



# Indiana State University

Board of Trustees Agenda Meeting

February 28, 2025

State Room, Tirey Hall



Board of Trustees Agenda February 28, 2025

Meeting Agenda

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Faculty Senate Chairperson		
Dr. James Gustafson		
Staff Council Chairperson		
Roxanne Torrence		
Student Government Association President		
Jaxson Zeis		
President of the University		
Dr. Mike Godard		
Chairperson of the ISU Board of Trustees		
Robert Casey		
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## 1. Call Meeting to Order – Board Chair Robert Casey

### **Roll Call:**

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

## 2. Remarks

Faculty Senate Chairperson, Dr. James Gustafson

Staff Council Chairperson, Roxane Torrence

Student Government Association, President Jaxson Zeis

President of the University, Dr. Mike Godard

Chairperson of the Board of Trustees, Robert Casey

## 3a Minutes of December 13, 2024, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 1:15 p.m. on Friday, December 13, 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 Friday, December 13, 2024 at 3:00 p.m.

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

Trustees absent: Rob Carter.

**Recommendation:** Approve the Board Minutes of the December 13, 2024 Meeting and Certification of Executive Session.

## 3b1 2025-26 Flight Academy Fees

**Date Prepared:** January 31, 2025  
**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:** February 28, 2025  
**Subject:** 2025-26 Flight Academy Fees  
**Disposition:** Item is for **Action**

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**Objective:** Annually the Board of Trustees approves any proposed changes in rates charged to students for flight academy fees.

**Background of Issue:** In preparation of flight academy budgets an estimate of revenue and expense, based on projected student enrollment, is prepared. Further determination is made as to any change in flight academy fees necessary to cover fixed costs and provide for a balanced operating budget.

The hourly flight fees shown below for the mandatory certificates (Private Pilot, Instrument, Commercial, and Multi-Engine) as required by the four-year B.S. degree program and additional certifications reflect a 2.75% increase. The Flight Academy annually reviews and determines the number of flight hours and ground school instruction hours needed to meet certification requirements.

Proposed 2025-26 rates are as follows:

Hourly Flight Fee by Aircraft Type		
Aircraft Type	2024-25 Rate/Hour	2025-26 Proposed Rate/Hour
DA20 - Solo	\$177	\$182
DA20 - Dual	\$217	\$223
DA40 - Solo	\$227	\$233
DA40 - Dual	\$267	\$274
DA42 - Solo	\$295	\$303
DA42 - Dual	\$335	\$344
PA28 - Solo	\$227	\$233
PA28 - Dual	\$267	\$274

Ground School Instruction		
	2024-25 Rate/Hour	2025-26 Proposed Rate/Hour
Ground School Instruction	\$40	\$41

In addition to the rates listed above, the Flight Academy also charges a 'no show' rate when students schedule flight time and fail to show up at their scheduled time. A fee of \$100 is assessed upon their second 'no show' and their third 'no show' includes a \$100 fee plus a 1.5-hour rental fee charge.

**Funding Source:** The Operational expenses for the Flight Academy are primarily funded by flight fee income realized through the assessment of flight fees. Refunds of flight fees can be processed upon the authorization of the Chair of the Aviation Technology Department.

**Supporting Reasons and Timing for the Recommendation:** Approval of 2025-26 rates is needed to post flight academy rates effective for the Fall 2025 semester.

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

None

**Management Recommendation:** Approval of the proposed flight fees and ground instruction rates as listed above. The assessment of these fees is to be effective with the Fall 2025 semester.



### 3c Changes in Academic Program and Course-Specific Fees

**Date Prepared:** January 25, 2025  
**From:** Faculty Senate  
**Prepared by:** Diann McKee, Senior Vice President Finance & Administration/Treasurer  
**Presented by:** Diann McKee, Senior Vice President Finance & Administration/Treasurer  
 Dr. Christopher Olsen, Provost and Vice President Academic Affairs  
**Presented at:** February 16, 2025  
**Subject:** Changes in Academic Program and Course-Specific Fees  
**Disposition:** Item is for **Action**

**Objective:** Annually the Board of Trustees approves any proposed changes in academic program and course-specific fees.

**Background of Issue:** Academic course-specific and program fees support consumable expenses incurred in delivering academic instruction associated with certain courses. A Course Fee Committee comprised of a faculty representative from each College, Office of the Controller, Registrar, and Academic Affairs annually evaluates all requests for elimination or modifications of existing course fees as well as new course fees. The Committee reviews financial reports as to the amount of fees collected, expenditures, and fund balances of all course fees to determine if changes are warranted. New requests are evaluated as to rationale to support a new course fee and revenue/expense projections. All modifications of existing course-specific and academic programs or new requests require the approval of the Provost and Vice President for Academic Affairs and the Vice President for Finance and Administration/Treasurer prior to submittal to the Board of Trustees.

