necessary, may terminate the President.

125.3.1.3 Contracts. The Board may from time to time, by resolution, prescribe the manner in which contracts shall be executed on behalf of the Board. In the absence of such provision, all contracts shall be executed by the Chair or Vice Chair and attested by the Secretary Assistant Secretary.

125.4 Article IV

125.4.1 Meetings of the Board of Trustees

125.4.1.1 Annual Meeting. An annual meeting of the Board of Trustees shall be held each year for the purpose of electing officers and the transaction of such other business as may be brought before the meeting.

125.4.1.1.1 Place and Time. Such meeting shall generally, but not necessarily, be held on the Friday preceding May commencement each year, at the hour and place specified in the notice of the meeting.

125.4.1.1.2 Notice. The Secretary of the Board of Trustees shall give 48 hours notice of such annual meeting in person or by mail, telephone, or electronic mail (excludes Saturdays, Sundays and legal holidays) before the meeting.

125.4.1.1.3 Delayed Annual Meeting. In the event of failure to hold an annual meeting, a delayed annual meeting may be held on a later date upon being called by any two (2) members of the Board or by the Chair of the Board. Five (5) days' notice of such delayed annual meeting shall be given by the Secretary in the same manner specified for the annual meeting.

125.4.1.2 Regular Meetings. The Board of Trustees shall hold a minimum of four (4) regular meetings each year, in addition to the annual meeting. However, any regular meeting may be canceled with the consent of at least a majority of the members of the Board.

125.4.1.2.1 Dates. Generally, but not necessarily, a regular meeting of the Board shall be held at the hour and place specified in the notice of meeting, as follows:

- a. The Friday of Homecoming weekend
- b. The Friday preceding December commencement
- c. The third Thursday and Friday of February

d. The Friday preceding May commencement

e. A date to be determined each year for the Board of Trustees to conduct an annual retreat and conduct a performance review of the President of the University.

125.4.1.2.2 Additional Meeting. In odd years, the Board of Trustees may schedule an additional meeting to meet its legal obligation to set tuition and fees.

125.4.1.2.3 Notice. The Secretary shall give two (2) days' notice of each regular meeting in person or by mail, telephone, or electronic mail.

125.4.1.3 Special Meetings. A special meeting of the Board may be called on any date by the Chair of the Board or by a majority of the members of the Board, and may be held at such hour and at such place within the State of Indiana as shall be fixed in the notice of such meeting.

125.4.1.3.1 Notice. Notice of a special meeting shall be mailed or given personally or by telephone or electronic mail by the Secretary to each member not less than 48 hours in advance (excluding Saturdays, Sundays and legal holidays) before the meeting.

125.4.1.4 Participation by Electronic Communication for Special Meetings. The Board envisions that it may be necessary, from time to time, to hold special meetings on time-sensitive issues that may arise, and that it may be impractical to hold such a meeting in person, in a way that allows all Trustees a meaningful opportunity to participate. Accordingly, subject to the conditions below as mandated by Indiana law, some Trustees may participate in a special meeting electronically. A trustee who participates in a meeting by electronic communication is considered present at the meeting, shall be counted for purposes of establishing a quorum, and may vote at the meeting.

125.4.1.4.1 Notice of Electronic Participation. Trustees must provide notice of at least two (2) business days to the President of the intention to attend a meeting of the Board of Trustees by electronic communication. Exceptions to the notice requirement may be granted by the Chair in unusual or extraordinary circumstances.

125.4.1.4.2 Minimum Number of Trustees. The minimum number of Trustees who must be physically present at the place where the meeting is conducted is the greater of two (2) or one-third (1/3) of the members. Committee meetings are not subject to this requirement.

125.4.1.4.3. Roll Call Votes. All votes of the Board of Trustees during any meeting in which a trustee or trustees attend electronically must be taken by roll call.

125.4.1.4.4 Method of Participation. Trustees who participate in a special meeting electronically shall do so via videoconference. Except for executive sessions, the public will be provided the opportunity to attend and observe the meeting. This opportunity will be accomplished either by (a) an audio-video display at the meeting site, showing the electronic

Trustee participants, or (b) the circulation of a link and/or credentials to the videoconference. The method of public participation shall be included in the public notice as described in Section 125.4.1.2.3.

125.4.1.5 Quorum for Meeting. At all meetings of the Board there shall be present at least a majority of all of the members in order to constitute a quorum. If at any meeting there shall be less than a quorum present, such meeting may be adjourned from time to time until a quorum is present.

125.3.1.5.1 Quorum for Vote. All action taken by the Board at any meeting shall be approved by vote of at least a majority of the members of the Board at the time holding office.

125.4.1.6 Waiver of Notice. Notice of any meeting may be waived in writing by any member of the Board, and the presence in person of a member at a meeting shall be deemed to be a waiver of notice of such meeting by such member.

125.4.1.7 Attendance. Any Trustee not in attendance for two (2) or more meetings, whether regular, special, or annual, during any year shall be subject to the Board conveying notice of such absences to the Governor of the State of Indiana. Attendance at the annual meeting and regular meetings shall be exclusively in person, and participation by electronic means of communication or by telephone for annual and regular meetings will not be permitted. Attendance at special meetings may include partial electronic participation as detailed in Section 125.4.1.

125.4.1.7.1 For these purposes, any meeting attended by electronic means counts as regular attendance.

125.5 Article V

125.5.1 Election of Officers. The Chair shall appoint a nominating committee to present a slate of officers at the annual meeting. At its annual meeting the Board of Trustees shall elect from among its membership a President, a Vice President, a Secretary, and an Assistant Secretary. The working titles of the President and the Vice President shall be "Chairperson" and "Vice Chairperson," and the same shall be used throughout this Article IV.

125.5.1.1 Term. Each officer shall be elected for a term of one (1) year or until a successor shall be elected and qualified.

125.5.1.2 Succession to Office. Unless an individual is no longer a member of the Board, it shall be the normal practice of the Board to elect each officer to two (2) one-year terms, with the Vice Chair then moving to the office of Chair and the Secretary then moving to the office of Vice Chair. Notwithstanding this, a nominating committee shall meet each year to develop and recommend a slate of officers to the Board.

125.5.2 Vacancies of Office. Whenever any vacancy shall occur in any office by death, resignation or otherwise, the same shall be filled by the Board of Trustees and the officer so elected or appointed shall hold office for the balance of the term of said office or until a successor is chosen and qualified.

125.5.3 Chairperson. The Chairperson shall preside at all meetings of the Board of Trustees, discharge all the duties which devolve upon a presiding officer, and perform such other duties as the bylaws provide or the Board of Trustees may prescribe.

125.5.4 Vice Chairperson. The Vice Chairperson shall perform all duties incumbent upon the Chairperson during the absence of or disability of the Chairperson and perform any such other duties as the bylaws may require or the Board of Trustees may prescribe.

125.5.5 Secretary. The Secretary shall keep a record of the proceedings of all meetings and shall notify the members of all regular and special meetings and shall further be responsible for carrying on all correspondence as directed by the Board of Trustees. S/he shall also perform and discharge such other duties as the bylaws provide or the Board of Trustees may prescribe.

125.5.6 Assistant Secretary. The Assistant Secretary shall perform all duties incumbent upon the Secretary during the absence of or disability of the Secretary and perform such other duties as the bylaws may require or the Board of Trustees may prescribe. The Board of Trustees may, from year to year, determine to leave this position vacant.

125.5.7 Treasurer. The Treasurer shall be the Treasurer of the University, shall not be a member of the Board of Trustees, and shall have custody of all funds and securities of the University which may come into his/her hands. S/he shall deposit the same to the credit of the University in such banks or depositories as the Board of Trustees shall direct. S/he shall keep an accurate account of all funds and securities, disburse and dispose of the same under the direction of the Board of Trustees and perform all acts incident to the position of Treasurer subject to order of the Board of Trustees and such other duties as the Board of Trustees may prescribe.

125.6 Article VI

125.6.1 Conflict of Interest. Members of the Board of Trustees are expected to avoid perceived or actual conflicts of interest. A conflict of interest may occur if the Trustee, the Trustee's spouse, children, or other member of the Trustee's household has current or potential financial or personal interests that reasonably may impair the Trustee to meet the Trustee's responsibilities to the University. Financial or personal interests may be related to organizations in which the Trustee is an employee, director, employee, member, partner or trustee or in which Trustee has a financial or other interest. Actual or perceived conflicts of interests may also arise because of Trustee personal relationships with faculty, staff, students, applicants, contractors, vendors or others who engage with the University in educational, civic, charitable, commercial or other activities.

125.6.2 Disclosure of Conflict of Interest. Trustees will disclose to the Board any actual or perceived conflicts of interest as soon as reasonably practicable, and disclosure by the Trustee must be made before discussion of any matter under consideration at a Board or Committee meeting. If a Trustee is uncertain if an actual or perceived conflict of interest exists, the Trustee is advised to discuss the matter with the Board Chair. No Trustee shall vote on any matter in which there is or could be a conflict of interest. The minutes of a Board or Committee meeting shall reflect that such a disclosure was made and that the Trustee abstained from voting on the issues involving the conflict.

125.7 Article VII

125.7 Amendments. The power to make, alter, amend or repeal these bylaws is vested in the Board of Trustees, but the affirmative vote of a majority of the members of the Board of Trustees for the time being shall be necessary to affect any alteration, amendment or repeal.

Motion made by: Troy Woodruff

Motion seconded by: Cynthia Powers

The recommendation was approved.

3d Acceptance of Annual Conflict of Interest Disclosure Statements

Date Prepared: September 24, 2024
From: Michael Godard, President
Prepared by: Barnes & Thornburg LLP, Counsel to University
Presented by: Chris Bayh, Attorney, Barnes & Thornburg LLP
Presented at: October 25, 2024, Meeting of the Board of Trustees
Subject: Acceptance of Annual Conflict of Interest Disclosure Statements
Disposition: **For Action**

Objective:

Acceptance of Annual Conflict of Interest Disclosure Statements.

Background of Issue:

Annually, members of the Indiana State Board of Trustees and members of the President’s Cabinet are asked to complete the ISU Conflict of Interest Disclosure Statement. Indiana law and ISU’s [Policy 912 Conflict of Interest](#) require disclosure of conflicts of a pecuniary interest of \$250 or more to the Indiana State Board of Trustees in writing before any transaction takes place. Members of the Indiana State community are also reminded of the need to complete a conflict of interest disclosure statement and await a decision by the Indiana State Board of Trustees before any contract or other financial transaction takes place. More information about the conflict of interest requirements are located on the Office of the General Counsel website on the [Conflict of Interest](#) page.

Summary of Disclosed Conflicts for October 2024 meeting.

Scott Tillman: Scott Tillman is a co-inventor of a patented quick panic release product. He receives patent royalties from Trimco Hardware Company for the product. The quick panic release is used on Indiana State campus building entrances. The administration proposes that if the conflict is accepted, Tillman will refrain from any oversight or involvement in purchases from Trimco, and all purchases would be monitored and approved by the Division of Finance and Administration.

Diann McKee discloses a potential conflict of interest due to her spouse, Craig McKee being a partner of the limited liability partnership of Wilkinson, Goeller, Modesitt, Wilkinson & Drummy LLP firm. The administration proposes that if the conflict is accepted, McKee would refrain from any oversight or involvement in legal expenses with the firm, and all expenses would be monitored and approved by the Office of Legal Services.

David Smith and Jacquelyn Smith are owners of Smitty’s Chuckwagon. Smitty’s Chuckwagon provides food for the Law Enforcement luncheons for the Special Olympics and public safety trainings at cost and do not make a profit. The administration proposes that if the conflict is accepted, the Smith’s would refrain from any oversight or involvement in purchases from Smitty’s Chuckwagon, and all purchases would be monitored and approved by the Division of Finance and Administration.

David Kachman: David Kachman is the owner of Heartwood Design Shop. He would financially benefit from any purchases made by Indiana State University. The administration proposes that if the conflict is accepted, Kachman will refrain from any oversight or involvement in purchases

from Heartwood Design Shop and all purchases would be monitored and approved by the Division of Finance and Administration.

Funding Source:

There is no current need for funding for this initiative.

Supporting Reasons and Timing for the Recommendation:

Annual conflict of interest disclosure statements are presented at the October Board of Trustees Meeting. Single transaction conflict of interest disclosure statements are presented throughout the year.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

Management of conflicts of interest are addressed above. Indiana law allows the conflict to continue upon disclosure by the employee and approval of the Indiana State Board of Trustees.

Management Recommendation:

Acceptance of the conflict of interest statements.

Motion made by: Cynthia Powers

Motion seconded by: Jon Ford

The recommendation was approved.

3e Naming of the John McNichols Memorial Track at the Gibson Track and Field Complex

Date Prepared: October 1, 2024
From: Andrea Angel, Vice President for University Advancement & CEO Indiana State University Foundation, and Nathan Christensen, Director of Athletics
Prepared by: Nathan Christensen, Director of Athletics
Presented by: Nathan Christensen, Director of Athletics
Presented at: October 25, 2024
Subject: Naming of John McNichols Memorial Track at Gibson Track and Field Complex
Disposition: This item is for Action

Objective: Name track in memory of John McNichols.

Proposed Naming: John McNichols Memorial Track at Gibson Track and Field Complex.

Background: Legendary Indiana State Track & Field / Cross Country Coach John McNichols led the Sycamores from 1983 until his death in 2016. He finished his career by coaching in exactly 100 career MVC Championships, including 33 indoor meets, 33 outdoor meets and 34 cross country championships. He posted 38 total team titles, including 11 in cross country, 10 in indoor track and 17 in outdoor track. He was named the MVC Coach of the Year 23 times. During that time, McNichols coached 456 MVC Track Champions, eight MVC Cross Country Champions, 355 MVC Track Scholar-Athletes and 110 Cross Country MVC Championships. He coached 15 NCAA Track National Champions, 112 All-Americans, 173 NCAA Track National Qualifiers and 13 NCAA Cross Country National qualifiers. He oversaw the design, development and construction of the LaVern Gibson Championship Cross Country Course which has hosted 12 NCAA Division I Cross Country National Championships. McNichols also served as the head meet official at the 1996 Summer Olympic Games in Atlanta and was a meet official at the 1984 Summer Olympic Games in Los Angeles as well as the 1987 Pan-American Games and the 1988 United States Olympic Trials. He was a three-time head coach of the United State Men's Junior Pan-American Team. Additionally, McNichols served as chairman of the NCAA Rules Committee, a member of the NCAA Division I Track & Field Subcommittee and was inducted into the Indiana Track & Cross Country Hall of Fame in 2007 as well as the Drake Relays Coaching Hall of Fame in 2008.

Funding Source: Honorific naming – no funding required.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

None.

Management Recommendation: Approval.

Motion made by: Lori Danielson

Motion seconded by: Cynthia Powers

The recommendation was approved.

3f Resolution to Honor Service of Kathleen G. Cabello

WHEREAS, Kathleen G. Cabello has given distinguished service as a member of the Indiana State University Board of Trustees from 2014 to 2024; and

WHEREAS, Kathleen G. Cabello has exhibited exemplary leadership, enthusiasm, and interest in University activities during her tenure of service as Board Chair from 2021 to 2023, Board Vice Chair from 2019 to 2021, as Board Secretary from 2018 to 2019, and as Board Assistant Secretary from 2016 to 2018, and has contributed to the advancement of the University; and

WHEREAS, her many contributions have been of exceptional value in the development and enhancement of the University during her term as a Trustee; and

WHEREAS, as a Trustee, she has provided valuable advice to her Trustee colleagues and has given generously of her energy, loyalty, talents and treasures to Indiana State University;

NOW, THEREFORE, BE IT RESOLVED, that the Indiana State University President and Board of Trustees express grateful recognition, high commendation, and sincere best wishes to Kathleen G. Cabello, for her many years of service.

BE IT FURTHER RESOLVED, that this Resolution be spread upon the records of the minutes of the Indiana State University Board of Trustees and that a copy thereof be duly executed and transmitted to her.

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES THIS TWENTY-FIFTH DAY OF OCTOBER, TWO THOUSAND TWENTY-FOUR.

Recommendation: Approval of the resolution in recognition of service to the Indiana State University Board of Trustees by Kathleen G. Cabello.

Motion made by: Troy Woodruff

Motion seconded by: Cynthia Powers

The recommendation was approved.

4a University Investments Ending March 31, 2024

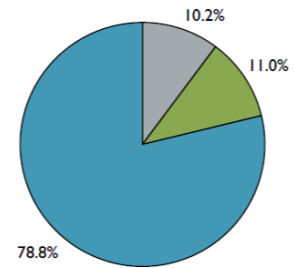
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2024.

ISU - Operating Funds - Total Portfolio - Plan Summary

As of March 31, 2024

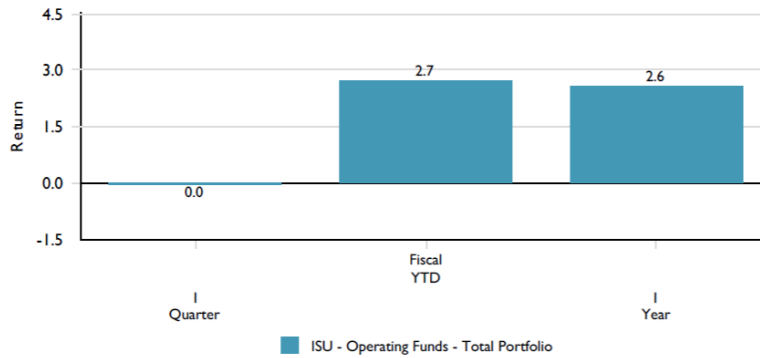
Investment Managers	Market Value
First Financial Cash	\$6,185,015
First Financial Active Cash	\$6,913,924
Old National Intermediate	\$14,157,015
Reams Asset Management Core	\$35,109,604
Loomis Sayles Core Plus	\$55,734,650
Reams Unconstrained	\$10,436,058
ISU - Operating Funds - Total Portfolio	\$128,536,265

Tier Distribution of Total Portfolio



■ Tier I ■ Tier II ■ Tier III

Summary Performance



Asset Allocation by Tier

March 31, 2024			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$6,185,015	4.8%	\$10mm - \$25mm
First Financial Active Cash	\$6,913,924	5.4%	
	\$13,098,939	10.2%	
Tier II			
Old National Intermediate	\$14,157,015	11.0%	\$10mm - \$15mm
	\$14,157,015	11.0%	
Tier III			
Reams Asset Management Core	\$35,109,604	27.3%	Remaining Balance
Loomis Sayles Core Plus	\$55,734,650	43.4%	
Reams Unconstrained	\$10,436,058	8.1%	
	\$101,280,311	78.8%	
	\$128,536,265	100.0%	

ISU - Operating Funds - Total Portfolio - Change in Market Value Summary

As of March 31, 2024

	Last 1 Quarter			
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$130,570,068	-\$2,109,813	\$76,009	\$128,536,265
Tier I	\$14,948,236	-\$2,005,634	\$156,336	\$13,098,939
First Financial Cash	\$8,117,794	-\$2,002,769	\$69,990	\$6,185,015
First Financial Active Cash	\$6,830,442	-\$2,864	\$86,346	\$6,913,924
Tier II	\$14,150,711	-\$8,445	\$14,749	\$14,157,015
MainStreet Advisors I-3 Year Gov/Credit	-	-	-	-
Old National Intermediate	\$14,150,711	-\$8,445	\$14,749	\$14,157,015
Tier III	\$101,471,121	-\$95,735	-\$95,076	\$101,280,311
Reams Asset Management Core	\$35,127,177	-\$32,199	\$14,625	\$35,109,604
Loomis Sayles Core Plus	\$55,974,685	-\$53,167	-\$186,868	\$55,734,650
Reams Unconstrained	\$10,369,260	-\$10,369	\$77,167	\$10,436,058

	Fiscal Year To Date			
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$129,747,354	-\$4,948,599	\$3,737,509	\$128,536,265
Tier I	\$5,296,687	\$7,386,256	\$415,996	\$13,098,939
First Financial Cash	\$562,613	\$5,444,328	\$178,073	\$6,185,015
First Financial Active Cash	\$4,734,074	\$1,941,928	\$237,922	\$6,913,924
Tier II	\$27,191,433	-\$13,571,417	\$536,999	\$14,157,015
MainStreet Advisors I-3 Year Gov/Credit	\$13,454,275	-\$13,545,747	\$91,471	-
Old National Intermediate	\$13,737,158	-\$25,671	\$445,528	\$14,157,015
Tier III	\$97,259,234	\$1,236,563	\$2,784,514	\$101,280,311
Reams Asset Management Core	\$31,846,514	\$2,671,866	\$591,223	\$35,109,604
Loomis Sayles Core Plus	\$55,498,366	-\$1,380,956	\$1,617,239	\$55,734,650
Reams Unconstrained	\$9,914,354	-\$54,348	\$576,052	\$10,436,058

ISU - Operating Funds - Total Portfolio - Investment Manager Returns

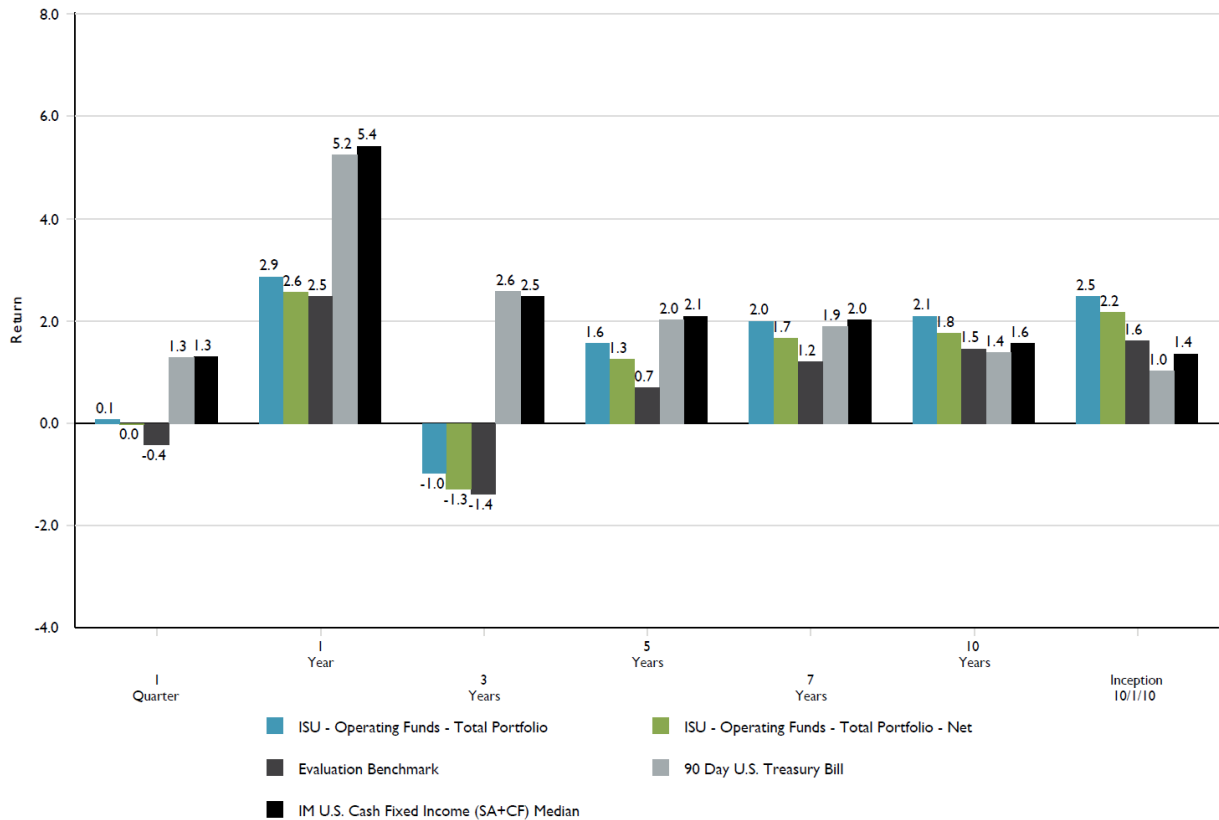
As of March 31, 2024

	Performance (%)							Inception Date
	1 Quarter	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	
ISU - Operating Funds - Total Portfolio	0.07	2.87	-0.98	1.56	1.98	2.09	2.48	10/01/2010
ISU - Operating Funds - Total Portfolio (Net)	-0.01	2.56	-1.27	1.26	1.67	1.78	2.17	
Evaluation Benchmark*	-0.42	2.47	-1.39	0.68	1.19	1.46	1.62	
Tier I	1.28	5.04	2.33	1.90	1.83	1.40	1.14	10/01/2010
First Financial Cash	1.29	5.10	2.60	2.00	1.88	1.44	1.13	10/01/2010
90 Day U.S. Treasury Bill	1.29	5.24	2.58	2.02	1.90	1.37	1.04	
First Financial Active Cash	1.26	5.04	2.10	1.88	1.81	1.40	1.21	10/01/2010
FTSE 1 Year Treasury OTR	0.85	4.48	1.53	1.72	1.68	1.30	1.06	
Tier II	0.10	3.37	-0.12	1.45	1.66	1.69	1.72	10/01/2010
Old National Intermediate	0.10	2.69	-0.96	1.16	1.49	1.73	1.89	10/01/2010
Bloomberg Intermed. U.S. Government/Credit	-0.15	2.69	-1.06	1.09	1.43	1.61	1.80	
Tier III	-0.10	2.70	-1.66	1.72	2.20	2.39	3.09	10/01/2010
Reams Asset Management Core	0.04	1.89	-2.15	1.67	2.18	2.25	2.68	10/01/2010
Bloomberg U.S. Aggregate Index	-0.78	1.70	-2.46	0.36	1.06	1.54	1.90	
Loomis Sayles Core Plus	-0.34	2.72	-1.50	1.78	2.27	2.53	3.54	10/01/2010
Bloomberg U.S. Aggregate Index	-0.78	1.70	-2.46	0.36	1.06	1.54	1.90	
Reams Unconstrained	0.64	-	-	-	-	-	4.18	06/01/2023
ICE BofA USD 3-Mo Dep Offer Rate Constant Maturity	1.34	5.36	2.59	2.16	2.07	1.57	4.56	
IM Other Global Fixed Income (SA+CF) Median	0.97	7.51	0.41	2.98	3.25	1.86	8.84	

Current Evaluation Benchmark* = 14% 90 Day T-Bill, 11% Bloomberg Intermediate Gov/Credit Index, 75% Bloomberg Aggregate Index

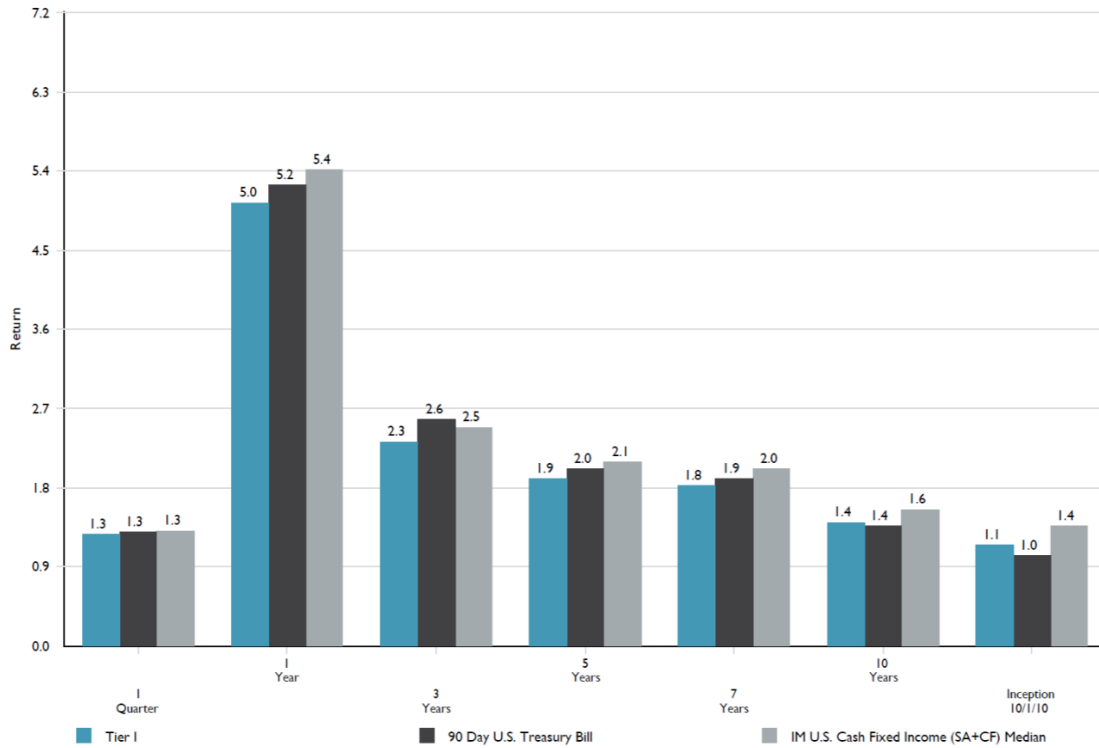
Total Fund Performance - Annualized

As of March 31, 2024



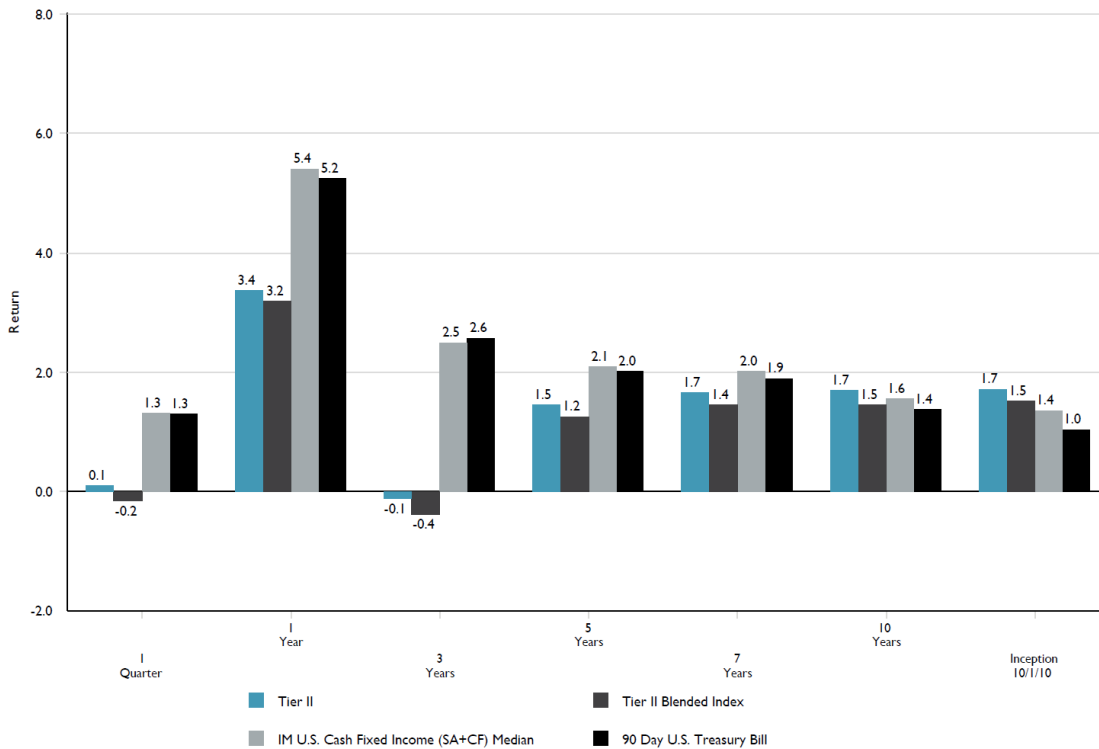
Tier I Performance - Annualized

As of March 31, 2024



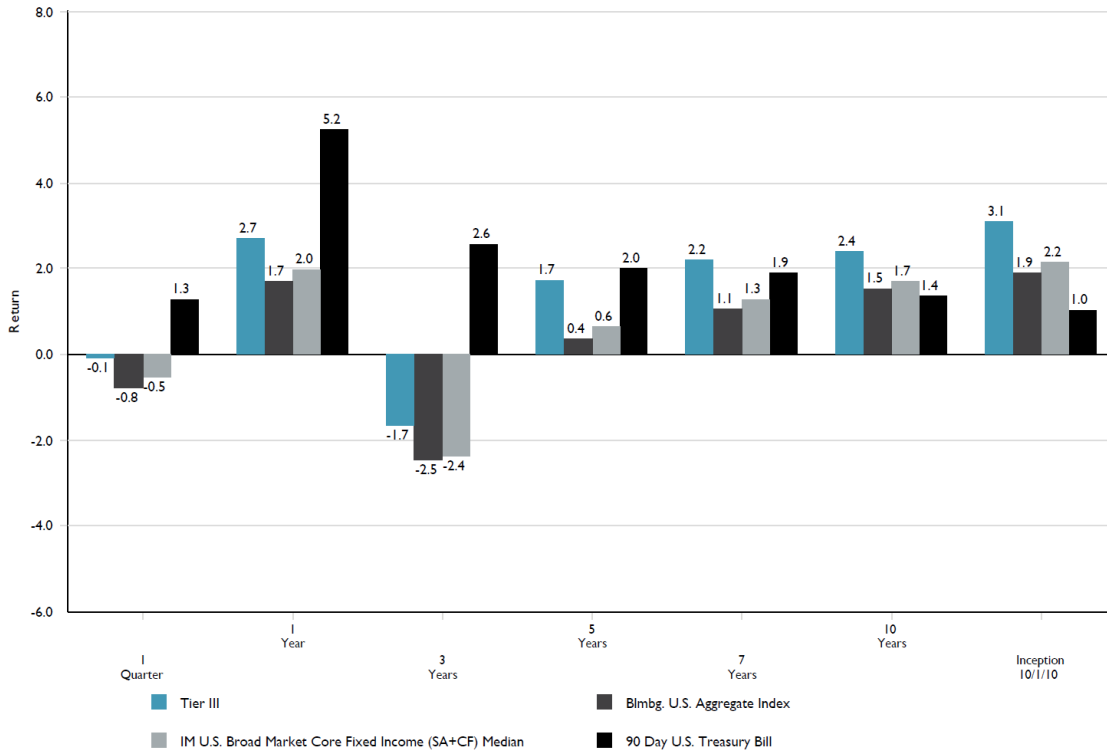
Tier II Performance - Annualized

As of March 31, 2024



Tier III Performance - Annualized

As of March 31, 2024



4b University Investments Ending June 30, 2024

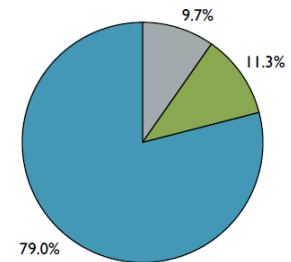
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending June 30, 2024.

ISU - Operating Funds - Total Portfolio - Plan Summary

As of June 30, 2024

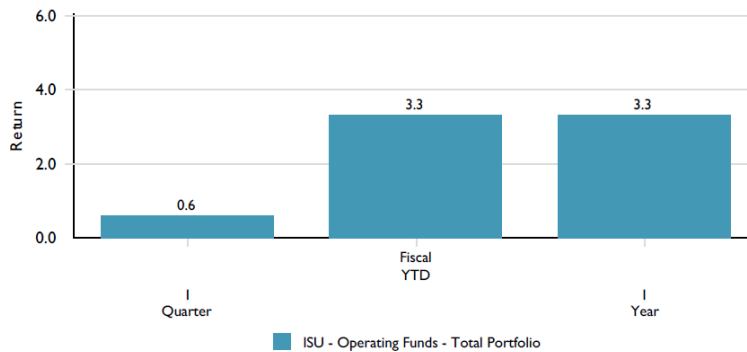
Investment Managers	Market Value
First Financial Cash	\$5,253,119
First Financial Active Cash	\$7,000,421
Old National Intermediate	\$14,250,701
Reams Asset Management Core	\$34,586,807
Loomis Sayles Core Plus	\$54,632,972
Reams Unconstrained	\$10,555,554
ISU - Operating Funds - Total Portfolio	\$126,279,574

Tier Distribution of Total Portfolio



■ Tier I ■ Tier II ■ Tier III

Summary Performance



Asset Allocation by Tier

June 30, 2024			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$5,253,119	4.2%	\$10mm - \$25mm
First Financial Active Cash	\$7,000,421	5.5%	
	\$12,253,540	9.7%	
Tier II			
Old National Intermediate	\$14,250,701	11.3%	\$10mm - \$15mm
	\$14,250,701	11.3%	
Tier III			
Reams Asset Management Core	\$34,586,807	27.4%	Remaining Balance
Loomis Sayles Core Plus	\$54,632,972	43.3%	
Reams Unconstrained	\$10,555,554	8.4%	
	\$99,775,333	79.0%	
	\$126,279,574	100.0%	

ISU - Operating Funds - Total Portfolio - Change in Market Value Summary

As of June 30, 2024

	Last I Quarter			
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$128,536,265	-\$3,111,158	\$854,467	\$126,279,574
Tier I	\$13,098,939	-\$1,005,526	\$160,127	\$12,253,540
First Financial Cash	\$6,185,015	-\$1,002,593	\$70,698	\$5,253,119
First Financial Active Cash	\$6,913,924	-\$2,932	\$89,430	\$7,000,421
Tier II	\$14,157,015	-\$8,670	\$102,356	\$14,250,701
MainStreet Advisors I-3 Year Gov/Credit	-	-	-	-
Old National Intermediate	\$14,157,015	-\$8,670	\$102,356	\$14,250,701
Tier III	\$101,280,311	-\$2,096,962	\$591,984	\$99,775,333
Reams Asset Management Core	\$35,109,604	-\$812,262	\$289,466	\$34,586,807
Loomis Sayles Core Plus	\$55,734,650	-\$1,274,264	\$172,586	\$54,632,972
Reams Unconstrained	\$10,436,058	-\$10,436	\$129,932	\$10,555,554

	Fiscal Year To Date			
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$129,747,354	-\$8,059,757	\$4,591,976	\$126,279,574
Tier I	\$5,296,687	\$6,380,731	\$576,123	\$12,253,540
First Financial Cash	\$562,613	\$4,441,735	\$248,771	\$5,253,119
First Financial Active Cash	\$4,734,074	\$1,938,996	\$327,352	\$7,000,421
Tier II	\$27,191,433	-\$13,580,088	\$639,355	\$14,250,701
MainStreet Advisors I-3 Year Gov/Credit	\$13,454,275	-\$13,545,747	\$91,471	-
Old National Intermediate	\$13,737,158	-\$34,341	\$547,884	\$14,250,701
Tier III	\$97,259,234	-\$860,399	\$3,376,498	\$99,775,333
Reams Asset Management Core	\$31,846,514	\$1,859,604	\$880,689	\$34,586,807
Loomis Sayles Core Plus	\$55,498,366	-\$2,655,220	\$1,789,826	\$54,632,972
Reams Unconstrained	\$9,914,354	-\$64,784	\$705,984	\$10,555,554