**INDIANA STATE UNIVERSITY**  
**Proposed Changes in Academic Program and Laboratory/Course-Specific Fees<sup>1</sup>**  
**Effective for the Fall Semester 2025 unless otherwise stated**

**Course Specific Fees**

Eliminate Course Fees (Effective Fall 2025)

College	Department	Course(s)	Amount	
BCOE	Teaching & Learning	ELED 200 CIMT 200 ELED 457	\$150/course	Fee is being moved to other classes)
		ELED 392 ELED 394 ELED 397 ELED 398	\$25/course	Moving field experience fee to other class
	ACES	CD 696	\$700/course	Eliminated pending approval of program fee

**Change in Course Fees (Effective Fall 2025 unless otherwise noted)**

College	Depart	Course(s)	Amount	Purpose
BCOE	Teaching & Learning	CIMT 401, CIMT 501, EDUC 601 SPED 639	\$150/course to \$250/course	Cover cost associated to student teaching (i.e. stipend for supervising teacher, travel for university supervisor)
	Teaching & Learning	PE 302	\$25/course to \$200/course	Cover the stipend for the cooperating teacher in the field who hosts the field experience students.
	T&L Teaching & Learning	PE 310	\$25/course to \$50/course	Cover the stipend for the cooperating teacher in the field who hosts the field experience students.
CAS	SCSS	CRIM 385	\$15/course to \$55/course	Increased costs for consumables in this crime lab class.
	CHPH	CHEM 100L CHEM 105L CHEM 106L CHEM 321L CHEM 340 CHEM 351L CHEM 352L CHEM 355 CHEM 421L CHEM 431L CHEM 461L CHEM 462L	\$60/course to \$77/course	Increase reflects increased prices for supplies and the service contracts.
BCET	AVT	AVT 491	\$27/course to \$50/course	Fully fund simulation software for course
CHHS	AMR	ATTR 442L	\$400/course to \$200/course	Purchase shared massage guns versus purchase of massage guns for each student.

**New Course Fees (Effective Fall 2025)**

College	Department	Course(s)	Amount	Purpose
BCOE	Teaching & Learning	CIMT 302, CIMT 400L, ELED 291 ELED 325	\$100/course	Cover the stipend for the cooperating teacher in the field who hosts the field experience students.
	Teaching & Learning	ELED 220 ELED 425	\$50/course	Cover the stipend for the cooperating teacher in the field who hosts the field experience students.
	Teaching & Learning	ELED 290 CIMT 301	\$150/course	Fee to cover cost of student outcomes assessment software (fee eliminated in other class)

	Teaching & Learning	ELED 400	\$200/course	Cover the stipend for the cooperating teacher in the field who hosts the field experience students.
	Teaching & Learning	ELED 453 SPED 405	\$250/course	Cover expenses of student teaching (e.g. site supervisor stipend, university supervisor travel)
SCOB	Business Core Classes	BUS 304 BUS 305 BUS 311 BUS 351 BUS 361 BUS 371 BUS 401 BEIT 336	\$90/course	Fees on upper level business core classes to fund professional development experience for students.
BCET	AVT	AVT 403	\$50/course	Fully fund simulation software
CAS	CHPH	SCED 100L	\$50/course	Lab consumables

**Recommendation:** Approval of the proposed Academic Laboratory/Course Specific Fees, effective for the fall semester of 2025 unless otherwise stated.

**New Program Fee (Effective Fall 2025).** Program fee will cover various software subscriptions (scheduling, tracking, simulation, etc.) and PPE.

BCET	Master of Science in Speech Language Pathology	\$435/term
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**Increased Program Fee (Effective Summer 2025).** Program will continue to cover the same items as before. Accreditor has mandated few credit hours (and therefore terms) in programs; costs remain the same.

CHHS	Master of Science in Occupational Therapy	\$1000/term to \$1500/term
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**Increased Program Fee (Effective Summer 2025).** Program will continue to cover the same items as before. Program has increased operational and personnel costs. Some costs currently covered by HRSA grant which ends in 2025.

CHHS	Master of Science in Physician Assistant Studies	\$2000/term to \$3000/term
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**Recommendation:** Approval of the proposed Program Fees, effective for the fall 2025 unless otherwise stated.

<sup>1</sup>Laboratory/course specific fees and program fees are assessed only in conjunction with courses/programs associated with the automated fee assessment process. An exception exists for study abroad courses: IS 396, 397, and 398.

**Funding Source:** Academic course-specific and program fees are assessed on students enrolled in courses associated with these additional fees.

**Supporting Reasons and Timing for the Recommendation:** Approval of proposed changes in academic program and course-specific fees is needed in order to timely communicate instructional costs to students prior to registration, effective with the fall 2025 or summer 2025 (as applicable) semester.

**Management Recommendation:** Management supports the proposed changes in academic program and course-specific fees effective with the fall 2025 or summer 2025 (as applicable) semester.