ISU - Operating Funds - Total Portfolio - Investment Manager Returns

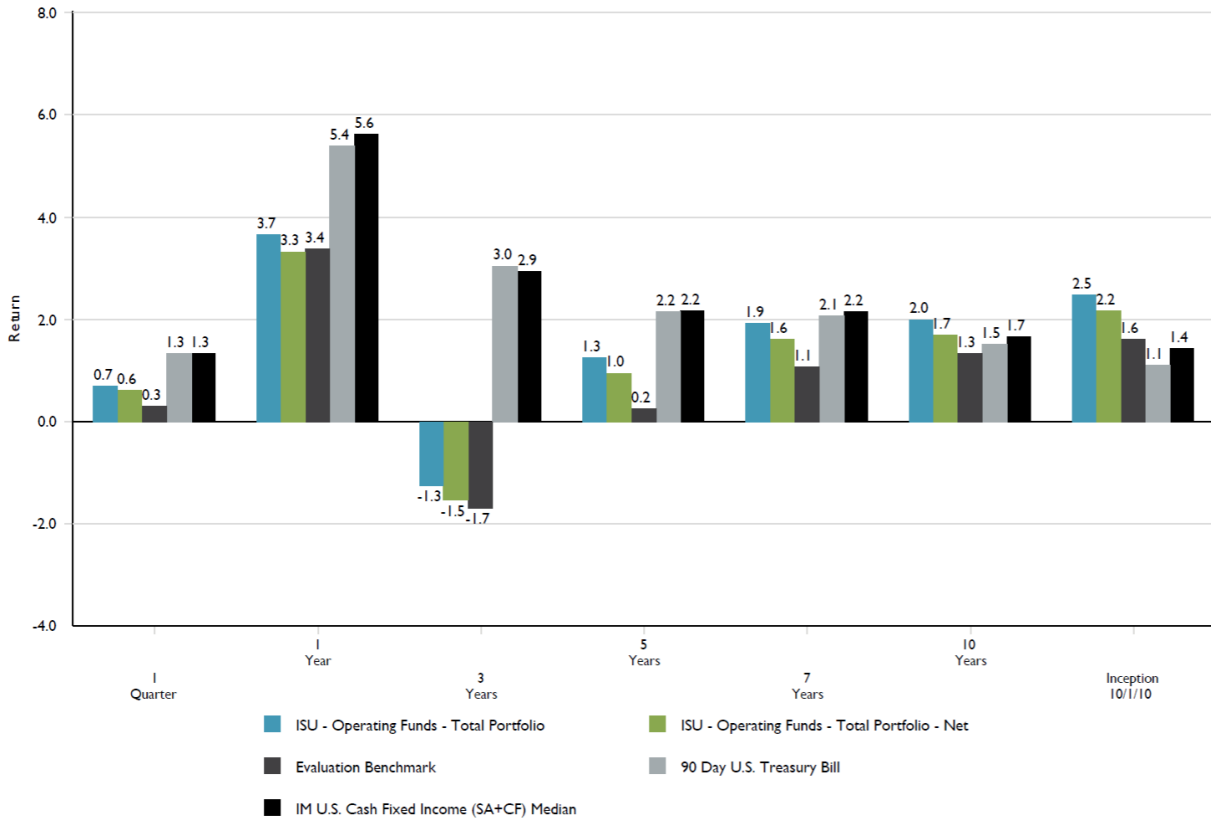
As of June 30, 2024

	Performance (%)							Inception Date
	1 Quarter	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	
ISU - Operating Funds - Total Portfolio	0.70	3.66	-1.26	1.26	1.92	1.99	2.48	10/01/2010
ISU - Operating Funds - Total Portfolio (Net)	0.62	3.34	-1.54	0.95	1.60	1.68	2.17	
Evaluation Benchmark*	0.31	3.37	-1.69	0.25	1.07	1.34	1.61	
Tier I	1.28	5.28	2.76	2.03	1.98	1.53	1.22	10/01/2010
First Financial Cash	1.26	5.10	3.02	2.13	2.02	1.56	1.21	10/01/2010
90 Day U.S. Treasury Bill	1.32	5.40	3.03	2.16	2.07	1.50	1.12	
First Financial Active Cash	1.29	5.37	2.53	2.00	1.96	1.52	1.28	10/01/2010
FTSE 1 Year Treasury OTR	1.10	5.14	1.90	1.76	1.82	1.40	1.12	
Tier II	0.72	4.30	-0.08	1.20	1.67	1.68	1.75	10/01/2010
Old National Intermediate	0.72	4.00	-1.04	0.81	1.47	1.68	1.91	10/01/2010
Bimbg. Intermed. U.S. Government/Credit	0.64	4.19	-1.18	0.71	1.39	1.55	1.81	
Tier III	0.60	3.45	-2.14	1.31	2.09	2.21	3.08	10/01/2010
Reams Asset Management Core	0.85	2.64	-2.52	1.26	2.11	2.19	2.69	10/01/2010
Bimbg. U.S. Aggregate Index	0.07	2.63	-3.02	-0.23	0.86	1.35	1.87	
Loomis Sayles Core Plus	0.33	3.31	-2.08	1.22	2.12	2.26	3.50	10/01/2010
Bimbg. U.S. Aggregate Index	0.07	2.63	-3.02	-0.23	0.86	1.35	1.87	
Reams Unconstrained	1.15	6.47	-	-	-	-	4.95	06/01/2023
ICE BofA USD 3-Mo Dep Offer Rate Constant Maturity	1.33	5.50	3.03	2.28	2.22	1.70	5.48	
IM Other Global Fixed Income (SA+CF) Median	0.77	6.76	-0.09	2.30	2.60	2.09	8.89	

Current Evaluation Benchmark* = 14% 90 Day T-Bill, 11% Bloomberg Intermediate Gov/Credit Index, 75% Bloomberg Aggregate Index

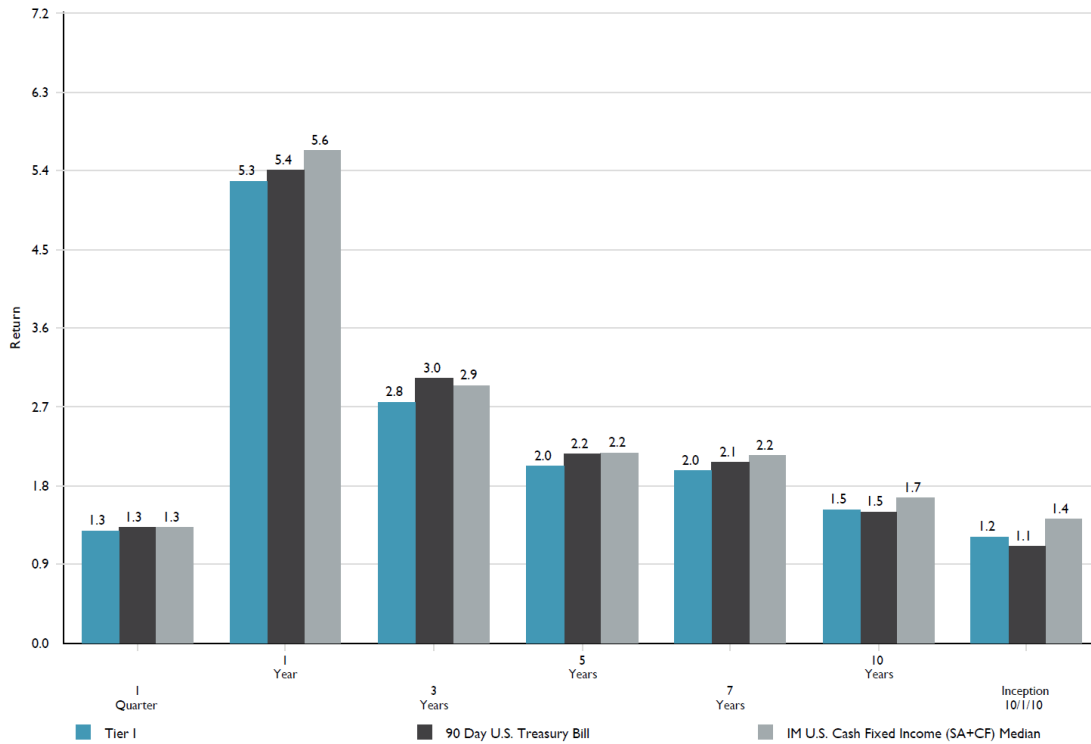
Total Fund Performance - Annualized

As of June 30, 2024



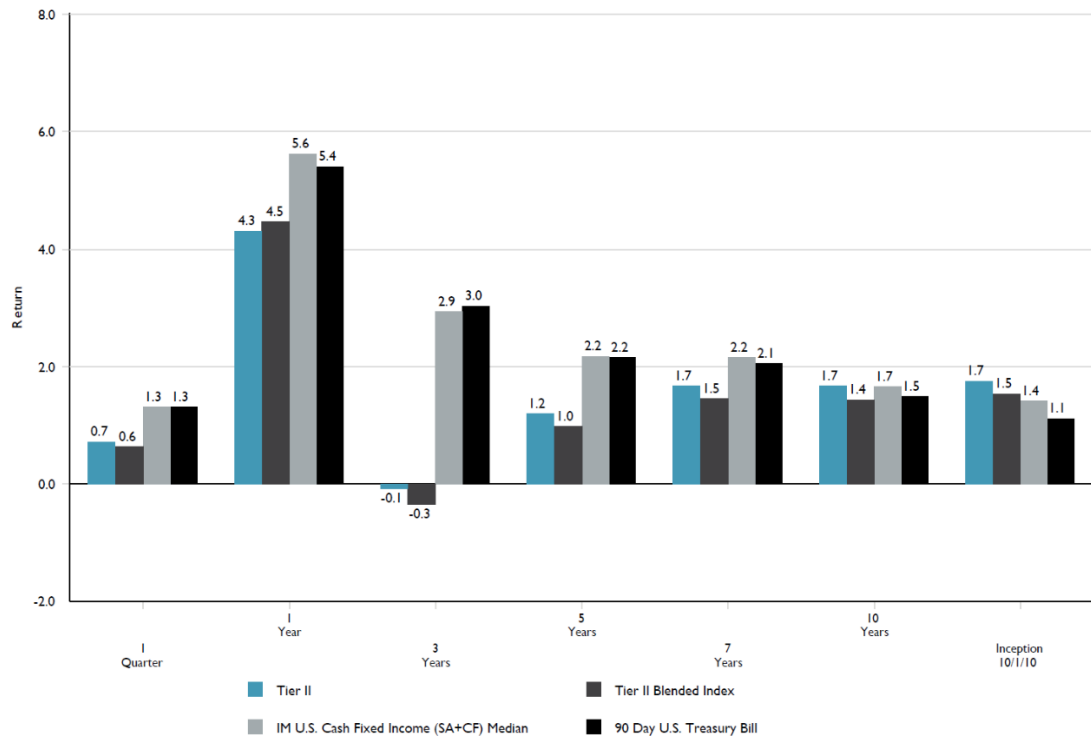
Tier I Performance - Annualized

As of June 30, 2024



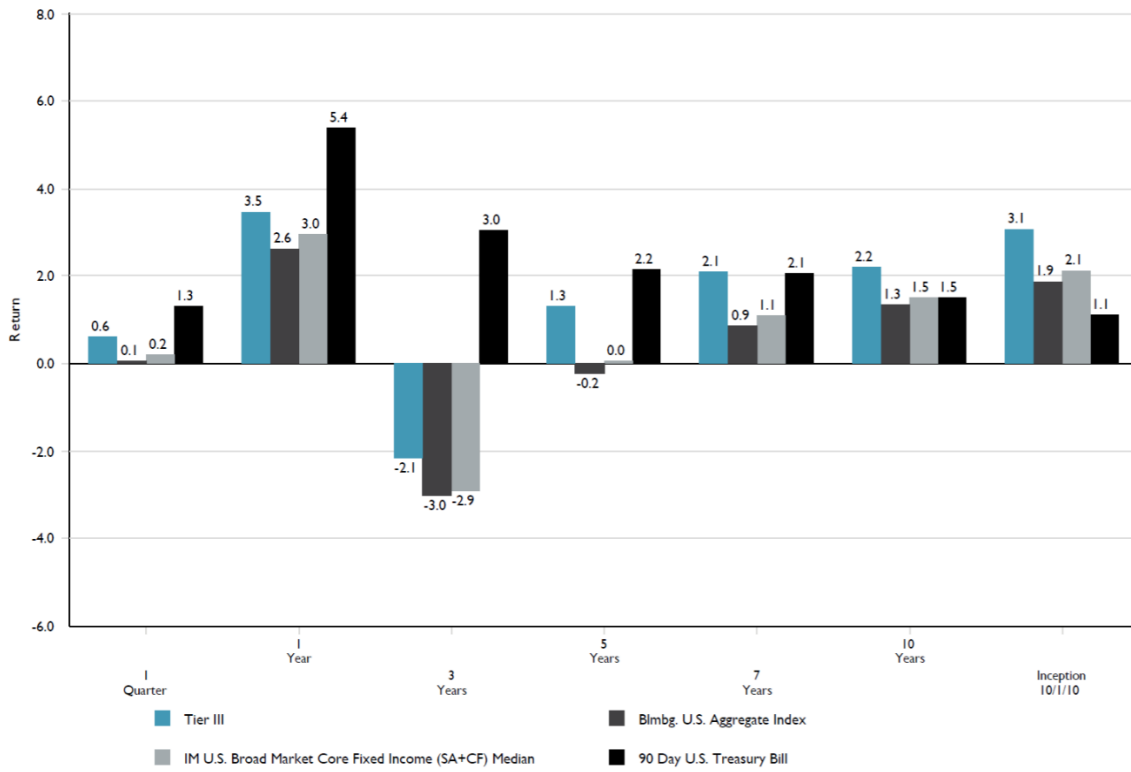
Tier II Performance - Annualized

As of June 30, 2024



Tier III Performance - Annualized

As of June 30, 2024



4c Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending June 30, 2024							
	2023-24 Base Budget	2023-24 Adjusted Budget	YTD through 6/30/24*	Percent of Adjusted Budget	2022-23 Adjusted Budget	YTD through 6/30/23*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 76,926,913	\$ 76,926,913	\$ 76,926,912	100.0%	\$ 74,498,951	\$ 74,498,951	100.0%
Debt Service Appropriation	11,058,684	11,058,684	11,058,684	100.0%	11,051,288	11,051,288	100.0%
Sub-Total State Appropriations	87,985,597	87,985,597	87,985,596		85,550,239	85,550,239	
Student Tuition	66,316,500	66,316,500	67,428,438	101.7%	75,672,595	66,646,932	88.1%
HEERF (ARPA)						1,430,696	
Other Fees and Charges	1,751,500	1,751,701	1,617,091	92.3%	1,399,085	1,146,870	82.0%
Other Income and Transfers	6,726,403	6,726,403	6,439,780	95.7%	6,528,263	6,391,405	97.9%
Program Fees	900,000	1,250,173	1,250,173	100.0%	900,000	1,319,333	146.6%
One-Time Funding Transfer	1,925,000	1,925,000	1,925,000	100.0%	4,450,000	4,450,000	100.0%
Total Budgeted Revenue	\$ 165,605,000	\$ 165,955,374	\$ 166,646,078		\$ 174,500,182	\$ 166,935,475	
Encumbrances and Carryforward		9,638,069	9,638,069		12,424,983	12,424,983	
Reimbursements and Income Reappropriated From Other Sources		3,997,678	3,997,678		3,176,510	3,176,510	
Total Revenues	\$ 165,605,000	\$ 179,591,121	\$ 180,281,825	100.4%	\$ 190,101,675	\$ 182,536,968	96.0%
Expenditures							
Compensation							
Salaries and Wages	\$ 76,325,684	\$ 73,304,975	\$ 72,658,298	99.1%	\$ 73,651,593	\$ 72,781,042	98.8%
Fringe Benefits	22,450,238	22,714,721	22,714,721	100.0%	22,748,711	22,743,824	100.0%
Sub-Total Compensation	98,775,922	96,019,696	95,373,019	99.3%	96,400,304	95,524,866	99.1%
Departmental Expenses							
Supplies and Related Expenses	13,885,462	19,316,648	13,217,582	68.4%	17,571,442	14,120,714	80.4%
Repairs and Maintenance	5,286,419	7,249,244	7,072,956	97.6%	8,250,136	7,755,233	94.0%
Other Committed Expenses	1,721,537	2,434,736	2,434,736	100.0%	2,277,442	2,277,442	100.0%
Sub-Total Departmental Expenses	20,893,418	29,000,628	22,725,274	78.4%	28,099,020	24,153,389	86.0%
Utilities and Related Expenses	9,964,556	10,276,172	10,276,172	100.0%	11,530,600	11,530,600	100.0%
Equipment and Other Capital							
Operating Equipment	839,494	1,378,733	763,476	55.4%	1,980,347	1,000,210	50.5%
Capital Improvements	4,000,000	3,489,638	3,489,638	100.0%	4,320,098	4,320,098	100.0%
Sub-Total Equipment & Other Capital	4,839,494	4,868,371	4,253,114	87.4%	6,300,445	5,320,308	84.4%
Student Scholarship and Fee Remissions	16,264,926	19,949,638	19,921,077	99.9%	18,699,967	18,677,450	99.9%
Academic Debt Service	11,666,684	11,646,936	11,646,936	100.0%	11,644,800	11,644,800	100.0%
Budgeted Reserve	2,300,000	-	-	0.0%	-	-	0.0%
Transfers Out and Program Fees	900,000	4,996,621	4,996,621	100.0%	5,109,501	5,109,501	100.0%
Reserve for Revenue Shortfall		3,523,763	1,138,375	32.3%	4,752,331	1,480,000	31.1%
Total Expenditures	\$ 165,605,000	\$ 180,281,825	\$ 170,330,588	94.5%	\$ 182,536,968	\$ 173,440,914	95.0%
*Includes encumbrances and open commitments							

Revenues

State Operational Appropriation

State Operational Appropriation is above last year's amount by \$2,472,962.

Student Tuition

Fall Student Tuition of \$31.5 million is above budget by \$0.5 million. Spring student tuition of \$28.6 is above budget by \$1.3 million. Summer school of \$7.3 million is below budget by \$0.7 million.

Other Fees and Charges

Other Fees and Charges are above last year's amount by \$470,221 as a result of the increase of the Distance Delivery Fees that are recognized in the current operating budget.

Other Income and Transfers

Other Income and Transfers increased by \$48,375 due to increased interest income allocation to the operating budget.

Program Fees

Program fees are down \$69,160 from last year resulting from the elimination of Genetic Counseling Program Fee.

One-Time Funding Transfer

One-Time Funding Transfer of \$1,925,000 is funded from the carry-forward budget reserves.

Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$2,786,914 as a result of reduced carry-forwards that have been utilized in the operations of the University.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources increased by \$821,168 due to increased lab fees, reimbursed executive search expenses and legal settlements.

Expenses

Compensation

Total Compensation is below last year's total by \$151,847. Salaries and Wages are down \$122,744 due to reduced instructional salaries and graduate assistant wages that were partially offset by increased student wages and administrative salaries. Fringe Benefits are slightly down by \$29,103.

Departmental Expenses

Total Departmental Expenses decreased by \$1.4 million. Supplies and Related Expenses decreased by \$0.9 million due to reduced travel, consultants, professional services, and OIT expenditures. Repairs and Maintenance decreased by \$0.7 due to reduced software expenses. Other Committed Expenses increased \$0.2 million.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$1.3 million. Electrical costs reduced by \$1.2 million due to the additional fuel rider imposed by Duke Energy in 2022 that is no longer applicable in 2023-24.

Equipment and Other Capital

Total Equipment and Other Capital decreased by \$1.1 million. Operating equipment decreased \$0.25 million due to reduced start-up and OIT equipment. Capital improvements decreased \$0.8 million on timing of transfers in 2023 and use of maintenance in 2024.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$1.2 million over last year. This reflects the increase of housing scholarships for freshmen and the new Sycamore Advantage awards. The overall budget shortfall for scholarships was \$3.1 million which was covered by the Budgeted Reserve and reversions from tuition and other revenues.

Budgeted Reserve

The Budgeted Reserve of \$2.3 million was used to help offset the budget shortfall in scholarships.

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall that had \$3.3 million of carryforward from 2022-23 that includes a reduction of \$1,925,000 that was part of the base operating revenue of fiscal year 2024. A transfer of \$1.1 million for University Marketing was also expensed in fiscal year 2024. Additional budget reversions were added to this reserve, resulting in \$2.4 million that will carry forward into fiscal year 2025 to cover unanticipated expenditures.