## 3d New Graduate Certificate Program: T2T Certificate in Early Childhood

**Date Prepared:** January 31, 2025  
**From:** Faculty Senate  
**Prepared by:** Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Christopher Olsen, Provost and Vice President Academic Affairs  
**Presented at:** February 28, 2025  
**Subject:** New Graduate Certificate Program: T2T Certificate in Early Childhood  
**Disposition:** Item is for **Action**

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### **Objective:**

In Indiana, candidates must complete an IDOE approved Early Childhood Education program to be a certified preschool teacher. The Early Childhood license covers grades P-3. Many school districts are opening early learning centers and have a need for certified preschool teachers. The ECE T2T certificate allows both currently licensed teachers to add P-3 to their license and it also allows noncertified baccalaureate individuals (paraprofessionals, childcare workers, educational aids) to obtain an initial teaching license in early childhood education.

Students can use these credits as part of a M.Ed. if they wish.

### **Background of Issue:**

Academic units continue to study and identify opportunities for new degree programs that leverage the expertise of our faculty and meet a state need.

### **Funding Source:**

No additional funding is necessary. The proposal repackages existing graduate courses.

### **Supporting Reasons and Timing for the Recommendation:**

Following the Board of Trustees' approval, the proposal will need to be reviewed by the ICHE following approval of the BOT.

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

No concerns

**Management Recommendation:** Approval.

## 3e New Undergraduate Program: Minor in Media Production

**Date Prepared:** January 25, 2025  
**From:** Faculty Senate  
**Prepared by:** Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Christopher Olsen, Provost and Vice President Academic Affairs  
**Presented at:** February 28, 2025  
**Subject:** New Undergraduate Program: Minor in Media Production  
**Disposition:** Item is for **Action**

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### **Objective:**

Over the last many years, the theater industry and the film/television industry have grown closer in terms of both production training and techniques. Many of ISU's alumni (from both Theater and Communication) have entered the film and television sector due to this overlap. After the Communication Department eliminated the Radio/TV/Film track in their programs, maintaining many of the courses as electives--and a great deal of film and broadcast production training shifted to the Student Media division--the Theater faculty began to work with Student Media and Communication and identified an opportunity for training, specifically in Media Production--or the technical approach to filming, designing, and editing the media event. In addition to the film and TV industries, many of these skills are being utilized more and more frequently in live theatrical production as well.

This minor has been proposed to fill this void and to prepare students interested in the technical aspects of film, television, and live events for all industries and their functional needs. We feel that this minor would be attractive to both Theater and Communication majors, as well as students from other fields who want access to this area of training, which is underrepresented in our region.

### **Background of Issue:**

Academic units continue to study and identify opportunities for new degree programs that leverage the expertise of our faculty and meet a state need.

### **Funding Source:**

No additional funding is necessary. The proposal repackages existing courses as well as creates new courses, all of which are covered by existing faculty.

### **Supporting Reasons and Timing for the Recommendation:**

No further action is required past the Board of Trustees approval. The program would be effective Fall 2025.

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

No concerns

**Management Recommendation:** Approval.

### 3f New Undergraduate Program: B.A. in Sport Communication

**Date Prepared:** January 25, 2025  
**From:** Faculty Senate  
**Prepared by:** Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Christopher Olsen, Provost and Vice President Academic Affairs  
**Presented at:** February 28, 2025  
**Subject:** New Undergraduate Program: B.A. in Sport Communication  
**Disposition:** Item is for **Action**

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#### **Objective:**

The sport communication major offers a dynamic, interdisciplinary degree (offered between Communication in CHSS and Kinesiology, Recreation and Sport in CHHS) that blends both sport management and communication. The program incorporates communication theory and practical skills tailored to sport media, marketing, public relations, etc.

The curriculum of 54 credits. Sport Communication is a growing field across the country. Opportunities for career-placement are continuously expanding in the diverse world of sport. Jobs are expected to increase by 10% this decade (US Bureau of Labor Statistics, 2024).

#### **Background of Issue:**

Academic units continue to study and identify opportunities for new degree programs that leverage the expertise of our faculty.

#### **Funding Source:**

No additional funding is necessary. The proposal repackages existing courses, already offered and is an expansion of the new and successful Sport Communication Minor.

#### **Supporting Reasons and Timing for the Recommendation:**

Following the Board of Trustees approval, the proposal will go to the Academic Affairs & Quality Committee of the Indiana Commission of Higher Education, and then to the full Commission, with the goal of the program being available for Fall 2025.

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

No concerns

**Management Recommendation:** Approval.

## 4a University Investments

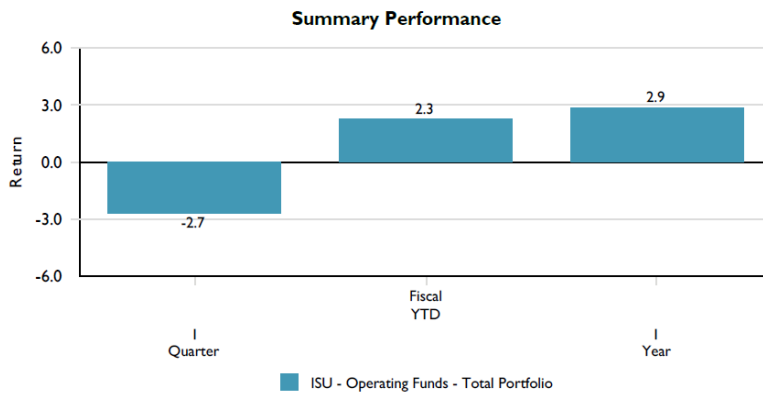
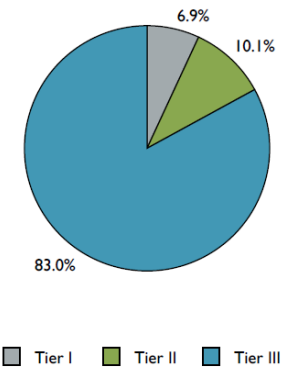
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the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

### ISU - Operating Funds - Total Portfolio - Plan Summary

As of December 31, 2024

Investment Managers	Market Value
First Financial Cash	\$3,334,852
First Financial Active Cash	\$5,159,850
Old National Intermediate	\$12,482,088
Reams Asset Management Core	\$34,593,406
Loomis Sayles Core Plus	\$54,605,132
Reams Unconstrained	\$12,879,532
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$123,054,859</b>

Tier Distribution of Total Portfolio



### Asset Allocation by Tier

December 31, 2024			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$3,334,852	2.7%	\$10mm - \$25mm
First Financial Active Cash	\$5,159,850	4.2%	
	<b>\$8,494,702</b>	<b>6.9%</b>	
<b>Tier II</b>			
Old National Intermediate	\$12,482,088	10.1%	\$10mm - \$15mm
	<b>\$12,482,088</b>	<b>10.1%</b>	
<b>Tier III</b>			
Reams Asset Management Core	\$34,593,406	28.1%	Remaining Balance
Loomis Sayles Core Plus	\$54,605,132	44.4%	
Reams Unconstrained	\$12,879,532	10.5%	
	<b>\$102,078,070</b>	<b>83.0%</b>	
	<b>\$123,054,859</b>	<b>100.0%</b>	



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

As of December 31, 2024

Last 1 Quarter				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$131,583,321</b>	<b>-\$5,115,532</b>	<b>-\$3,412,930</b>	<b>\$123,054,859</b>
Tier I	\$11,382,888	-\$3,004,506	\$116,319	\$8,494,702
First Financial Cash	\$4,290,282	-\$1,001,697	\$46,267	\$3,334,852
First Financial Active Cash	\$7,092,607	-\$2,002,809	\$70,053	\$5,159,850
Tier II	\$14,799,901	-\$2,108,608	-\$209,206	\$12,482,088
Old National Intermediate	\$14,799,901	-\$2,108,608	-\$209,206	\$12,482,088
Tier III	\$105,400,532	-\$2,418	-\$3,320,044	\$102,078,070
Reams Asset Management Core	\$36,175,884	-\$813,428	-\$769,050	\$34,593,406
Loomis Sayles Core Plus	\$58,168,603	-\$1,277,934	-\$2,285,537	\$54,605,132
Reams Unconstrained	\$11,056,045	\$2,088,944	-\$265,457	\$12,879,532

Fiscal Year To Date				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$126,279,574</b>	<b>-\$6,212,621</b>	<b>\$2,987,906</b>	<b>\$123,054,859</b>
Tier I	\$12,253,540	-\$4,009,902	\$251,063	\$8,494,702
First Financial Cash	\$5,253,119	-\$2,004,057	\$85,790	\$3,334,852
First Financial Active Cash	\$7,000,421	-\$2,005,845	\$165,274	\$5,159,850
Tier II	\$14,250,701	-\$2,117,528	\$348,915	\$12,482,088
Old National Intermediate	\$14,250,701	-\$2,117,528	\$348,915	\$12,482,088
Tier III	\$99,775,333	-\$85,191	\$2,387,928	\$102,078,070
Reams Asset Management Core	\$34,586,807	-\$831,789	\$838,387	\$34,593,406
Loomis Sayles Core Plus	\$54,632,972	-\$1,331,791	\$1,303,950	\$54,605,132
Reams Unconstrained	\$10,555,554	\$2,078,388	\$245,590	\$12,879,532