4d Purchasing Report

Purchase Order Activity for the Period April 1, 2024 through August 31, 2024			
Purchases Over \$50,000			
Architectural & Enginining Projects			
Qualifications Based Review of Proposals. Best in Several Categories & Experienced with Similar Types of Large and Complex Projects at ISU			
Ratio Architects, LLC	P0093224	A & E Services - Center for Technology Engineering & Design	\$ 329,500.00
One Bid Received, Multiple Bids Solicited			
ST Construction	P0093572	Concrete and Masonry Repair -Standing Order	\$ 150,000.00
Spot Coolers	P0093555	Rental of Portable Air Conditioners - Standing Order	\$ 150,000.00
Sole Sourced -			
Leach & Russell Mechanical Contractors Continuity & Compatibility of Service	P0093429	Mechanical Services - Chilled Water Plants - FY 24-25	\$ 255,000.00
Express Services, Inc. Continuity & Compatibility of Service	P0093590	Temporary contracted labor for Grounds Maintenance - FY 24-25	\$ 75,000.00
Hinchman Consulting Continuity & Compatibility of Service	P0093317	Identity Management Annual Administration - Informaton Technology	\$ 65,120.00
Innovative Mechanical Solutions, Inc. Vendor has Exclusive Territory	P0093872	Chiller, air cooled, 10-ton, "MultiAqua" model	\$ 64,800.00
Caldwell & Gregory LLC Only Qualified Vendor Identified	P0093188	Laundry Equipment Services - Rental of Washers and Dryers within Housing Facilities.	\$ 244,224.00
Elevate Technology Partners, LLC Compatibility of Service	P0093785	OIT - Dell Storage Arrays Quote#: CQ00002248	\$ 263,880.00
Library Furniture International LLC Compatibility with Existing Equipment	P0093254	Lounge chairs for Library	\$ 76,910.00
Rise Display Compatibility with Existing Equipment	P0093237	Replacement Ticker Display in SCOB's Minas Center for Investment & Financial Education lab	\$ 65,380.00
US Cloud LC Features & Item Unique to Manufacturer	P0093794	Replacement of Microsoft Unified Support	\$ 54,100.80
Lowest Bid that Met Specifications			
Simpson Scarborough	P0093680	Marketing/Branding Services for ISU	\$ 1,182,001.99
Purchasing Cooperative Contract Pricing			
Timely Telehealth LLC dba TimelyCare	P0093739	Student Online Health Wellness Services	\$ 118,355.00

4e Vendor Report

The following vendors have accumulated purchases from the University for the time period April 1, 2024 through June 30, 2024 (Fiscal Year 2024) in excess of \$250,000:

Shorts Travel Management Inc - NCAA	\$ 251,408	Athletics Airline Travel
Carnegie Dartlet LLC	\$ 261,412	Web Interface Design, Hosting & Maintenance, Content Migration
Chard Snyder & Associates FSA	\$ 263,865	Flexible Spending Account Claims
Hoosier Aviation LLC	\$ 278,663	Airplane Fuel for Flight Academy
arcDESIGN	\$ 287,028	Design Services Early Childhood Education Center Renovation
CenterPoint Energy	\$ 299,752	Gas Utility Payments
Leach & Russell Mechanical Contractors Inc	\$ 302,549	HVAC Maintenance & Repair Chilled Water Plant
Missouri Valley Conference	\$ 392,900	Officiating Fees & Dues
Club Colors	\$ 397,005	Branded Products (T-Shirts, Notebooks, etc)
HM Life Insurance Company	\$ 474,745	Employee Life Insurance
CDW Government Inc	\$ 476,443	Laptop Purchases & Other Computer Related Products
Pacesetter Sports	\$ 508,990	Athletic Uniforms, Footware
Sycamore Insurance Assoc LLC	\$ 1,578,734	General Liability Insurance

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2024:

Barnes & Noble Booksellers	\$ 271,989	Textbook Scholarships
Civitas Learning Inc	\$ 282,800	Student Success Software
Spark451 Inc	\$ 287,170	Predictive Modeling for Student Enrollment
Instructure Inc	\$ 287,483	Canvas Learning Management System Service
Insight Global LLC	\$ 324,844	OIT Outsource of Staffing
Bell Techlogix Inc	\$ 344,041	Microsoft Maintenance Licenses and Software
C H Garmong and Son Inc	\$ 352,723	Tunnel Repairs
Bob McCloskey Insurance	\$ 356,000	Student Athlete Medical Insurance
Barnes & Thornburg LLP	\$ 383,343	Legal Retainer & Services
EAB Global Inc	\$ 384,339	Enrollment Solutions
Amazon	\$ 385,022	Books/Office Supplies/Misc Items
Naico Company	\$ 422,990	Water Purification Chemicals
Ebsco Subscription Services	\$ 427,223	Library Electronic Database Subscriptions
Key Government Finance Inc	\$ 429,977	Networking Software Maintenance Agreement
Freitag Weinhardt Inc	\$ 443,875	General HVAC & Plumbing Repairs;
Turner Coaches Inc	\$ 453,148	Student Field Trip & Athletic Travel
Rural Health Innovation Collaborative	\$ 456,691	Partner Contribution for Simulation Center Operational Expenses
A C Equipment Representatives Inc	\$ 462,391	Maintenance & Repairs HVAC Systems
Ricoh USA Inc	\$ 483,779	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases & Lease Payments
Union Associated Physicians Clinic LLC	\$ 535,308	Student Health Center Services
Otis Elevator	\$ 540,995	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Ellucian Company LP	\$ 558,073	Banner Software Maintenance
Indiana-American Water Company	\$ 578,392	Water Utility Payments
Sycamore Engineering Inc	\$ 613,824	Science Building Fire Alarm Replacement, Electrical Services
Network Solutions Inc	\$ 661,999	Networking Equipment & Software Maintenance & Licenses; Network Infrastructure Upgrades
Williams Aviation LLC	\$ 758,107	Maintenance & Repairs of Airplanes for Flight Academy
Associated Roofing Professionals Inc	\$ 786,261	Performing/Fine Arts Roof; Student Rec Center; Other Various Roof Repairs
Delta Dental Plan of Indiana	\$ 822,129	Dental Claims Reimbursements
Lincoln Life Assurance Co of Boston	\$ 897,513	Life and Long Term Disability Insurance
Dell Inc	\$ 1,145,048	General Campus Computer Equipment
BP Energy Retail Co LLC	\$ 1,148,508	Natural Gas Purchases
Epic Insurance Midwest	\$ 1,459,152	Commercial Property, Flight Academy Liability and Workman's Comp Overage Insurance Policies
Ratio Architects LLC	\$ 1,484,732	Technology Building Renovation
500 Wabash Housing LLC	\$ 1,535,340	500 Wabash Lease Payments
AmWins/NEBCO Group Benefits	\$ 1,731,579	Retiree Insurance Coverage
City of Terre Haute	\$ 1,768,625	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
Borshoff Inc	\$ 1,974,375	University Advertising Media Buy & Management
CVS Pharmacy Inc	\$ 5,549,171	Prescription Drug Coverage
Duke Energy	\$ 6,960,289	Electricity Utility Payments
TIAA CREF	\$ 10,213,463	Retirement Contributions
Sodexo Inc and Affiliates	\$ 10,776,275	Dining and Catering Services
Anthem Life Insurance Company	\$ 11,004,455	Health Care Benefits and Reimbursements of Medical Claims

4f Faculty Personnel

FACULTY

Appointments

(Effective August 1, 2024, unless otherwise stated)

Bukola Adedeji; Assistant Professor, Department of Applied Engineering and Technology Management; Ph.D., University of Regina; salary \$75,000 per academic year.

Suhas Suryakant Alkunte; Assistant Professor, Department of Applied Engineering and Technology Management; Ph.D., Tennessee Technological University; salary \$76,000 per academic year.

Annalee Friedman; Assistant Professor, Department of Applied Medicine and Rehabilitation; Ph.D., Indiana University; salary \$75,000 per fiscal year; prorated from the effective date of August 1, 2024.

Emily Hurst; Assistant Professor, School of Nursing; D.N.P., Indiana State University; salary \$72,000 per academic year.

Abolfazl Nazari-Giglou; Assistant Professor, Department of Applied Engineering and Technology Management; Ph.D., Azerbaijan University; salary \$75,000 per academic year.

Sara Watson; Assistant Professor, Department of Earth and Environmental Systems; Ph.D., University of California-Davis; salary \$62,000 per academic year; prorated from the effective date of January 2, 2025.

Youjin Yang; Assistant Professor, Department of Teaching and Learning; Ph.D., University at Buffalo; salary \$60,000 per academic year.

Instructor Appointments of 2-5 years – 2024-2025 Academic Year

(Effective August 1, 2024, unless otherwise stated)

Noah Armah; Senior Instructor, Department of Mathematical Sciences M.S., Ohio University; salary \$55,284 per academic year.

Katrina Babb; Senior Instructor, Department of Multidisciplinary Studies; M.S., Purdue University; salary \$60,989; per academic year.

Alison Breiding; Instructor, Department of Mathematical Sciences; M.Ed., Indiana State University; salary \$69,127 per fiscal year; effective July 1, 2024.

Terry Clark; Senior Instructor, Department of History; M.A., Excelsior College; salary \$49,680 per academic year.

Courtney Coleman; Instructor, Department of Applied Clinical and Educational Sciences; M.S., Eastern Illinois University; salary \$60,091 per academic year.

Tracy Goff; Instructor, Department of Applied Clinical and Educational Sciences; M.S., Indiana State University; salary \$60,030 per academic year.

Donna Grizzle; Instructor, School of Nursing; M.S., Western Governors University; salary \$51,000 per academic year.

Nancy Hudlun; Instructor, School of Nursing; D.N.P., Indiana State University; salary \$55,721 per academic year.

Jason Huffman; Senior Instructor, Department of Mathematical Sciences; M.S., Indiana State University; salary \$55,284 per academic year.

Brian James; Senior Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$70,532 per academic year.

Landon Kleindorfer; Instructor, Department of Theater; M.A., Indiana State University; salary \$52,775 per fiscal year; prorated from the effective date of June 17, 2024.

Jessica Markle; Instructor, Department of Mathematical Sciences; M.Ed., Indiana State University; salary \$58,466 per fiscal year; effective July 1, 2024.

Courtney Natt; Instructor, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; salary \$95,000 per academic year.

Charles Peebles; Senior Instructor, Department of Applied Medicine and Rehabilitation; B.S., Capella University; salary \$49,680 per academic year.

Angela Reynolds; Instructor, School of Music; D.M.A., West Virginia University; salary \$46,575 per academic year.

Emmanuel Rodriguez; Instructor, School of Music; M.A., University of Central Florida; salary \$56,925 per academic year.

Madison Schmidt; Instructor, Department of Applied Medicine and Rehabilitation; Ph.D., Logan College of Chiropractic; salary \$50,000 per academic year.

Amanda Smith; Instructor, School of Nursing; M.S., Western Governors University; salary \$53,535 per academic year.

Yukiko Takahashi; Instructor, Department of Languages, Literatures, and Linguistics; M.A., California State University-Fullerton; salary \$47,527 per academic year.

Yana Weinstein; Senior Instructor, School of Music; D.M., Indiana University; salary \$50,661 per academic year.

Adominique White; Instructor, Department of Mathematical Sciences; M.S., Indiana State University; salary \$55,828 per fiscal year; effective July 1, 2024.

Elizabeth Wilkinson; Senior Instructor, Department of Built Environment; M.S., University of San Diego; salary \$83,142 per academic year.

Temporary Full-Time Faculty for 2024-2025 Academic Year

(Effective August 1, 2024, unless otherwise stated)

Lucy Campbell; Full-Time Lecturer, Department of Languages, Literatures, and Linguistics; Ph.D., Indiana State University; salary \$40,904 per academic year.

Joe Eckerle; Full-Time Lecturer, Department of Built Environment; M.S., Norwich University; salary \$66,209 per academic year.

Zuyi Gooley; Full-Time Lecturer, Department of Chemistry and Physics; Ph.D., Southern Illinois University-Carbondale; salary \$47,500 per academic year.

Quang Hung Ha; Full-Time Lecturer, Department of Earth and Environmental Systems; Ph.D., Indiana State University; salary \$45,000 per academic year.

Devon Kinne; Full-Time Lecturer, Department of Mathematical Sciences; M.S., Indiana State University; salary \$45,000 per academic year.

Christopher Lennard; Full-Time Lecturer, School of Music; M.M., University of Cincinnati; salary \$42,000 per academic year.

Heidi Muller; Full-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$30,000 for the fall semester of the 2024-2025 academic year.

Hannah Myer; Full-Time Lecturer, Department of Mathematical Sciences; B.S., Indiana State University; salary \$42,000 per academic year.

Donna Wetzel-Deiters; Full-Time Lecturer, Department of Applied Clinical and Educational Sciences; Ed.S., Indiana University; salary \$55,973 per academic year.

Lori Woodcock; Full-Time Lecturer, Department of Art and Design; M.A., Indiana State University; salary \$45,000 per academic year.

Kimberly Yocum; Full-Time Lecturer; Department of Teaching and Learning; MS., Saint Mary of the Woods College; salary \$47,000 per academic year.

Change of Status and/or Pay Rate

Ramachandra Abhyankar; from Associate Professor, Mathematics and Computer Science to Associate Professor, Electronic and Computer Engineering Technology; salary \$109,812 per academic year; effective August 1, 2024.

Arif Akgul; Associate Professor, Department of Criminology and Security Studies; reappointment as Chief Research Officer, Department of Sponsored Programs; supplement of \$10,000 per academic year; for the 2024-2025 academic year.

Stephanie Alexander; from Assistant Professor, Department of English to Assistant Professor, Department of English and Faculty Fellow-Master Teacher Coordinator, Faculty Center for Teaching Excellence; for the 2024-2025 academic year; no change in salary.

Brandi Andreae; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Director of Occupational Therapy Program, Department of Applied Medicine and Rehabilitation; supplement of \$15,000 per fiscal year; effective July 1, 2024.

Noah Armah; from Senior Instructor, Department of Mathematics and Computer Science to Senior Instructor, Department of Mathematical Sciences; salary \$55,284 per academic year; effective August 1, 2024.

Azizi Arrington-Slocum; Professor, Department of Built Environment; reappointment as Interim Chairperson, Department of Built Environment; supplement of \$15,000 per academic year; for the 2024-2025 academic year.

Shelley Arvin; from Associate Librarian, Library to Associate Librarian, Department of Library and Information Science, Bayh College of Education; salary \$78,061 per fiscal year; effective July 1, 2024.

Amy Ash; from Associate Professor, Department of English to Associate Professor and Director of Creative Writing, Department of English; for the 2024-2025 academic year; no change in salary.

Olabode Ayodele; from Professor, Department of Applied Health Sciences to Professor, Department of Applied Medicine and Rehabilitation; salary \$84,465 per academic year; effective August 1, 2024.

Katrina Babb; from Senior Instructor, Department of Economics to Senior Instructor, Department of Multidisciplinary Studies; salary \$60,989 per academic year; effective August 1, 2024.

Tonya Balch; from Professor, Department of Applied Clinical and Educational Sciences to Professor, Department of Applied Clinical and Educational Sciences and Interim Director of Undergraduate Studies, Admissions and High School Relations; supplement of \$10,000; prorated from the effective date of August 21, 2024; for the fall semester of the 2024-2025 academic year.

Carrie Ball; Chair and Professor, Department of Teaching and Learning; supplement adjustment to \$15,000 per academic year; effective August 1, 2024.

Carrie Ball; from Chair and Professor, Department of Teaching and Learning to Chair and Professor, Department of Teaching and Learning and Vice Chair of Faculty Senate; stipend of \$2,000 per academic year; for the 2024-2025 academic year.

Cheryl Blevens; from Associate Librarian, Library to Associate Librarian, Department of Library and Information Science, Bayh College of Education; salary \$78,061 per fiscal year; effective July 1, 2024.

Kevin Bolinger; from Professor, Department of Teaching and Learning to Professor and Elementary Education Transition to Teaching Program Coordinator, Department of Teaching and Learning; supplement of \$1,000 per academic year; for the 2024-2025 academic year.

Kelsey Bogard; from Assistant Professor, Department of Educational Leadership to Assistant Professor and SAHE Program Coordinator, Department of Educational Leadership; stipend \$3,600 per academic year; for the 2024-2025 academic year.

Derrick Bowman; from Senior Instructor, Department of Mathematics and Computer Science to Senior Instructor, Department of Mathematical Sciences; salary \$58,975 per academic year; effective August 1, 2024

Elizabeth Brown; from Professor, Department of Mathematics and Computer Science to Professor, Department of Mathematical Sciences; salary \$116,620 per academic year; effective August 1, 2024.

Lucy Campbell; from Full-Time Lecturer, Department of Languages, Literatures, and Linguistics to Full-Time Lecturer, Department of Department of Languages, Literatures, and Linguistics and Faculty Fellow, Admissions; for the 2024-2025 academic year; no change in salary.

Edith Campbell; from Associate Librarian, Library to Librarian, Department of Library and Information Science, Bayh College of Education; salary \$84,465 per fiscal year; effective July 1, 2024.

Daniel Clark; from Professor, Department of History to Professor and Social Science Education Coordinator, Department of History; for the 2024-2025 academic year; no change in salary.

Emanuel Cohen; Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management; reappointment as Faculty Fellow for the Meis Center, Scott College of Business; stipend of \$15,000 per academic year; for the 2024-2025 academic year.

John Conant; from Professor, Department of Economics to Professor, Department of Multidisciplinary Studies; salary \$68,520 per academic year; effective August 1, 2024.

Joan Dreher; from Senior Instructor, Department of Mathematics and Computer Science to Senior Instructor, Department of Mathematical Sciences; salary \$58,975, per academic year; effective August 1, 2024.

Christopher Drew; from Associate Professor, Department of English to Associate Professor, Department of English and Faculty Senate Secretary; stipend of \$3,000 per academic year; for the 2024-2025 academic year.

Lindsey Eberman; Professor, Department of Applied Medicine and Rehabilitation; reappointment as IRB Chairperson, Office of Sponsored Programs; stipend of \$15,525 per academic year; for the 2024-2025 academic year.

Lindsey Eberman; from Professor, Department of Applied Medicine and Rehabilitation to Professor, Department of Applied Medicine and Rehabilitation and Instructional Leadership Program Coordinator, Department of Teaching and Learning; supplement of \$3,600 per academic year; for the 2024-2025 academic year.

Brittany Edmondson; Instructor, Department of Applied Medicine and Rehabilitation; reappointment as Clinical Coordinator of Physician Assistant Studies Program; supplement of \$8,000 per fiscal year; effective July 1, 2024.

Chelsea Elwood; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Didactic Coordinator for the Physician Assistant Program; supplement of \$8,000 per fiscal year; effective July 1, 2024.

Mohamed Elyassini; from Associate Professor, Department of Earth and Environmental Systems to Associate Professor, Department of Earth and Environmental Systems and Faculty Fellow, College of Arts and Sciences; for the fall semester of the 2024-2025 academic year; no change in salary.

Karen Evans; from Chair and Librarian, Library to Chair and Librarian, Department of Library and Information Science, Bayh College of Education; salary \$90,473 per fiscal year; effective July 1, 2024.

Karen Evans; Chair and Librarian, Department of Library and Information Science; reappointment as Chair, supplement of \$7,500; for the appointment period of July 1, 2024 through December 31, 2024.

Marcee Everly; from Professor, School of Nursing to Executive Director and Professor, School of Nursing; supplement of \$25,000 per fiscal year; for the appointment period of July 1, 2024 through June 30, 2027.

David Fleming; from Professor, Department of Marketing and Operations to Professor and Director of the Sales Negotiations Center, Department of Marketing and Operations; supplement of \$15,000 per fiscal year; effective July 1, 2024.