## ISU - Operating Funds - Total Portfolio - Investment Manager Returns

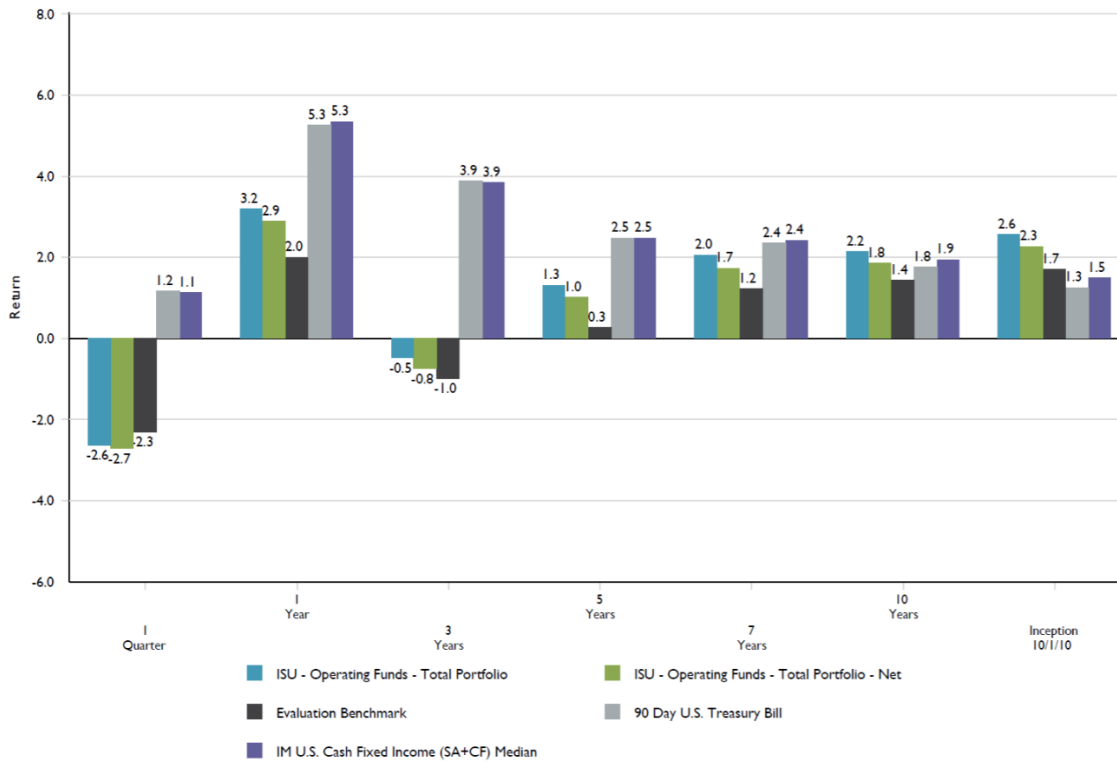
As of December 31, 2024

	Performance (%)									
	1 Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date	
<b>ISU - Operating Funds - Total Portfolio</b>	<b>-2.63</b>	<b>3.18</b>	<b>3.18</b>	<b>-0.48</b>	<b>1.31</b>	<b>2.05</b>	<b>2.16</b>	<b>2.57</b>	<b>10/01/2010</b>	
<i>ISU - Operating Funds - Total Portfolio (Net)</i>	<i>-2.70</i>	<i>2.89</i>	<i>2.89</i>	<i>-0.76</i>	<i>1.01</i>	<i>1.74</i>	<i>1.84</i>	<i>2.26</i>		
<i>Evaluation Benchmark*</i>	<i>-2.31</i>	<i>2.01</i>	<i>2.01</i>	<i>-0.98</i>	<i>0.26</i>	<i>1.24</i>	<i>1.42</i>	<i>1.70</i>		
Tier I	1.08	5.10	5.10	3.58	2.31	2.26	1.77	1.35	10/01/2010	
First Financial Cash	1.15	5.07	5.07	3.83	2.42	2.30	1.79	1.33	10/01/2010	
<i>90 Day U.S. Treasury Bill</i>	<i>1.17</i>	<i>5.25</i>	<i>5.25</i>	<i>3.89</i>	<i>2.46</i>	<i>2.35</i>	<i>1.76</i>	<i>1.25</i>		
First Financial Active Cash	1.03	5.10	5.10	3.36	2.26	2.24	1.76	1.41	10/01/2010	
<i>FTSE 1 Year Treasury OTR</i>	<i>0.75</i>	<i>4.85</i>	<i>4.85</i>	<i>2.90</i>	<i>2.10</i>	<i>2.18</i>	<i>1.68</i>	<i>1.28</i>		
Tier II	-1.50	3.21	3.21	0.85	1.35	1.94	1.85	1.85	10/01/2010	
Old National Intermediate	-1.50	3.21	3.21	-0.10	0.92	1.74	1.80	2.01	10/01/2010	
<i>Bloomberg Intermed. U.S. Government/Credit</i>	<i>-1.60</i>	<i>3.00</i>	<i>3.00</i>	<i>-0.18</i>	<i>0.86</i>	<i>1.69</i>	<i>1.71</i>	<i>1.92</i>		
Tier III	-3.14	2.92	2.92	-1.40	1.29	2.17	2.36	3.14	10/01/2010	
Reams Asset Management Core	-2.14	3.32	3.32	-1.85	1.29	2.24	2.27	2.77	10/01/2010	
<i>Bloomberg U.S. Aggregate Index</i>	<i>-3.06</i>	<i>1.25</i>	<i>1.25</i>	<i>-2.41</i>	<i>-0.33</i>	<i>0.97</i>	<i>1.35</i>	<i>1.95</i>		
Loomis Sayles Core Plus	-3.97	2.34	2.34	-1.32	1.14	2.13	2.48	3.54	10/01/2010	
<i>Bloomberg U.S. Aggregate Index</i>	<i>-3.06</i>	<i>1.25</i>	<i>1.25</i>	<i>-2.41</i>	<i>-0.33</i>	<i>0.97</i>	<i>1.35</i>	<i>1.95</i>		
Reams Unconstrained	-2.23	4.25	4.25	-	-	-	-	4.93	06/01/2023	
<i>ICE BofA USD 3-Mo Dep Offer Rate Constant Maturity</i>	<i>1.22</i>	<i>5.47</i>	<i>5.47</i>	<i>3.93</i>	<i>2.60</i>	<i>2.52</i>	<i>1.96</i>	<i>5.49</i>		
<i>IM Other Global Fixed Income (SA+CF) Median</i>	<i>-0.95</i>	<i>4.97</i>	<i>4.97</i>	<i>1.85</i>	<i>2.91</i>	<i>2.88</i>	<i>2.55</i>	<i>7.00</i>		

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

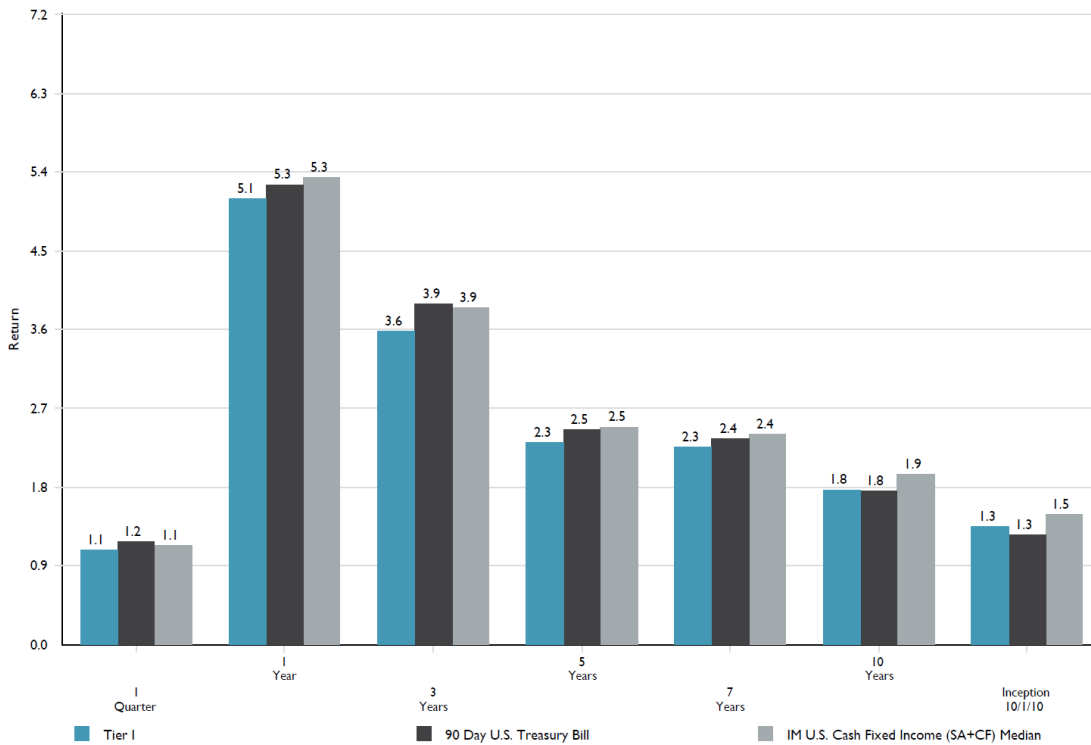
## Total Fund Performance - Annualized

As of December 31, 2024



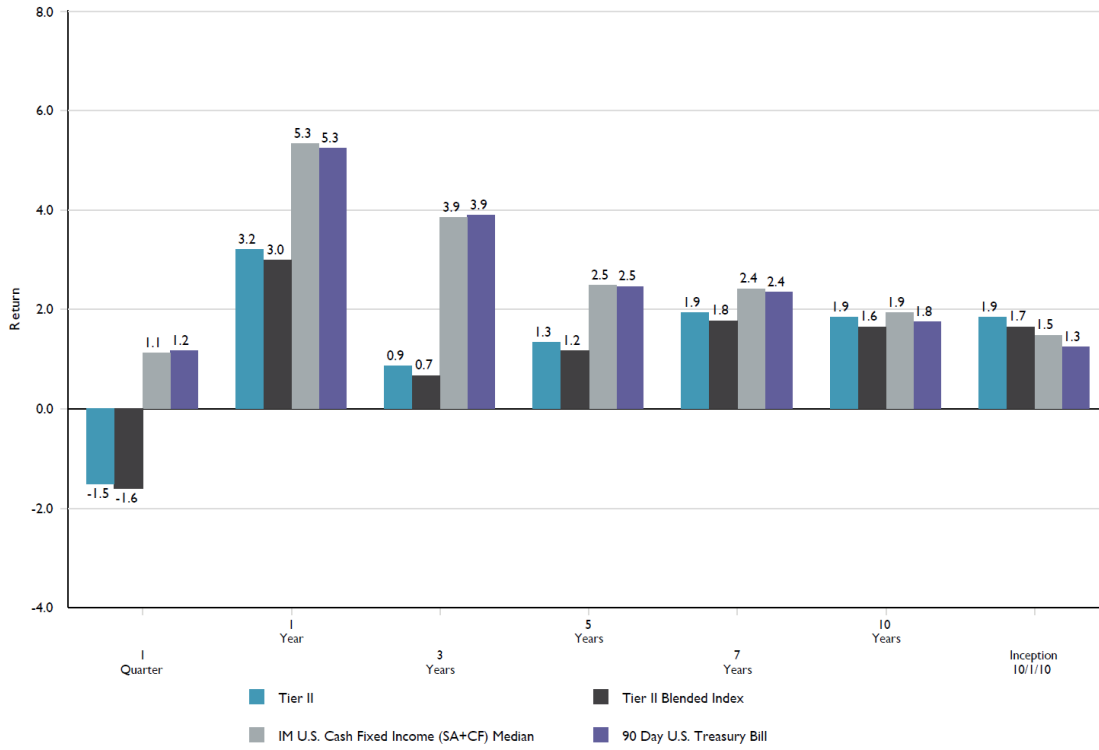
## Tier I Performance - Annualized

As of December 31, 2024



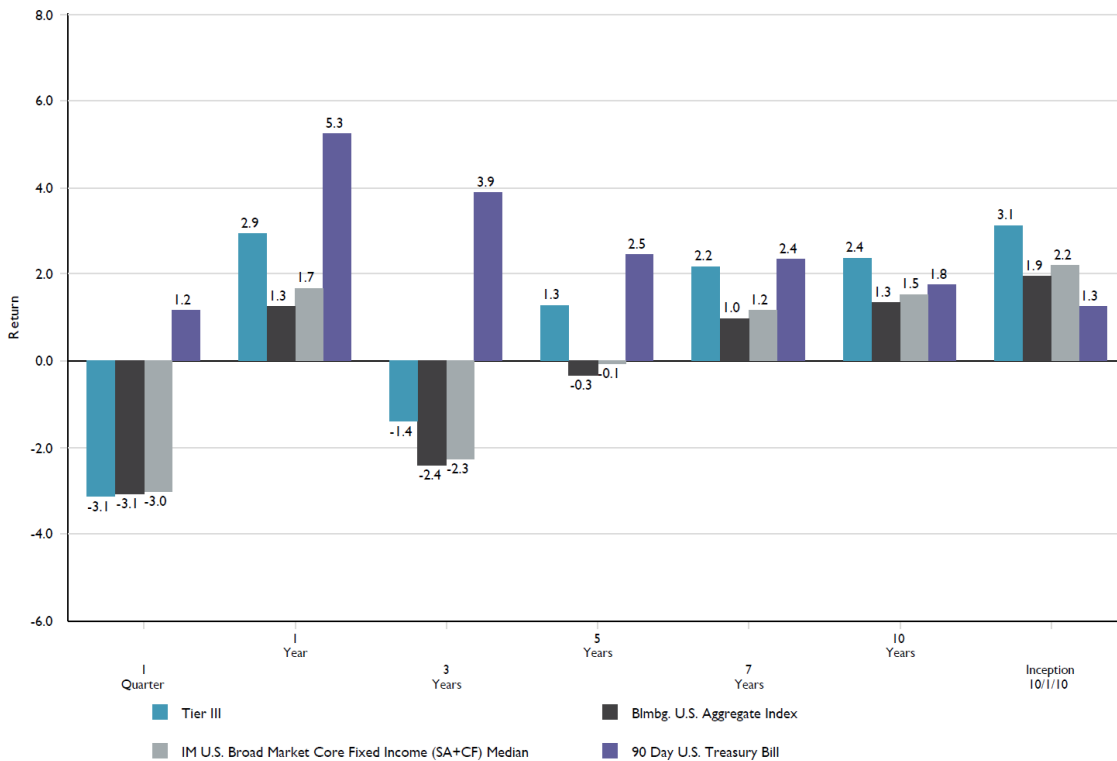
### Tier II Performance - Annualized

As of December 31, 2024



### Tier III Performance - Annualized

As of December 31, 2024



# 4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending December 31, 2024							
	2024-25 Base Budget	2024-25 Adjusted Budget	YTD through 12/31/24*	Percent of Adjusted Budget	2023-24 Adjusted Budget	YTD through 12/31/23*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 77,960,326	\$ 77,960,325	\$ 38,980,163	50.0%	\$ 76,926,913	\$ 38,463,456	50.0%
Debt Service Appropriation	11,062,732	11,062,733	9,820,405	88.8%	11,058,684	9,099,205	82.3%
Sub-Total State Appropriations	89,023,058	89,023,058	48,800,568		87,985,597	47,562,661	
Student Tuition	68,096,109	68,096,109	36,981,039	54.3%	66,316,500	38,229,840	57.6%
Other Fees and Charges	2,400,500	2,400,500	934,450	38.9%	1,751,500	818,806	46.7%
Other Income and Transfers	7,076,333	7,076,333	5,015,002	70.9%	6,726,403	4,875,462	72.5%
Program Fees	900,000	900,000	854,797	95.0%	900,000	1,052,280	116.9%
One-Time Funding Transfer					1,925,000	1,925,000	100.0%
<b>Total Budgeted Revenue</b>	<b>\$ 167,496,000</b>	<b>\$ 167,496,000</b>	<b>\$ 92,585,856</b>		<b>\$ 165,605,000</b>	<b>\$ 94,464,049</b>	
Encumbrances and Carryforward		8,664,829	8,664,829		9,638,069	9,638,069	