Andrea Forcum; from Assistant Professor, Department of Teaching and Learning to Assistant Professor and Secondary Education Transition to Teaching Program Coordinator, Department of Teaching and Learning; stipend of \$1,000 per academic year; for the 2024-2025 academic year.

Andrea Forcum; from Assistant Professor, Department of Teaching and Learning to Assistant Professor and Social Media Coordinator, Department of Teaching and Learning; supplement of \$3,000 per academic year; for the 2024-2025 academic year.

Jodi Frost; from Associate Professor, Department of Mathematics and Computer Science to Associate Professor, Department of Mathematical Sciences; salary \$75,927 per academic year; effective August 1, 2024.

Kenneth Games; Professor, Department of Applied Medicine; reappointment as Director of Graduate and Professional Studies; supplement of \$20,000 per academic year; for the 2024-2025 academic year.

Kenneth Games; from Professor, Department of Applied Medicine and Director of Graduate and Professional Studies to Professor, Department of Applied Medicine and Director of Graduate and Professional Studies and Interim Director of Graduate Admissions; supplement of \$7,500; for the fall semester of the 2024-2025 academic year.

James Greene; from Associate Professor, Department of English to Associate Professor, Department of English and Faculty Fellow-AI & Chat GBT, Faculty Center for Teaching Excellence; for the 2024-2025 academic year; no change in salary.

Robert Guell; from Professor, Department of Economics to Professor, Department of Multidisciplinary Studies; salary \$127,431 per academic year; effective August 1, 2024.

James Gustafson; from Associate Professor, Department of History to Associate Professor, Department of History and Faculty Senate Chairperson; stipend \$5,000 per academic year; for the 2024-2025 academic year.

Melissa Gustafson; from Chair and Associate Librarian, Library to Chair and Associate Librarian, Library and Information Science Librarian, Bayh College of Education; salary \$78,288 per fiscal year; effective July 1, 2024.

Melissa Gustafson; Chair and Associate Librarian, Department of Library and Information Science to Chair and Associate Librarian, Department of Library and Information Science; supplement \$12,000 per fiscal year; prorated from the effective date of August 1, 2024.

Cody Hanson; Associate Professor, Department of Languages, Literatures, and Linguistics; reappointment as Faculty Fellow, College of Arts and Sciences; stipend of \$7,500 per academic year; for the 2024-2025 academic year.

Richard Harden; from Senior Instructor, Department of Mathematics and Computer Science to Senior Instructor, Department of Mathematical Sciences; salary \$58,975 per academic year; effective August 1, 2024.

Rebecca Hinshaw; from Associate Professor, Department of Teaching and Learning to Associate Professor and Special Education Transition to Teaching Program Coordinator, Department of Teaching and Learning; stipend of \$1,000 per academic year; for the 2024-2025 academic year.

Kandace Hinton; Professor, Department of Educational Leadership to Chair and Professor, Department of Educational Leadership; supplement of \$12,000 per academic year; for the appointment period of August 1, 2024 through May 31, 2027.

Jennifer Holmes; from Assistant Professor, School of Nursing to Assistant Professor and Associate Director of Academics, School of Nursing; supplement of \$15,000 per academic year; for the 2024-2025 academic year.

Mary Howard-Hamilton; from Chair and Professor, Department of Educational Leadership to Professor, Department of Educational Leadership; surrenders chairperson supplement of \$1,200 per month; effective June 1, 2024.

Jason Huffman; from Senior Instructor, Department of Mathematics and Computer Science to Senior Instructor, Department of Mathematical Sciences; salary \$55,284 per academic year; effective August 1, 2024.

Matthew Hutchins; from Professor, Department of Applied Health Sciences to Professor, Department of Teaching & Learning; salary \$90,053 per academic year; effective August 1, 2024.

Vincenzo Isaia; from Associate Professor, Department of Mathematics and Computer Science to Associate Professor, Department of Mathematical Sciences; salary \$72,060 per academic year; effective August 1, 2024.

Debra Israel; from Chair & Professor, Department of Economics to Professor, Multidisciplinary Studies; salary \$119,192 per academic year; effective August 1, 2024.

Debra Israel; from Professor, Department of Multidisciplinary Studies to Professor, Department of Multidisciplinary Studies and Interim Chairperson of Applied Engineering and Technology Management; supplement \$15,000 per academic year; for the 2024-2025 academic year.

John Kiesel; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Director of Curriculum Doctor of Physical Therapy Program; supplement of \$6,000 per fiscal year; effective July 1, 2024.

Jeffrey Kinne; from Professor, Mathematics and Computer Science to Professor, Electronic and Computer Engineering Technology; salary \$112,146 per academic year; effective August 1, 2024.

Yi-Yin Ko; from Professor, Department of Mathematics and Computer Science to Professor, Department of Mathematical Sciences; salary \$84,465 per academic year; effective August 1, 2024.

Jamie Lee; from Instructor, Department of Mathematics and Computer Science to Instructor, Department of Mathematical Sciences; salary \$47,610 per academic year; effective August 1, 2024

Katherine Lee; Associate Professor, Department of English; reappointment as Director of Foundational Studies; supplement of \$10,000 per academic year; for the 2024-2025 academic year.

Myung-Ah Lee; from Professor, Department of Kinesiology, Recreation and Sport to Professor, Department of Teaching and Learning; salary \$88,470 per academic year; effective August 1, 2024.

Annie Liner; Associate Professor, Department of Applied Clinical and Educational Sciences; reappointment as Faculty Fellow, Academic Affairs; stipend of \$15,000 per academic year; for the 2024-2025 academic year.

Russell Lodge; from Chair and Associate Professor, Department of Mathematics and Computer Science to Chair and Associate Professor, Department of Mathematical Sciences; salary \$71,658 per academic year; effective August 1, 2024.

Amanda Lubold; Chair and Associate Professor, Department of Multidisciplinary Studies; chairperson supplement adjustment \$15,000 per academic year; effective August 1, 2024.

Christine MacDonald; from Chair and Professor, Department of Applied Clinical and Educational Sciences to Chair and Professor, Department of Applied Clinical and Educational Sciences and Faculty Fellow for Strategic Initiatives, Bayh College of Education; stipend of \$6,000 per academic year; for the 2024-2025 academic year.

Alister McLeod; Chair and Professor, Department of Electronic and Computer Engineering Technology; chairperson supplement adjustment to \$15,000 per academic year; effective August 1, 2024.

Craig Morehead; from Associate Professor, Department of Kinesiology, Recreation, and Sport to Associate Professor and Sport Management Graduate Program Coordinator, Department of Kinesiology, Recreation, and Sport; for the 2024-2025 academic year; no change in salary.

Craig Morehead, Associate Professor, Kinesiology, Recreation, and Sport; salary adjustment to \$78,607; effective August 1, 2024.

Jennifer Mullen; Senior Instructor, Department of Marketing and Operations; reappointment as Faculty Fellow for Networks Financial Institute; stipend of \$15,000 per academic year; for the 2024-2025 academic year.

Charmaine Mullins-Jaime; Assistant Professor, Department of Built Environment; reappointment as Masters Program Coordinator; supplement of \$3,000 per academic year; for the 2024-2025 academic year.

Whitney Nesser; Professor, Department of Applied Clinical and Educational Sciences; reappointment as Faculty Fellow, Honors College; stipend of \$9,000 per academic year; for the 2024-2025 academic year.

Whitney Nesser; Professor, Department of Applied Clinical and Educational Sciences; reappointment as IRB Vice Chairperson, Office of Sponsored Programs; stipend of \$15,456 per academic year; for the 2024-2025 academic year.

Maria Osborne; Assistant Professor, Department of Applied Medicine and Rehabilitation; reappointment as Assistant Clinical Coordinator of the Doctoral of Physical Therapy Program; supplement of \$3,000 per fiscal year; effective July 1, 2024.

Jin Park; from Chair and Associate Professor, Department of Accounting, Finance, Insurance and Risk Management; to Chair, Associate Professor, and Interim Director of the Gongaware Center, Department of Accounting, Finance, Insurance and Risk Management; supplement of \$10,000 per academic year; for the 2024-2025 academic year.

Stephen Patton; from Chair and Librarian, Library to Chair and Librarian, Department of Library and Information Science, Bayh College of Education; salary \$117,026 per fiscal year; effective July 1, 2024.

Keith Perry; Senior Instructor, Department of Built Environment; reappointment as Undergraduate Safety Management Coordinator, Department of Built Environment; supplement of \$3,000 per academic year; for the 2024-2025 academic year.

Randy Peters; from Chair and Professor, Department of Applied Engineering and Technology Management, to Professor, Department of Applied Engineering and Technology Management; surrenders chairperson supplement of \$1,500 per month; effective June 1, 2024.

Lisa Phillips; Professor, Department of History; reappointment as Faculty Ombudsperson; stipend of \$9,000 per academic year; for the 2024-2025 academic year.

Arash Rafiey; from Associate Professor, Mathematics and Computer Science to Associate Professor, Electronic and Computer Engineering Technology; salary \$96,590 per academic year; effective August 1, 2024.

Courtney Richey-Chipol; from Part-Time Lecturer, Department of Management, Information Systems, and Business Education to Part-Time Lecturer, Department of Management, Information Systems, and Business Education and Temporary Faculty Advocate, Faculty Senate; stipend of \$1,000 per academic year; for the 2024-2025 academic year.

Eric Scott; from Instructor, School of Music to Assistant Professor, School of Music; salary \$58,995 per academic year, effective August 1, 2024.

Elsun Seung; Professor, Department of Chemistry and Physics; reappointment as Director of Science Education; supplement of \$1,500 for the fall semester; for the 2024-2025 academic year.

Kimberly Smith; Assistant Professor, Department of Built Environment; reappointment as Interior Architecture and Design Coordinator, Department of Built Environment; stipend of \$3,000 per academic year; for the 2024-2025 academic year.

Linda Sperry; Associate Dean, Bayh College of Education; reappointment as Director of Graduate Student Services, Bayh College of Education; supplement of \$20,000 per academic year; for the 2024-2025 academic year.

David Sprunger; from Assistant Professor, Department of Mathematics and Computer Science to Assistant Professor, Department of Mathematical Sciences; salary \$62,970 per academic year; effective August 1, 2024.

Douglas Stevens; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director for the Physician Assistant Program, Department of Applied Medicine and Rehabilitation; supplement of \$30,000 per fiscal year; effective July 1, 2024.

Howell Tapley; Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director of Doctor of Physical Therapy; supplement of \$30,000 per fiscal year; effective July 1, 2024.

Stasia Tapley; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Clinical Coordinator of Doctor of Physical Therapy Program; supplement of \$7,500 per fiscal year; effective July 1, 2024.

Christine Taylor; from Associate Professor, Department of Mathematics and Computer Science to Associate Professor, Department of Mathematical Sciences; salary \$71,658 per academic year; effective August 1, 2024.

Della Thacker; from Associate Professor, Department of Teaching and Learning to Associate Professor and Secondary Education Undergraduate Program Coordinator, Department of Teaching and Learning; stipend of \$500 per academic year; for the 2024-2025 academic year.

Robin Voll; from Senior Instructor, Department of English to Senior Instructor and Director of the Writing Center, Department of English; for the 2024-2025 academic year; no change in salary.

Linda Walters; Professor, School of Nursing; reappointment as Associate Director of Students, School of Nursing; supplement of \$15,000 per academic year; for the 2024-2025 academic year.

Amanda White; from Assistant Professor, Department of Applied Clinical and Educational Sciences to Instructor, Department of Applied Clinical and Educational Sciences; salary \$63,121 per academic year, effective August 1, 2024.

Betsy Wilkinson; Senior Instructor, Department of Built Environment; reappointment as Construction Management Coordinator, Department of Built Environment; stipend of \$3,000 per academic year; for the 2024-2025 academic year.

Chad Witkemper; from Professor, Department of Kinesiology, Recreation, and Sport to Professor and Sport Management Undergraduate Program Coordinator, Department of Kinesiology, Recreation, and Sport; for the 2024-2025 academic year; no change in salary.

James F. Wurtz; Associate Professor, Department of English; reappointment as Chairperson, Department of English; supplement of \$18,000 per academic year; for the appointment period of August 1, 2024 through May 31, 2027.

Wan-Ju Yen; from Associate Professor, Department of Applied Health Sciences to Associate Professor, Department of Applied Medicine and Rehabilitation; salary \$79,250 per academic year; effective August 1, 2024.

Bassam Yousif; from Professor, Department of Economics to Professor, Department of Multidisciplinary Studies; salary \$131,106 per academic year; effective August 1, 2024.

Tarek Zaher; Department of Accounting, Finance, Insurance and Risk Management; reappointment as SMIFC Coordinator, Department of Accounting, Finance, Insurance and Risk Management; supplement of \$15,000 per academic year; for the 2024-2025 academic year.

Retirements

Ruth Fairbanks; Senior Instructor, Multidisciplinary Studies; effective May 31, 2024.

Separations

Brock Bailey; Instructor, Department of Applied Medicine and Rehabilitation; effective May 31, 2024.

Kuntal Bhattacharyya; Associate Professor, Department of Marketing and Operations; effective May 31, 2024.

Alice Cavanaugh; Associate Professor, Department of Art and Design; effective May 31, 2024.

Szufang Chuang; Associate Professor, Department of Management, Information Systems, and Business Education; effective May 31, 2024.

Truong Son Hy; Assistant Professor, Department of Mathematical Sciences; effective May 31, 2024.

Peter Leavitt; Assistant Professor, Department of Psychology; effective May 31, 2024.

Luke May; Instructor, Department of Mathematical Sciences; effective May 31, 2024.

Roy Reynolds; Assistant Professor, Department of Art and Design; effective May 31, 2024.

Christen Schmidt; Instructor, Department of Applied Medicine and Rehabilitation; effective June 14, 2024.

William Weldon; Assistant Professor, Department of Aviation Technology; effective May 31, 2024.

4g Other Personnel

NON-EXEMPT

Appointments

Alexus Anderson-Feldkamp; Custodian I, Custodians; \$13.52 per hour; effective July 8, 2024.

Tiffany Ball; Custodian I, Sycamore Housing; \$13.00 per hour; effective May 28, 2024.

Alyssa Bell; Administrative Assistant III, HMSU-Operations; \$17.64 per hour; effective July 22, 2024.

Jessica Bell; Administrative Assistant I, Languages,Literatures,Linguistics; \$15.30 per hour; effective July 11, 2024.

Jesse Bowman; Custodian I, Custodians; \$13.52 per hour; effective September 16, 2024.

Collin Brady; Custodian I, Custodians; \$13.52 per hour; effective September 3, 2024.

Mike Bridgewater; Senior Maintenance Mechanic, Maehling Terrace Univ Apartments; \$17.83 per hour; effective June 24, 2024.

Rhonda Carter; Mail Services Assistant, Mail Room; \$14.56 per hour; effective August 19, 2024.

Darline Contreras; Dean of Students Off Coord, Dean of Students; \$18.71 per hour; effective September 9, 2024.

Alexandria Crews; EM Communication Ctr Rep, Admissions and High Schl Relations; \$16.39 per hour; effective August 19, 2024.

Molly Davis; Custodian I, Sycamore Housing; \$13.52 per hour; effective July 29, 2024.

Stephanie Deckard; Cook, Early Childhood Education Center; \$13.00 per hour; effective June 10, 2024.

Sarah Dehler; Student Services Assistant III, Doctor of Physical Therapy; \$18.00 per hour; effective August 5, 2024.

Esperanza Gonzales; Administrative Assistant I, Residential Life Programming; \$14.71 per hour; effective May 28, 2024.

Anthony Guenzel; Technical Services Assistant, Hulman Center; \$17.64 per hour; effective July 15, 2024.

Corrine Houghton; Early Childhood Asst Teacher, Early Childhood Education Center; \$14.56 per hour; effective July 22, 2024.

James Jones; Custodian I, Custodians; \$13.00 per hour; effective June 17, 2024.

Kenneth Kolp; Custodian I, Custodians; \$13.52 per hour; effective September 16, 2024.

Rosibeth Martinez Casanova; Communications Officer, Public Safety Department; \$18.52 per hour; effective August 19, 2024.

Andrew McCammon-Bement; Dean's Assistant, Dean, College of Engineering & Tech; \$18.71 per hour; effective August 19, 2024.

Kelly McQueen; Groundskeeper, Grounds; \$13.52 per hour; effective August 26, 2024.

William McVey; Custodian I, Sycamore Housing; \$13.00 per hour; effective April 22, 2024.

Ryan Nicholson; Technical Services Assistant, Hulman Center; \$17.64 per hour; effective September 16, 2024.

Alice Osburn; Registration and Records Spec, Office of the Registrar; \$16.50 per hour; effective August 26, 2024.

David Piper; Maintenance Mechanic, Maehling Terrace Univ Apartments; \$17.15 per hour; effective August 12, 2024.

Stephen Richardson; Groundskeeper, Grounds; \$13.52 per hour; effective July 1, 2024.

Jade Smith; Early Childhood Asst Teacher, Early Childhood Education Center; \$14.56 per hour; effective September 3, 2024.

Montgomery Smith; Events Setup Technician I, HMSU-Operations; \$13.40 per hour; effective June 10, 2024.

Rayne Tryon; Custodian I, Custodians; \$13.52 per hour; effective July 8, 2024.

Matt Vermillion; Custodian I, Custodians; \$13.52 per hour; effective June 24, 2024.

Amber Vincent; Administrative Assistant I, Residential Life Programming; \$14.71 per hour; effective May 28, 2024.

Savannah Wilburn; Custodian I, Sycamore Housing; \$13.00 per hour; effective June 3, 2024.

Josaiah Wilkins; Custodian I, Custodians; \$13.52 per hour; effective July 23, 2024.

Austin Wolfe; Police Corporal, Public Safety Department; \$26.60 per hour; effective May 13, 2024.

Temporary Appointments

Jeremy Evans; Storekeeper - Req Reapt, Facilities Management; \$16.68 per hour; effective June 22, 2024 through June 30, 2025.

Kathy Newhart; Student Services Assistant III, School of Nursing; \$22.32 per hour; effective June 22, 2024 through June 30, 2025.

Promotions / Transfers

Brandon Barnett; from SRC Bldg Svcs Supervisor to Facility Operations Mgr - SRC, Campus Recreation; \$18.00 per hour; effective May 25, 2024.

Narumon Easum; from Administrative Assistant II, Earth & Environmental Systems to Administrative Assistant II, Chemistry & Physics; \$16.97 per hour; effective September 14, 2024.

Jeremy Evans; from Storekeeper - Req Reapt to Warehouse Keeper II, Facilities Management; \$19.17 per hour; effective June 24, 2024.

Marti Hargis; from Dean's Assistant, Dean, College of Engineering & Tech to Scholarship Specialist, Student Financial Aid; \$23.48 per hour; effective May 11, 2024.

Jennifer Keller; from Executive Assistant, VP and Provost Office to Executive Associate, President's Office; \$29.99 per hour; effective July 20, 2024.

Brenda Lower; from Administrative Assistant II, Chemistry & Physics to Dean's Assistant, Honors College; \$24.00 per hour; effective August 31, 2024.

Mollie Shepard; from Custodian I, Maehling Terrace Univ Apartments to Lead Custodian, Burford Housing; \$18.12 per hour; effective April 27, 2024.

David Thompson; from Senior Maintenance Mechanic, Mechanical Trades to Auto Maintenance Mechanic, Garage; \$21.25 per hour; effective June 22, 2024.

Eirik Wagley; from Admin Asst I - 9/10 Month, University Faculty Senate to Administrative Assistant II, School of Nursing; \$16.98 per hour; effective July 29, 2024.

Gloria Wetnight; from Administrative Assistant II to Nursing Clinical Coordinator, School of Nursing; \$18.25 per hour; effective May 11, 2024.

Changes in Status / Pay Rate

Kelli Brian; Dispatch Coordinator, Public Safety Department; \$22.33 per hour; reclassification; effective June 22, 2024.

Cheryl Cochran; Computer Logistics Coordinator, Office of Information Technology; \$21.79 per hour; extension of out-of-class pay; effective July 6, 2024 through September 27, 2024.

Carmen Dean; Events Specialist, Conference Activities; \$21.34 per hour; out-of-class pay; effective August 3, 2024 through November 8, 2024.

Kelly Hallett; Parking Services Assistant, Public Safety Department; \$17.46 per hour; pay rate adjustment; effective March 30, 2024.

Gloria Ighile; Communications Officer, Public Safety Department; \$22.65 per hour; reclassification; effective June 22, 2024.

Jennifer Lee; Nursing Clinical Coordinator, School of Nursing; \$19.56 per hour; out-of-class pay; effective August 31, 2024 through June 6, 2025.

Ian Loomis; Intrm Dir PSafety/Chief Police, Public Safety Department; \$49.45 per hour; out-of-class pay; effective June 22, 2024.

Cody Musgrave; Police Officer, Public Safety Department; \$22.48 per hour; skill adjustment; effective April 20, 2024.

Christina Pitts; from Administrative Assistant II, Economics to Administrative Assistant II, Multidisciplinary Studies; \$20.93 per hour; reorganization; effective June 22, 2024.

Paula Ponsot; Executive Associate, President's Office; \$32.12 per hour; out-of-class pay; effective July 1, 2023 through June 28, 2024.

Danna Roper; Communications Officer, Public Safety Department; \$20.40 per hour; reclassification; effective June 22, 2024.

Abigail Scharon; Nursing Clinical Coordinator, School of Nursing; \$18.26 per hour; early end to out-of-class pay; effective September 14, 2024.

Regan Spears; Communications Officer, Public Safety Department; \$19.17 per hour; reclassification; effective June 22, 2024.

Retirements

Barbara Cuffle; Custodian I, Sandison Housing; effective May 21, 2024.

Julie Dickerson; Custodian I, Custodians; effective June 7, 2024.

Judy Johnson; Administrative Assistant II, Built Environment; effective May 31, 2024.

Mitzi Nichols; Administrative Assistant I, Chemistry & Physics; effective June 28, 2024.

Theresa Ortega; Student Services Assistant III, Student Counseling Center; effective August 5, 2024.

Paula Ponsot; Executive Associate, President's Office; effective June 28, 2024.

Neal Wagner; Administrative Assistant I, Custodians; effective June 28, 2024.

Michael Watkins; Grounds Equipment Operator, Grounds; \$18.16 per hour; effective May 2, 2024.

Separations

Kelly Anthony; Dean's Assistant, Honors College; effective July 12, 2024.

Jerome Athey; Custodian I, Custodians; effective June 28, 2024.

Andrew Ballard; Police Officer, Public Safety Department; effective June 26, 2024.

Nese Basaran-Akgul; Research Associate-IUSM-TH, IU School of Medicine-Terre Haute; effective May 29, 2024.

Brian Bensley; Maintenance Mechanic, Burford Housing; effective May 3, 2024.

Misty Bolinger; Early Childhood Asst Teacher, Early Childhood Education Center; effective August 28, 2024.

Chelsie Buckhoy; Custodian I, Custodians; effective June 18, 2024.

Jeffrey Bucklin; Detective Sergeant, Public Safety Department; effective August 2, 2024.

Jordyn Clark; Early Childhood Asst Teacher, Early Childhood Education Center; effective August 2, 2024.

Ardenia Davis; Custodian I, Custodians; effective April 22, 2024.

Molly Davis; Custodian I, Sycamore Housing; effective August 30, 2024.

Kathryn Elson; Administrative Assistant II, Applied Engineer & Tech Mang; effective May 10, 2024.

Aitana Fernandez; Early Childhood Asst Teacher, Early Childhood Education Center; effective September 11, 2024.

Sarah Garcia; Early Childhood Asst Teacher, Early Childhood Education Center; effective August 2, 2024.

Esperanza Gonzales; Administrative Assistant I, Residential Life Programming; effective August 18, 2024.

Joe Harpold; Collections/Perkins Loan Spec, Assoc VP University Controller; effective August 16, 2024.

Darrell Higgins; Communications Officer, Public Safety Department; effective June 4, 2024.

Tracy Hines; Custodial Supervisor, Sandison Housing; effective August 16, 2024.

Tanner Horton; Refrigeration Mechanic, Housing Facilities Operations; effective May 10, 2024.

Jessica Kurdelak; Administrative Assistant II, Dean, College Health & Human Svcs; effective August 2, 2024.

Zachary Lane; Cabling Infrastructure Tech, Telecommunications; effective August 7, 2024.

Shelby Laycock; Custodian I, Custodians; effective April 19, 2024.

Lindsay Lewis; Registration and Records Spec, Office of the Registrar; effective April 24, 2024.

Kelsey Lumsdon; Fin Aid Area Processing Super, Student Financial Aid; effective July 19, 2024.

Leah Myers; Dean of Students Off Coord, Dean of Students; effective May 10, 2024.

Jordan Neill; Police Corporal, Public Safety Department; effective July 26, 2024.

Jessica Pruiett; Custodial Supervisor, Sycamore Housing; effective July 9, 2024.

Ronald Rich; Custodian I, Custodians; effective August 8, 2024.

Stephen Richardson; Groundskeeper, Grounds; effective August 14, 2024.

Eric Robinson; Custodian II, 500 Wabash; effective June 12, 2024.

Mykka Rukes; Laboratory Research Coord IUSM, IU School of Medicine-Terre Haute; effective June 12, 2024.

Trisha Shonk; Admissions Processing Spec, Admissions and High Schl Relations; effective August 6, 2024.

Collin Stratton; Laboratory Animal Technician, IU School of Medicine-Terre Haute; effective July 26, 2024.

Rayne Tryon; Custodian I, Custodians; effective August 15, 2024.

Deborah Turner; Mail Services Assistant, Mail Room; effective May 31, 2024.

Grace Webber; Custodian I, Burford Housing; effective May 16, 2024.

Savannah Wilburn; Custodian I, Sycamore Housing; effective August 1, 2024.

Peggy Wright; Early Childhood Asst Teacher, Early Childhood Education Center; effective July 26, 2024.

Regina Zerkel; Student Services Assistant III, Doctor of Physical Therapy; effective June 21, 2024.

NON-EXEMPT PROFESSIONAL

Appointments

Shanine Delph; Admissions Counselor, Admissions and High Schl Relations; B.A., Indiana State University; \$20.52 per hour; effective September 3, 2024.

Haley Henze; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$20.52 per hour; effective September 3, 2024.

Morgan McConaghy; Cred Coord and Immig Adv, Admissions and High Schl Relations; B.S., Purdue University; \$18.70 per hour; effective August 19, 2024.

Christopher Moghadam; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$20.52 per hour; effective September 3, 2024.

Jessie Pearson; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$18.00 per hour; effective May 13, 2024.

Leslie Ramos; Social Media Manager, University Communications; B.A., Indiana State University; \$23.00 per hour; effective August 26, 2024.

Shelbie Winstead; Steward Mkt and Comm Coord, Advancement; B.A., Indiana State University; \$22.49 per hour; effective July 1, 2024.

Temporary Appointments

Alexandrea El Mouher; Intl Recruitment Coord-RR, Admissions and High Schl Relations; B.A., Indiana State University; \$20.52 per hour; effective June 22, 2024 through June 30, 2025.

Matthew Porter; Field Campus Manager, Hulman Center; \$21.25 per hour; effective June 22, 2024 through June 30, 2025.

Grant Tetmeyer; New Stu Orient Prg Asst Dir-RR, New Student Transition Programs; \$19.67 per hour; effective June 22, 2024 through June 30, 2025.

Logan Vernon; Advancement Services Coord-RR, ISU Foundation Operations; B.S., St Mary-of-the-Woods College; \$19.00 per hour; effective July 8, 2024 through June 30, 2025.

Promotions / Transfers

Julie Land; from Early Childhood Ed Ctr Teacher to Outreach Coordinator, Early Childhood Education Center; \$21.31 per hour; effective August 5, 2024.

Hether Messmer; from Simulation Coordinator to Simulation Coordinator II, Dean, College Health & Human Svcs; \$25.75 per hour; effective August 31, 2024.

Title Changes

Christina Cotner; from Cred Coord and Immig Adv to Admissions Operations Coord, Admissions and High Schl Relations; \$22.05 per hour; effective September 14, 2024.

Madison Gruenert; from Budget Manager to Acad Affairs Budget Manager, VP and Provost Office; \$22.39 per hour; effective June 22, 2024.

Changes in Status / Pay Rate

Trinity Brooks; Residential Life Hall Coord, Residential Life Programming; \$18.47 per hour; FLSA adjustment from exempt to non-exempt professional; effective July 1, 2024.

Martin Collins; from Drupal/Web Developer, Dean College of Arts & Sciences to Drupal/Web Developer, Office of Information Technology; \$24.81 per hour; reorganization; effective June 22, 2024.

Virginia Jedlicka; Residential Life Hall Coord, Residential Life Programming; \$19.37 per hour; FLSA adjustment from exempt to non-exempt professional; effective July 1, 2024.

Emmanuel Jennings; Residential Life Area Coord, Residential Life Programming; \$22.34 per hour; FLSA adjustment from exempt to non-exempt professional; effective July 1, 2024.

Kandace Rippey; Residential Life Hall Coord, Residential Life Programming; \$18.47 per hour; FLSA adjustment from exempt to non-exempt professional; effective July 1, 2024.

Jackie Trump; Residential Life Area Coord, Residential Life Programming; \$22.48 per hour; FLSA adjustment from exempt to non-exempt professional; effective July 1, 2024.

Separations

Joseph Bosworth; Bursar Operation Systems Coord, Assoc VP University Controller; effective July 5, 2024.

Andre Harden; Info Ctr Consultant Trainee RR, Office of Information Technology; effective April 24, 2024.

Felicia Houston; IEP Proj Asst Dir Dig Med&Oper, Blumberg Center; effective July 5, 2024.

Chase Lawhorn; Financial Aid Counselor, Student Financial Aid; effective May 31, 2024.

Lance Noble; IT Systems Technician, Office of Information Technology; effective August 19, 2024.

Abigail Pesavento; Admissions Regional Coord, Admissions and High Schl Relations; effective August 9, 2024.

Allanee Quick; Alum Assc Mkt and Comm Coord, Alumni Engagement Office; effective May 31, 2024.

ATHLETICS

Appointments

Tyler Kepple; Athletic Equipment Manager, Athletic Operations; B.A., Kansas Wesleyan; \$17.00 per hour; effective July 26, 2024.

Justin Niederhaus; Athletic Equipment Manager, Athletic Operations; B.S., Indiana State University; \$16.50 per hour; effective August 19, 2024.

Dillon Weithman; Football Video Coordinator, Athletics-Football; B.S., Bowling Green State University; \$19.57 per hour; effective May 11, 2024.

Promotions / Transfers

Isaac Granger; from Athletic Fac/Oper Coordinator to Athletic Fac/Oper Manager, Athletic Operations; \$22.00 per hour; effective August 17, 2024.

Separations

Tanner Drews; Athletic Equipment Manager, Athletic Operations; effective June 18, 2024.

EXEMPT

Appointments

Moriah Bowen; Strat Init Project Manager, VP and Provost Office; M.Ed., Seattle University; salary \$57,000 per fiscal year; effective July 22, 2024.

Trinity Brooks; Res Life Hall Coordinator, Residential Life Programming; M.S., Indiana State University; salary \$36,000.00 per fiscal year; effective July 8, 2024.

Benjamin Castleman; Special Events Manager, Advancement; B.S., Indiana University; salary \$53,079 per fiscal year; effective August 12, 2024.

Julie Cornwell; Chief Info Security Officer, Office of Information Technology; B.S., Eastern Illinois University; salary \$100,050 per fiscal year; effective June 3, 2024.

LaKisha Denton; COHHS College Advisor, Dean, College Health & Human Svcs; M.S., Indiana State University; salary \$40,000 per fiscal year; effective September 16, 2024.

Michael Godard; President, President's Office; Ph.D., Ball State University; salary \$360,000 per fiscal year; effective June 1, 2024.

Haven Hoffenkamp; Athletic Trainer I, Ctr for Sports Medicine & Perform; B.A., Anderson University; salary \$47,483 per fiscal year; effective September 9, 2024.

Tracey Jordan; Lib Svc Exec Dir and Univ Libr, Library Services; Ed.S., Florida State University; salary \$120,000 per fiscal year; effective August 1, 2024.

Kandace Rippy; Res Life Hall Coordinator, Residential Life Programming; M.S.Ed., Indiana University; salary \$36,000.00 per fiscal year; effective July 9, 2024.

Richard Roelfs; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; B.A., Central College Iowa; salary \$45,000 per fiscal year; effective August 19, 2024.

Logan Spung; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; B.S., Indiana State University; salary \$36,000 per fiscal year; effective May 28, 2024.

Phillip Thompson; Alumni Assoc Ex Director, Alumni Engagement Office; Ed.D., Maryville Univ of Saint Louis; salary \$105,000 per fiscal year; effective July 22, 2024.

Trudy Weddle; Graduate Programs Exec Dir, Dean, College of Business; M.A., St Mary-of-the-Woods College; salary \$75,000 per fiscal year; effective September 16, 2024.

Temporary Appointments

Aria Ahmer; Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Emily Bennett; CSA Program Coordinator, Community School of the Arts; salary \$43,056 per fiscal year; effective July 1, 2024 through June 30, 2025.

Dave Bittner; Senior Business Advisor, ISU/Wabash Vally Small Bus Devel Ct; salary \$57,993 per fiscal year; effective July 1, 2024 through June 30, 2025.

Jamie Browning; Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Jessica Clark-Surface; Nursing Student Success Spec, School of Nursing; salary \$53,820 per fiscal year; effective July 1, 2024 through June 30, 2025.

Erika Cole; Success Coach for Enrollment, Admissions and High Schl Relations; salary \$56,925 per fiscal year; effective July 1, 2024 through June 30, 2025.

Suzanne Downs; WCI-AHEC Associate Director, Indiana Area Health Ed Ctr; salary \$62,432 per fiscal year; effective July 1, 2024 through effective June 30, 2025.

Brooke Drew; Anthrop Col Mgr-NAGPRA Coord, Anthropology; salary \$53,820 per fiscal year; effective July 1, 2024 through June 30, 2025.

Mallory Eilbracht; Mentoring Coordinator, Dean, College of Business; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Jared Ell; Ent Ecosystem Navigator, ISU/Wabash Vally Small Bus Devel Ct; salary \$69,966 per fiscal year; effective July 1, 2024 through June 30, 2025.

Rachel Eversole-Jones; Univ College Adviser Proj Succ, Dean, College of Arts & Sciences; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Sydney Feldhake; Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Jessica Fields; Stu Succ Coach for Completion, Dean, College of Arts & Sciences; salary \$56,925 per fiscal year; effective July 1, 2024 through June 30, 2025.

Karla Hansen-Speer; Anth Col Mgr/NAGPRA Crd-RR, Earth & Environmental Systems; Ph.D., Washington University; salary \$52,000 per fiscal year; effective June 20, 2024 through June 30, 2025.

Christopher Heaton; Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; salary \$64,423 per fiscal year; effective July 1, 2024 through June 30, 2025.

Cedric Jones; Eqty Acc Ret and Mentor Coord, University Student Success & Advisi; salary \$51,750 per fiscal year; effective July 1, 2024 through June 30, 2025.

Christina Keene; Contract Coordinator, Applied Medicine & Rehabilitation; B.A., American Public Univ System; salary \$40,000 per fiscal year; effective August 19, 2024 through June 30, 2025.

Peter Kikta; OLLI Assistant Director, Center for Community Engagement; salary \$46,575 per fiscal year; effective July 1, 2024 through June 30, 2025.

Sarah Kindley; Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$41,400 per fiscal year; effective July 1, 2024 through July 3, 2024.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$55,166 per fiscal year; effective July 1, 2024 through June 30, 2025.

Mary Loudermilk; Program Coordinator, Applied Medicine & Rehabilitation; salary \$57,352 per fiscal year; effective July 1, 2024 through June 30, 2025.

Jacquelyn Mathis; WCI-AHEC Director, Indiana Area Health Ed Ctr; salary \$74,055 per fiscal year; effective July 1, 2024 through June 30, 2025.

Elizabeth Nesius; Dir Oper and Grants-IUSM-TH, IU School of Medicine-Terre Haute; salary \$80,730 per fiscal year; effective July 1, 2024 through June 30, 2025.

Kristy Nicoson; Program Coord Ph1 Y2 - IUSM, IU School of Medicine-Terre Haute; salary \$49,718 per fiscal year; effective July 1, 2024 through June 30, 2025.

Stephanie Percy; Success Programs Director, University Student Success & Advisi; salary \$71,069 per fiscal year; effective July 1, 2024 through June 30, 2025.

Christina Pearison; ISBDC Assistant Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$69,966 per fiscal year; effective July 1, 2024 through June 30, 2025.

Courtney Richey-Chipol; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$88,559 per fiscal year; effective July 1, 2024 through June 30, 2025.

Chad Roseland; Academic Advisor - Nursing, School of Nursing; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Brittany Russell; Program Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$50,695 per fiscal year; effective July 1, 2024 through June 30, 2025.

Toni Slessinger; Univ College Adviser Proj Succ, University Student Success & Advisi; M.A., Northwestern State University; salary \$40,000 per fiscal year; effective August 12, 2024 through June 30, 2025.

Ethan Stearley; University Advisor, University Student Success & Advisi; M.Mus., Western Michigan University; salary \$40,000 per fiscal year; effective July 29, 2024 through June 30, 2025.

Lisa Syed; Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Bradley Tribble; Univ College Adviser Proj Succ, University Student Success & Advisi; M.S., Eastern Illinois University; salary \$40,000 per fiscal year; effective September 9, 2024 through June 30, 2025.

Alisha VanArsdale; PS Triage and Support Coord, University Student Success & Advisi; salary \$51,750 per fiscal year; effective July 1, 2024 through June 30, 2025.

Shandi Wagner; Univ College Adviser Proj Succ, Dean, College of Arts & Sciences; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Promotions / Transfers

Katherine Abernathy; from Budget/Audit Manager to Budget Sys and Rep Dir, Budget, Payroll & Risk Mgt; salary \$85,046 per fiscal year; effective July 1, 2024.

Lori Ashcraft; from Sponsored Programs Coordinator to Contracts and Grants Spec, Office of Sponsored Programs; salary \$56,000 per fiscal year; effective September 14, 2024.

Kyle Atterson; from Web Architect, University Marketing to Web Architect, Office of Information Technology; salary \$57,575 per fiscal year; reorganization; effective July 1, 2024.

Tyler Bicknell; from Systems Integrator to Lead IT Security Engineer, Office of Information Technology; salary \$65,675 per fiscal year; effective September 16, 2024.

Tony Campbell; from Marketing Content Manager to Director of Creative Services, University Marketing; salary \$72,179 per fiscal year; effective August 12, 2024.

Kell Clothier; from Res Life Hall Coord Spc Prj-RR to Res Life Hall Coordinator, Residential Life Programming; salary \$36,000 per fiscal year; effective June 1, 2024.

Malea Crosby; from Continuous Improvement Dir to Asst Dean, Edu Stu Srvc Dir, Dean, College of Education; salary \$81,540 per fiscal year; effective July 1, 2024.

Andrea Gruger; from Res Life Area Coord Req Reap to Res Life Area Coordinator, Residential Life Programming; salary \$43,085 per fiscal year; effective June 1, 2024.

Justin Hart; from Unified Comm Srvs Asst Dir to Tech Sys Infrastruct Srvc Dir, Telecommunications; salary \$95,000 per fiscal year; effective September 1, 2024.

Holly Hobaugh; from Academic Advisor to Director of Advising, Dean, College of Arts & Sciences; salary \$72,402 per fiscal year; effective May 1, 2024.