Reimbursements and Income Reappropriated From Other Sources		2,014,186	2,014,186		1,735,611	1,735,611	
<b>Total Revenues</b>	<b>\$ 167,496,000</b>	<b>\$ 178,175,015</b>	<b>\$ 103,264,871</b>	<b>58.0%</b>	<b>\$ 176,978,680</b>	<b>\$ 105,837,729</b>	<b>59.8%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 78,160,005	\$ 78,276,451	\$ 37,307,258	47.7%	\$ 76,674,266	\$ 36,909,814	48.1%
Fringe Benefits	22,892,689	22,910,021	10,858,840	47.4%	22,472,500	11,158,658	49.7%
Sub-Total Compensation	101,052,694	101,186,472	48,166,098	47.6%	99,146,766	48,068,472	48.5%
Departmental Expenses							
Supplies and Related Expenses	13,968,190	16,614,571	10,179,824	61.3%	19,755,407	10,059,554	50.9%
Repairs and Maintenance	5,557,140	6,148,412	7,465,486	121.4%	6,148,585	7,060,321	114.8%
Other Committed Expenses	1,721,539	1,721,537	1,396,502	81.1%	1,721,537	1,308,675	76.0%
Sub-Total Departmental Expenses	21,246,869	24,484,520	19,041,812	77.8%	27,625,529	18,428,550	66.7%
Utilities and Related Expenses	9,964,556	9,964,556	5,287,301	53.1%	9,964,556	5,602,451	56.2%
Capital Improvements	4,000,000	3,954,737	2,049,947	51.8%	4,000,000	667,564	16.7%
Student Scholarship and Fee Remissions	16,361,149	16,534,663	10,688,455	64.6%	16,430,054	11,705,301	71.2%
Academic Debt Service	11,670,732	11,670,732	9,841,319	84.3%	11,666,684	9,549,888	81.9%
Budgeted Reserve	2,300,000	2,300,000	-	0.0%	2,300,000	-	0.0%
Transfers Out and Program Fees	900,000	3,342,074	2,610,138	78.1%	3,499,320	2,884,159	82.4%
Reserve for Revenue Shortfall		4,737,261	-	0.0%	2,345,771	-	0.0%