Jennifer Lawson; from Interim Registrar to Registrar, Office of the Registrar; salary \$95,000 per fiscal year; effective May 1, 2024.

Rachel Magill; from Res Life Hall Coord Req Reap to Residential Life Area Coord, Residential Life Programming; salary \$42,089 per fiscal year; effective May 1, 2024.

Ricardo Mata; from Student Services Assistant III to St Teach and Licens Asst Dir, Dean, College of Education; salary \$46,767 per fiscal year; effective August 17, 2024.

David McMannus; from Sports Performance Assc Dir to Strength and Condition Ctr Dir, Ctr for Sports Medicine & Perform; salary \$88,337 per fiscal year; effective April 1, 2024.

Christopher Middleton; from ITSM Systems Support Manager to Asst Dir ITSM and Svc Strategy, Office of Information Technology; salary \$66,105 per fiscal year; effective September 1, 2024.

Malissa Muyumba; from COHHS College Advisor, Dean, College Health & Human Svcs to Academic Advisor - Nursing, School of Nursing; salary \$43,056 per fiscal year; effective August 15, 2024.

William Myers; from Steam Plant Assistant Manager to Cent Heat Plant Manager, Power Plant; salary \$68,000 per fiscal year; effective June 8, 2024.

Victor Oetjen; from Info Tech Sec Cons Trainee-RR to Int Sys Integ Adv Tech Sup/Sec, Office of Information Technology; salary \$50,304 per fiscal year; effective May 1, 2024.

Brandi Overton; from Academic Advisor - Nursing, School of Nursing to Educ Partnerships Asst Dir, Extended Learning Office; salary \$50,000 per fiscal year; effective June 1, 2024.

Kyle Rice; from Graduate Programs Exec Dir, Dean, College of Business to Adm Dir- Grad and Intl Recruit, Admissions and High Schl Relations; salary \$78,000 per fiscal year; effective June 1, 2024.

Karen Sheets; from Payroll Specialist, Budget, Payroll & Risk Mgt to Senior Financial Analyst, Assoc VP University Controller; salary \$60,000 per fiscal year; effective August 31, 2024.

Celia Solano; from EM Communication Ctr Rep, Admissions and High Schl Relations to Education Abroad Program Coord, Center for Global Engagement; salary \$40,000 per fiscal year; effective May 1, 2024.

Logan Spung; from Asst Coach Sport Perform & Sci to Head Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; salary \$52,000 per fiscal year; effective August 19, 2024.

Kara Sterling; from Buyer to Sr Buyer/Procurement Oper Mgr, Office of Procurement; salary \$53,000 per fiscal year; effective April 27, 2024.

Michelle Stodden; from Academic Advisor - Nursing, School of Nursing to Athletic Studies Director, Center for Student Success; salary \$60,000 per fiscal year; effective July 1, 2024.

Lisa Syed; Administrative Assistant I, Residential Life Programming to Univ College Adviser Proj Succ, University Student Success & Advisi; salary \$40,000 per fiscal year; effective April 27, 2024.

Elizabeth Tomlinson; from Acting Assc Registrar to Associate Registrar, Office of the Registrar; salary \$66,300 per fiscal year; effective June 1, 2024.

Randy Wallace; from Steam Plant Mechanic to Steam Plant Assistant Manager, Power Plant; salary \$60,000 per fiscal year; effective August 17, 2024.

Carrie Walters; from Financial Specialist to Financial Analyst-Fixed Assets, Assoc VP University Controller; salary \$50,000 per fiscal year; effective June 22, 2024.

Adam Wert; from Trgtd Ret Svc Coor-Prof Dev to Advisor Dev and Evaluation Dir, University Student Success & Advisi; salary \$65,000 per fiscal year; effective June 1, 2024.

Madison Whalen; from Assistant Registrar - Rec Mgmt to Sr Asst Reg - Acad Svcs, Office of the Registrar; salary \$55,000 per fiscal year; effective August 31, 2024.

Leslie Wheeler; from Financial Systems Analyst to Financial and Procure Sys Anal, Assoc VP University Controller; salary \$62,869 per fiscal year; effective July 1, 2024.

Title Changes

Timothy Guoli; from Staff Psychologist to Therapist, Student Counseling Center; salary \$52,113 per fiscal year; effective September 1, 2024.

Victor Oetjen; from Int Sys Integ Adv Tech Sup/Sec to Desktop and Config Mgmt Eng, Office of Information Technology; salary \$52,065 per fiscal year; effective September 1, 2024.

Terena Weitkamp; from Staff Psychologist to Therapist, Student Counseling Center; salary \$49,163 per fiscal year; effective September 1, 2024.

Stipends

Dennis Ballard; Sti Associate Dean, Dean, College of Arts & Sciences; salary \$7,500 per fiscal year; additional duties; effective August 1, 2024 through May 31, 2025.

Kell Clothier; Sti Additional Duties, Residential Life Programming; salary \$6,000 per fiscal year; additional duties; effective January 1, 2024 through May 31, 2024.

Mallory Eilbracht; Sti Additional Duties, Dean, College of Business; salary \$6,000 per fiscal year; additional duties; effective August 1, 2023 through June 30, 2025.

Jared Ell; Sti Additional Duties, Dean, College of Business; salary \$2,500 per fiscal year; additional duties; effective August 1, 2024 through August 31, 2024.

Christopher Fischer; Sti Associate Dean, Dean, College of Arts & Sciences; salary \$7,500 per fiscal year; additional duties; effective August 1, 2024 through May 31, 2025.

Kathy Ginter; Sti Additional Duties, Student Counseling Center; salary \$6,000 per fiscal year; additional duties; effective August 6, 2024 through June 30, 2025.

Virginia Jedlicka; Sti Additional Duties, Residential Life Programming; salary \$6,000 per fiscal year; early end to stipend; effective May 31, 2024.

Benjamin Kappes; Sti Intrm Stu En-Ldr-Fr-So Dir, Student Activities & Organizations; interim duties; salary \$9,000 per fiscal year; effective August 1, 2024 through December 31, 2024.

Jennifer Lawson; Sti Interim Registrar, Office of the Registrar; salary \$18,000 per fiscal year; end of stipend due to promotion; effective April 30, 2024.

Ashley Layman; Sti Assessment & Accred Coord, MBA Program; salary \$12,000 per fiscal year; additional duties; effective July 1, 2024 through December 31, 2024.

Michael Lowry; Sti Tech Supp System Intrm Dir, Office of Information Technology; salary \$9,600 per fiscal year; additional duties; effective July 1, 2024 through June 30, 2025.

Colleen Magnuson; Sti Additional Duties, Career Center; salary \$6,000 per fiscal year; additional duties; effective August 5, 2024 through October 31, 2024.

Kyle Rice; Sti Additional Duties, MBA Program; salary \$10,000 per fiscal year; additional duties; effective June 3, 2024 through August 9, 2024.

Elizabeth Tomlinson; Sti Acting Assc Registrar, Office of the Registrar; salary \$9,000 per fiscal year; end of stipend due to promotion; effective May 31, 2024.

Jordan Vanzo; Sti Additional Duties, Foundation Financial Svcs; salary \$4,800 per fiscal year; additional duties; effective June 1, 2024 through August 31, 2024.

Changes in Status / Pay Rate

Andrea Angel; VP for Univ Adv/CEO ISU Found, VP for Development; salary \$228,342 per fiscal year; salary adjustment; effective September 1, 2024

Kristie Bigler; Tech Support Svcs Director, Office of Information Technology; salary \$95,000 per fiscal year; equity adjustment; effective September 1, 2024

Deborah Curtis; from President to President Emeritus, President's Office; salary \$364,289 per fiscal year; effective June 1, 2024 through June 30, 2025.

Olivia Finley; from Deputy Title IX Coordinator, Office of Diversity, Inclusion & Belonging to Deputy Title IX Coordinator, Office of Equal Opportunity; salary \$49,741 per fiscal year; reorganization; effective July 1, 2024.

Stephannie Gambill; from Dir Eq Opp and Title IX Coord, Office of Diversity, Inclusion & Belonging to Dir Eq Opp and Title IX Coord, Office of Equal Opportunity; salary \$88,027 per fiscal year; reorganization; effective July 1, 2024.

Nicole Hollingsworth; Alumni Assoc Assc Dir-Mmbrshp, Alumni Engagement Office; salary \$60,000 per fiscal year; equity adjustment; effective September 1, 2024

Abigail Johnson; Campus Rec Asst Director, Campus Recreation; salary \$43,888 per fiscal year; FLSA threshold salary adjustment; effective July 1, 2024

Rex Kendall; Chief of Staff, President's Office; salary \$155,000 per fiscal year; salary adjustment; effective August 1, 2024

Kimbra Pinnell; Assessibility and Adv Asst Dir, Dean of Students; salary \$43,888 per fiscal year; FLSA threshold salary adjustment; effective July 1, 2024

Sara Turpen; Campus Rec Asst Dir - Aquatics, Campus Recreation; salary \$43,888 per fiscal year; FLSA threshold salary adjustment; effective July 1, 2024

Retirements

Judith Sheese; Asst Dean & Dir Educ Stu Svcs, Dean, College of Education; effective June 21, 2024.

Separations

Adewale Adesanya; Lead IT Security Engineer, Office of Information Technology; effective May 24, 2024.

Michele Barrett; Dir of PSafety/Chief of Police, Public Safety Department; effective May 10, 2024.

Krystal Billingsley; Staff Psychologist/Coordinator, Student Counseling Center; effective August 9, 2024.

Caroline Blower; Couns and Psych Svcs Asst Dir, Student Counseling Center; effective June 3, 2024.

Ian Carey; Perman Art Collection Curator, Library Services; effective July 23, 2024.

Lloyd Chew; Counseling Psych Svcs Dir, Student Counseling Center; effective August 5, 2024.

Kell Clothier; Res Life Hall Coordinator, Residential Life Programming; effective July 3, 2024.

Rhiannon Cruse; Alumni Assc Asst Dir Prog Outr, Alumni Engagement Office; effective August 21, 2024.

John Ghibellini; Head Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; effective August 16, 2024.

Trista Gibbons; Counseling Psych Svcs Assc Dir, Student Counseling Center; effective August 2, 2024.

Susan Goode; St Teach and Licens Asst Dir, Dean, College of Education; effective July 11, 2024.

Thomas Gray; Development Director, Advancement; effective September 13, 2024.

Andrea Gruger; Res Life Area Coordinator, Residential Life Programming; effective July 12, 2024.

Faith Haley; Admissions Executive Director, Admissions and High Schl Relations; effective September 3, 2024.

Matthew Johnson; IEPRC Project Coordinator, Blumberg Center; effective July 26, 2024.

Sarah Kindley; Univ College Adviser Proj Succ, University Student Success & Advisi; effective July 3, 2024.

Bryan Leturgez; Corpora and Found Devel Dir, Advancement; effective June 26, 2024.

Yvonne Luna; Proj Succ Community Sup Spec, University Student Success & Advisi; effective May 16, 2024.

Rachel Magill; Residential Life Area Coord, Residential Life Programming; effective July 28, 2024.

Angela McKinney; Blumberg Center Project Coord, Blumberg Center; effective July 23, 2024.

Jennifer Mesanovic; Blumberg Center Project Dir, Blumberg Center; effective July 30, 2024.

Daniel Plasencia; Syc Ath Fund Dir/Asst Dir Ath, Advancement; effective July 12, 2024.

Paul Reed; Custodial and Special Serv Mgr, Facilities Management; effective September 13, 2024.

Kyle Rice; Adm Dir- Grad and Intl Recruit, Admissions and High Schl Relations; effective August 9, 2024.

Marcus Roberts; Business Intelligence Analyst, Office of Information Technology; effective August 30, 2024.

Brian Rodgers; Contracts and Grants Spec, Office of Sponsored Programs; effective June 20, 2024.

Madison Sikyta; Athletic Trainer I, Ctr for Sports Medicine & Perform; effective July 5, 2024.

Travis Smith; Athletic Studies Director, Center for Student Success; effective May 10, 2024.

ATHLETICS

Appointments

Seth Wickert; Asst Athletic Dir for Fac/Oper, Athletic Operations; M.S., Western Illinois University; salary \$62,000 per fiscal year; effective August 19, 2024.

Temporary Appointments

Tracy Archuleta; Head Coach, Baseball, Athletics-Baseball; M.S.Ed., Wayne State College; salary \$130,000 per fiscal year; effective July 1, 2024 through June 30, 2029.

Nicole Bechtel; Asst Coach, Softball, Athletics-Softball; B.S., George Mason University; salary \$42,000 per fiscal year; effective September 9, 2024 through June 30, 2025.

Brandan Bettenhausen; Asst Coach, Track and Field, Athletics-Track; salary \$48,738 per fiscal year; effective July 1, 2024 through June 30, 2025.

Bradley Butler; Asst Coach, Cr Cntry/Trck&Fld, Athletics-Track; salary \$47,606 per fiscal year; effective July 1, 2024 through effective June 30, 2025.

Gordon Cardenas; Asst Coach, Baseball, Athletics-Baseball; M.A., Marshall University; salary \$45,905 per fiscal year; effective July 23, 2024 through June 30, 2025.

Joshua Christensen; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; salary \$72,274 per fiscal year; effective July 1, 2024 through June 30, 2027.

Nathan Christensen; Athletics Director, Athletics-Administration; M.A., Minnesota State Univ-Mankato; salary \$220,000 per fiscal year; effective July 1, 2024 through June 30, 2029.

Adam Cox; Asst Coach, Football, Athletics-Football; B.A., University of Iowa; salary \$50,069 per fiscal year; effective May 31, 2024 through December 31, 2024.

Krystle Evans; Asst Coach, Women's Basketball, Athletics-Womens Basketball; M.A., Fresno Pacific Coll; salary \$64,000 per fiscal year; effective June 5, 2024 through March 31, 2025.

John Foster; Stu Athletic Acad Coord Re Rea, Athletics-Administration; salary \$41,400 per fiscal year; effective July 1, 2024 through June 30, 2025.

Nick Gobert; Assistant Coach, Baseball, Athletics-Baseball; M.S., University of Southern Indiana; salary \$62,000 per fiscal year; effective July 10, 2024 through June 30, 2025.

Brittany Gray; Asst Coach, Softball, Athletics-Softball; salary \$42,301 per fiscal year; effective July 1, 2024 through August 16, 2024.

Justin Hancock; Asst Coach, Baseball, Athletics-Baseball; salary \$44,440 per fiscal year; effective July 1, 2024 through July 15, 2024.

Julian Harvey; Asst Coach, Track/CrossCountry, Athletics-Track; salary \$44,220 per fiscal year; effective July 1, 2024 through June 30, 2025.

Emily Herren; Asst Coach, Softball, Athletics-Softball; B.S., Jacksonville State University; salary \$42,000 per fiscal year; effective September 9, 2024 through June 30, 2025.

Timothy Johnson; Asst Coach, Men's Basketball, Athletics-Mens Basketball; M.A., University of Wyoming; salary \$90,000 per fiscal year; effective May 13, 2024 through March 31, 2025.

Angela Martin; Hd Coach & Dir, Track&Field/CC, Athletics-Track; salary \$79,930 per fiscal year; effective July 1, 2024 through June 30, 2027.

Jeffrey Martin; Assc Hd Coach, M&W Track&Field, Athletics-Track; salary \$53,841 per fiscal year; effective July 1, 2024 through June 30, 2025.

Marc Mitchell; Head Coach, Women's Basketball, Athletics-Womens Basketball; M.Ed., American Intercontinental Univ; salary \$145,000 per fiscal year; effective May 15, 2024 through March 31, 2029.

Seth Montgomery; Assc Ath Dir - Comm/Dig Conten, Athletics-Sports Information; salary \$60,198 per fiscal year; effective July 1, 2024 through June 30, 2025.

Jacob Odum; Asst Coach, Men's Basketball, Athletics-Mens Basketball; B.S., Indiana State University; salary \$65,000 per fiscal year; effective May 13, 2024 through March 31, 2025.

Rachel O'Malley; Asst Coach, Softball, Athletics-Softball; salary \$44,357 per fiscal year; effective July 1, 2024 through August 2, 2024.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; salary \$82,540 per fiscal year; effective July 1, 2024 through July 25, 2024.

Jason Pruitt; Assc Hd Coach, Wmn's Bsktball, Athletics-Womens Basketball; M.S., Nova Southeastern University; salary \$84,000 per fiscal year; effective June 10, 2024 through March 31, 2025.

Tamara Shike; Spirit Prog & Comm Relat Coord, Athletics-Administration; salary \$42,599 per fiscal year; effective July 1, 2024 through June 30, 2025.

Mark Slessinger; Assc Hd Coach, Men's Bsktball, Athletics-Mens Basketball; B.A., Aurora University; salary \$150,000 per fiscal year; effective May 1, 2024 through March 31, 2025.

Sean Sullivan; Assc Hd Coach, Wmn Swm and Dv, Athletics-Womens Swimming; B.A., Occidental College; salary \$42,000 per fiscal year; effective August 1, 2024 through June 30, 2025.

Windy Thees; Head Coach, Softball, Athletics-Softball; M.B.A., Georgia Clg & State University; salary \$80,000 per fiscal year; effective August 19, 2024 through June 30, 2029.

Gregory Towne; Head Coach, Women's Golf, Athletics-Women's Golf; salary \$52,956 per fiscal year; effective July 1, 2024 through June 30, 2025.

Ashley Yu; Asst Coach, Women's Basketball, Athletics-Womens Basketball; B.A., Hunter College; salary \$51,130 per fiscal year; effective June 4, 2024 through March 31, 2025.

Title Changes

Angela Lansing; from Sr Assc Athletic Dir, Bus/SWA to Deputy Athletic Director/SWA, Athletics-Administration; salary \$128,325 per fiscal year; effective August 1, 2024.

Seth Montgomery; from Assc Ath Dir - Comm/Dig Conten to Senior Associate Athletic Dir, Athletics-Sports Information; salary \$60,198 per fiscal year; effective August 1, 2024.

Stipends

Angela Lansing; Sti Intrm Athletics Director, Athletics-Administration; salary \$36,000 per fiscal year; end of stipend; effective June 30, 2024.

Changes in Status / Pay Rate

Adam Dennison; Football Operations Director, Athletics-Football; salary \$43,888 per fiscal year; FLSA threshold salary adjustment; effective July 1, 2024.

John Furr; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$100,000 per fiscal year; salary adjustment for additional duties; effective May 1, 2024.

Separations

Christian Bals; Assc Hd Coach, Wmn Swm and Dv, Athletics-Womens Swimming; effective June 28, 2024.

Brittany Gray; Asst Coach, Softball, Athletics-Softball; effective August 16, 2024.

Jason Hagerty; Assistant Coach, Baseball, Athletics-Baseball; effective July 15, 2024.

Justin Hancock; Asst Coach, Baseball, Athletics-Baseball; effective July 15, 2024.

Mitchell Hannahs; Head Coach, Baseball, Athletics-Baseball; effective June 21, 2024.

Deidra Johnson; Assc Hd Coach, Wmn's Bsktball, Athletics-Womens Basketball; effective May 31, 2024.

Chad Killinger; Head Coach, Women's Basketball, Athletics-Womens Basketball; effective April 23, 2024.

Alexis Newbolt; Asst Coach, Women's Basketball, Athletics-Womens Basketball; effective May 31, 2024.

Rachel O'Malley; Asst Coach, Softball, Athletics-Softball; effective August 2, 2024.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; effective July 25, 2024.

Joshua Schertz; Sti Ath Promotion Activity, Athletics-Nelligan Sports Marketing; effective April 6, 2024.

Wolfgang Shafer; Asst Coach, Football, Athletics-Football; effective May 10, 2024.

4h Grants and Contracts

1. U.S. Department of Education, Fund No. 549576, Proposal 25-010
An agreement in the amount of \$228,772.00 has been received from U.S. Department of Education for the project entitled, “The Indiana Deaf-Blind Services Project,” under the direction of Lisa Poff, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2024 through September 30, 2025.
2. Department of Health and Human Services, Fund No. 549560, Proposal 24-077
Additional appropriations in the amount of \$148,198.00 have been received from Department of Health and Human Services for the project entitled, “Physician Assistant Training in Primary Care,” under the direction of John Pommier, Department of Applied Medicine and Rehabilitation, for the period July 1, 2024 through June 30, 2025.
3. Indiana University, Fund No. 549552, Proposal No. 23-053
An agreement in the amount of \$9,625.00 has been received from Indiana University, from a sub agreement under the Indiana Family and Social Services Administration – U.S. Department of Treasury for the project entitled, “Behavioral Health Workforce Recruitment & Retention Innovation Grant Program,” under the direction of Caroline Mallory, College of Health and Human Services, Dean’s Office for the period September 1, 2023 through October 31, 2026.
4. The Culver Educational Foundation, Inc., Fund No. 549555, Proposal No. 24-071
An agreement in the amount of \$139,024.00 has been received from The Culver Educational Foundation, Inc., for the project entitled, “Clinical Affiliation and Graduate Assistantship Agreement,” under the direction of Matthew Rivera, Department of Applied Medicine and Rehabilitation, for the period June 1, 2024 through May 31, 2025.
5. Union Hospital, Fund No. 549556, Proposal No. 24-072
An agreement in the amount of \$24,016.00 has been received from Union Hospital, for the project entitled, “Clinical Affiliation and Graduate Assistantship Agreement,” under the direction of Matthew Rivera, Department of Applied Medicine and Rehabilitation, for the period August 1, 2024 through July 31, 2025.
6. The CenterPoint Energy Foundation, Fund No. 549553, Proposal 24-054
An agreement in the amount of \$40,000.00 has been received from The CenterPoint Energy Foundation for the project entitled, “Indiana State University’s Power of Reading and Power of Math Summits,” under the direction of Brad Balch, Bayh College of Education, Dean’s Office, for the period April 1, 2024 through March 31, 2025.
7. Vigo County Local Coordinating Council, Fund No. 549573, Proposal 24-052
An agreement in the amount of \$3,000.00 has been received from Vigo County Local Coordinating Council for the project entitled, “Indiana State University 2024 Campus Activities,” under the direction of Ian Loomis, Department of Public Safety, for the period April 1, 2024 through March 31, 2025.
8. ISU Foundation, Fund No. 549567 & 549568, Proposal No. 24-079

An agreement in the amount of \$95,406.50 has been received from Indiana State University Foundation for the project entitled, "Fannie & Benjamin Blumberg 2024-2025," under the direction of Bruce Kulwicky, Blumberg Center for Interdisciplinary Studies in Special Education, for the period July 1, 2024 through June 30, 2025.

9. The Society for Historians of American Foreign Relations, Fund No. 549561, Proposal No. 24-070

An agreement in the amount of \$125,000.00 has been received from The Society for Historians of American Foreign Relation 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, 2024 through June 30, 2029.

10. City of Terre Haute, Indiana, Fund No. 549566, Proposal No. 24-084

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 2024" under the direction of Courtney Richey-Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2024 through December 31, 2024.

11. Indiana Economic Development Corporation, Fund No. 549528, Proposal No. 24-006

An agreement in the amount of \$104,595.00 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 Richey-Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2024 through December 31, 2024.

12. Indiana Economic Development Corporation, Fund No. 549529, Proposal No. 24-006

An agreement in the amount of \$269,859.00 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 Richey-Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2024 through December 31, 2024.

13. Indiana University, Fund No. 549571, Proposal No. 24-086

Additional appropriations in the amount of \$213,037.00 have been received from Indiana University, from a sub agreement under the Indiana State Department of Health for the project entitled, "FY 2024-25 Area Health Education Centers Operating Support," under the direction of Caroline Mallory, College of Health and Human Services, Dean's Office for the period July 1, 2023 through June 30, 2025.

14. Department of Health and Human Services – National Institute of General Medical Sciences, Fund No. 549569, Proposal 24-001

An agreement in the amount of \$250,000.00 has been received from Department of Health and Human Services – National Institute of General Medical Sciences for the project entitled, "A Gas Chromatograph-Mass Spectrometer Supporting Undergraduate Biomedical Research and Education," under the direction of Richard Fitch, Department of Chemistry and Physics, for the period August 1, 2024 through July 31, 2025.

15. Indiana Department of Education, Fund No. 549578, Proposal 24-085

Additional appropriations in the amount of \$383,035.48 have been received from Indiana Department of Education for the project entitled, "Promoting Achievement for Students with Sensory Loss (PASS)," under the direction of Bruce Kulwicki, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2019 through December 31, 2025.

16. National Science Foundation, Fund No. 549570, Proposal 24-048
An agreement in the amount of \$248,930.00 has been received from National Science Foundation for the project entitled, "LEAPS-MPS: Connecting a Highly Versatile Cytochrome P450 to Quorum Sensing in Pseudomonas Aeruginosa," under the direction of Justin Miller, Department of Chemistry and Physics, for the period August 1, 2024 through July 31, 2026.
17. National Science Foundation, Fund No. 549572, Proposal 24-028
An agreement in the amount of \$319,165.00 has been received from National Science Foundation for the project entitled, "Collaborative Research: Advancing Our Understanding of Global Paleoclimate Through the Expansion of African Dendrochronology," under the direction of James Speer, Department of Earth and Environmental Systems, for the period July 15, 2024 through June 30, 2027.
18. National Science Foundation, Fund No. 549577, Proposal 24-075
An agreement in the amount of \$75,000.00 has been received from National Science Foundation for the project entitled, "CIVIC-PG Track A: Disaster Response Metaverse (DRM) for Enhancing Community Engagement Through Immersive, Interactive Experiences," under the direction of Jisoo Park, Department of Built Environment, for the period October 1, 2024 through March 31, 2025.
19. Indiana Academy of Science, Fund No. 549559, Proposal 24-061
An agreement in the amount of \$1,893.25 has been received from Indiana Academy of Science for the project entitled, "The Effect of the Markle Mill Dam Removal on the Habitat and Riverine Food Web of Otter Creek," under the direction of Jenna Blanton, Department of Biology, for the period May 1, 2024 through May 31, 2025.
20. Indiana Academy of Science, Fund No. 549558, Proposal 24-060
An agreement in the amount of \$2,928.00 has been received from Indiana Academy of Science for the project entitled, "Fox Transcription Factor-Mediated Morphogenesis of the Alary Muscles Associated with the Drosophila Heart," under the direction of Kuncha Shashidhar, Department of Biology, for the period April 1, 2024 through March 31, 2025.
21. Indiana Academy of Science, Fund No. 549557, Proposal 24-059
An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, "Behavioral and Fitness Effects of Rising Temperatures and Urbanization on Free-Living Birds," under the direction of Andrea Grunst, Department of Biology, for the period April 15, 2024 through August 15, 2025.
22. Indiana Invasives Initiative, Fund No. 549554, Proposal 24-034
An agreement in the amount of \$2,000.00 has been received from Indiana Invasives Initiative for the project entitled, "CISMA Annual Plan for Jackson-Synder Nature Preserve - 2024," under the direction of Cayle Moreo, Department of Institute for Community Sustainability for the period January 1, 2024 through December 31, 2024.

23. Ukrainian History Global Initiative, Fund No. 549575, Proposal 24-066
An agreement in the amount of \$33,264.00 has been received from Ukrainian History Global Initiative for the project entitled, "Ukrainian History Global Initiative Empire and Religion Capsule," under the direction of Barbara Skinner, Department of History for the period August 5, 2024 through July 31, 2027.
24. Purdue University, Fund No. 549562, Proposal 24-045
An agreement in the amount of \$14,840.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Consortium Programs and Opportunities 2020-2024 – Logarithmic Spiral Trajectories with Times and Fuel Usage: Period-radius Relationships in Central Force Laws and an ION Drive Mission to Jupiter," under the direction of Joseph West, Department of Chemistry and Physics for the period May 10, 2024 through May 9, 2025.
25. Purdue University, Fund No. 549564, Proposal 24-047
An agreement 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 – Mercury Levels in Crayfish in Northeastern Indiana Streams," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems for the period May 10, 2024 through May 9, 2025.
26. State of Indiana – Indiana Arts Commission, Fund No. 549574, Proposal 24-065
An agreement in the amount of \$3,998.00 has been received from State of Indiana – Indiana Arts Commission for the project entitled, "Present Tense Indigeneity Catalog," under the direction of Tammaya Bingham, Department of Art and Design for the period July 1, 2024 through June 30, 2025.
27. Indiana Department of Education, Fund No. 549487, Proposal 25-007
Additional appropriations in the amount of \$2,027,268.00 have been received from Indiana Department of Education for the project entitled, "Individualized Educational Program (IEP) Technical Assistance," under the direction of Jolly Piersall, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2022 through September 30, 2025.
28. Indiana Arts Commission, Fund No. 549580, Proposal 24-063
An agreement in the amount of \$4,000.00 has been received from Indiana Arts Commission for the project entitled, "Rock Camp! 2024," under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period July 1, 2024 through June 30, 2025.
29. Indiana Arts Commission, Fund No. 549579, Proposal 24-062
An agreement in the amount of \$4,000.00 has been received from Indiana Arts Commission for the project entitled, "58th Annual Contemporary Music Festival," under the direction of Kurt Fowler, School of Music, for the period July 1, 2024 through June 30, 2025.

4i Agreements

Signed Contracts 7/1/24 – 9/29/24

Document Title	Document description	Signature date
Ohio County Healthcare	Affiliation Agreement	07/02/24
Kiel Area School District	Affiliation Agreement	07/08/24
Southeastern Special Education	Affiliation Agreement	07/09/24
Rose Hulman Counseling Center	Affiliation Agreement	07/10/24
Timberview Care Center	Affiliation Agreement	07/11/24
Valley Professionals Community Health Center	Affiliation Agreement	07/16/24
Hamilton Center	Affiliation Agreement	07/16/24
Lebanon Western Boone Joint Services	Affiliation Agreement	07/17/24
SMWC Counseling Center	Affiliation Agreement	07/18/24
MSD of Martinsville CEC	Affiliation Agreement	07/18/24
Delaware Community School Corporation	Affiliation Agreement	07/18/24
Southmont Schools	Affiliation Agreement	07/23/24
South Knox School Corporation	Affiliation Agreement	07/23/24
Southeast Fountain Schools	Affiliation Agreement	07/23/24
South Putnam Community School Corp	Affiliation Agreement	07/23/24
CarolinaEast Health System	Affiliation Agreement	07/23/24
Greater Jasper Consolidated Schools	Affiliation Agreement	07/23/24
Northwest Allen County Schools	Affiliation Agreement	07/24/24
Monroe-Gregg School Corporation	Affiliation Agreement	07/24/24

Student Teaching Agreement	Affiliation Agreement	07/30/24
FirstHealth of the Carolinas BNC	Affiliation Agreement	07/31/24
Hamilton Center, Inc.	Affiliation Agreement	08/06/24
Proactive MD	Affiliation Agreement	08/06/24
Regency at Northpointe	Affiliation Agreement	08/08/24
Sullivan County Community Hospital	Affiliation Agreement	08/09/24
MSD Washington Township	Affiliation Agreement	08/12/24
Westminster Point Pleasant	Affiliation Agreement	08/13/24
Special School District of St. Louis County	Affiliation Agreement	08/13/24
River Forest Community School Corporation	Affiliation Agreement	08/15/24
Livingston County Special Services Unit	Affiliation Agreement	08/16/24
Fred Hutch Cancer Center	Affiliation Agreement	08/19/24
Barr-Reeve Community Schools	Affiliation Agreement	08/21/24
Northeastern Wayne Schools	Affiliation Agreement	08/21/24
South Gibson School Corporation	Affiliation Agreement	08/21/24
Kankakee Valley School Corporation	Affiliation Agreement	08/21/24
Greencastle Community School Corporation	Affiliation Agreement	08/21/24
William Beaumont Army Medical Center	Affiliation Agreement	08/22/24
Garden Terrace Healthcare Center of Federal Way	Affiliation Agreement	08/22/24
Meritus Medical Center, Inc.	Affiliation Agreement	08/22/24
MSD of Shakamak	Affiliation Agreement	08/23/24

SpencerOwen Community Schools	Affiliation Agreement	08/23/24
Southwest Parke Community School Corp	Affiliation Agreement	08/27/24
Centerstone of Indiana	Affiliation Agreement	08/29/24
Providence WA Kadlec-Swedish-St. Joseph	Affiliation Agreement	09/01/24
Wabash City Schools	Affiliation Agreement	09/06/24
Avon Community School Corporation	Affiliation Agreement	09/09/24
Perry Township Schools	Affiliation Agreement	09/09/24
Exceptional Children's Co-op	Affiliation Agreement	09/09/24
West Lafayette School Corporation	Affiliation Agreement	09/09/24
East Allen County Schools	Affiliation Agreement	09/10/24
Greensburg Community School Corporation	Affiliation Agreement	09/10/24
North Central Parke Community School Corporation	Affiliation Agreement	09/10/24
In Time Creative Counseling	Affiliation Agreement	09/11/24
Chances and Services for Youth	Affiliation Agreement	09/11/24
REACH Services	Affiliation Agreement	09/13/24
Raintree Counseling, LLC	Affiliation Agreement	09/18/24
Danville Community School Corporation	Affiliation Agreement	09/19/24
Old National Trail Special Services	Affiliation Agreement	09/23/24
Davie County Schools	Affiliation Agreement	09/23/24
2024 Keynote Reading Summit Presenter - Wiley Blevins	Speaker/Entertainer Agreement	09/24/24

4j Board Representation at University Events

Events Requiring Board Representation

November 1, 2024	Installation of President Godard
November 15, 2024	President's Dinner
December 13, 2024	Board of Trustees Meeting
December 14, 2024	Winter Commencement
February 28, 2025	Board of Trustees Meeting (Please note: Meeting has changed to a one day meeting)

Optional Events

December 2, 2024	Holiday Open House for Faculty and Staff
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If you are planning to attend any of these events, please contact Jennifer Keller at (812)237-7768 or jennifer.keller@indstate.edu so that the appropriate arrangements can be made.

4k In Memoriam

IN MEMORIAM: Dr. Herbert L. Ross

WHEREAS, Dr. Herbert L. Ross, a retired Professor from the School of Business, of Indiana State University, died on the 18th day of March two thousand and twenty-four; and

WHEREAS, Dr. Herbert L. Ross, had given loyal and devoted service to Indiana State University for 29 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. Samuel Schnitzer

WHEREAS, Dr. Samuel Schnitzer, a retired Professor from the Department of Psychology, of Indiana State University, died on the 2nd day of May two thousand and twenty-four; and

WHEREAS, Dr. Samuel Schnitzer, had given loyal and devoted service to Indiana State University for 29 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. Susan Berta

WHEREAS, Dr. Susan Berta, a retired Professor from the Earth & Environmental Systems Department of Indiana State University, died on the 24th day of May two thousand and twenty-four;

WHEREAS, Dr. Susan Berta, had given loyal and devoted service to Indiana State University for 35 1/2 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: Dr. Wynnne Ford

WHEREAS, Dr. Wynnne Ford, a retired Professor from the School of Business, of Indiana State University, died on the 28th day of May two thousand and twenty-four;

WHEREAS, Dr. Wynnne Ford, had given loyal and devoted service to Indiana State University for 37 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: Mr. Duane Klueh

WHEREAS, Mr. Duane Klueh, a retired Associate Professor from the Department of Physical Education of Indiana State University, died on the 2nd day of June two thousand and twenty-four; and

WHEREAS, Mr. Duane Klueh, had given loyal and devoted service to Indiana State University for 33 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. Michael Murphy

WHEREAS, Dr. Michael Murphy, a retired Professor from the Department of Psychology of Indiana State University, died on the 7th day of June two thousand and twenty-four; and

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

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

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

IN MEMORIAM: Ms. Anita Adams

WHEREAS, Ms. Anita Adams, retired Student Services Assistant II in the School of Business, died on the fourteenth day of June two thousand and twenty four; and

WHEREAS, Ms. Anita Adams had given loyal and devoted service to Indiana State University for over 38 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: Judith Conner

WHEREAS, Ms. Judith Conner, retired HMSU Student Union Director, died on the 14th of June two thousand and twenty four; and

WHEREAS, Ms. Judith Conner had given loyal and devoted service to Indiana State University for 34 years and had gained the respect of students and colleagues who knew her;

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

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

IN MEMORIAM: Ms. Sharron Timmerman

WHEREAS, Ms. Sharron Timmerman, a retired Assistant Professor from the Sociology Department of Indiana State University, died on the 20th day of June two thousand and twenty-four;

WHEREAS, Ms. Sharron Timmerman, had given loyal and devoted service to Indiana State University for 31 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: Dr. Donald Jennermann

WHEREAS, Dr. Donald Jennermann, a retired Professor from the Department of Humanities of Indiana State University, died on the 19th day of June two thousand and twenty-four; and

WHEREAS, Dr. Donald Jennermann, had given loyal and devoted service to Indiana State University for 41 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. Marjorie Scheick

WHEREAS, Mrs. Marjorie Scheick, retired Administrative Clerk in the Department of the Bookstore, died on the 22nd day of June, two thousand and twenty-four; and

WHEREAS, Mrs. Marjorie Scheick

had given loyal and devoted service to Indiana State University for 15 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. Michael K. Branum

WHEREAS, Mr. Michael K. Branum, retired Grounds Worker in the Grounds Department, died on the 9th day of July two thousand and twenty-four;

WHEREAS, Mr. Michael K. Branum, had given loyal and devoted service to Indiana State University for 36 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: Laverne Knock

WHEREAS, Laverne Knock, a retired Assistant Professor from the Department of Aerospace Technology of Indiana State University, died on the 20th day of July two thousand and twenty-four; and

WHEREAS, Laverne Knock, had given loyal and devoted service to Indiana State University for 16 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: George Lewis Hackleman III

WHEREAS, George Lewis Hackleman III, a retired Associate Professor from the Department of Theater of Indiana State University, died on the 1st day of August two thousand and twenty-four; and

WHEREAS, George Lewis Hackleman, had given loyal and devoted service to Indiana State University for 38 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. John Cleveland

WHEREAS, Dr. John Cleveland, a retired Professor from the Department of Geography and Geology of Indiana State University, died on the 14th day of July two thousand and twenty-four; and

WHEREAS, Dr. John Cleveland, had given loyal and devoted service to Indiana State University for 32 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. Robert E. Schafer

WHEREAS, Mr. Robert E. Schafer, retired Vice President of Administrative Affairs and Secretary of Indiana State University, died on the 9th day of August two thousand and twenty-four; and

WHEREAS, Mr. Robert E. Schafer had given loyal and devoted service to Indiana State University for 45 years and had gained the respect of students and colleagues who knew him;

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. Peter Carino

WHEREAS, Dr. Peter Carino, a retired Professor from the Department of English of Indiana State University, died on the 29th day of August two thousand and twenty-four; and

WHEREAS, Dr. Peter Carino, had given loyal and devoted service to Indiana State University for 28 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: Linda Eldred

WHEREAS, Ms. Linda Eldred, retired Associate Director of Student Life, died on the 29th of August two thousand and twenty four; and

WHEREAS, Ms. Linda Eldred had given loyal and devoted service to Indiana State University for 40 years and had gained the respect of students and colleagues who knew her;

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

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

IN MEMORIAM: Mr. Paul Reed

WHEREAS, Mr. Paul Reed, Custodial and Special Services Manager in Facilities Management, died on the 13^h of September two thousand and twenty-four; and

WHEREAS, Mr. Paul Reed had given loyal and devoted service to Indiana State University for 42 years and had gained the respect of students and colleagues who knew him;

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.

5 Old Business

No old business to report.

6 Adjournment

The Indiana State University Board of Trustees adjourned at 3:19 p.m.

The next meeting of the Board of Trustees will take place on December 13, 2024