<b>Total Expenditures</b>	<b>\$ 167,496,000</b>	<b>\$ 178,175,015</b>	<b>\$ 97,685,070</b>	<b>54.8%</b>	<b>\$ 176,978,680</b>	<b>\$ 96,906,385</b>	<b>54.8%</b>
*Includes encumbrances and open commitments							

## Revenues

### State Operational Appropriation

State Operational Appropriation is above last year's amount by \$516,707 and overall has an increase of \$1,033,412.

### Student Tuition

Fall Student Tuition of \$30.7 million is below budget by \$1.1 million. Summer school has \$3.0 million recognized in this fiscal year with the remainder to be realized in 2025.

### Other Fees and Charges

Other Fees and Charges are above last year's amount by \$115,644 due to the increase of Distance Delivery Fees that are recognized in the operating budget.

### Other Income and Transfers

Other Income and Transfers are above last year's total by \$139,540. This reflects increased investment income offset by reduced indirect cost recovery

### Program Fees

Program fees are down by \$197,483 due to reduced CHHS program fees in the Physician Assistance program.

### Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$973,240 reflecting reduced budget carryforward from 2024 and lower encumbrances.

### Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources increased \$278,575 resulting from new and increased College of Nursing lab fees and ISU Foundation reimbursements.

## **Expenses**

### Compensation

Total Compensation increased by \$97,626 in fiscal year 2025. Salaries and Wages are up by \$397,444 which is the result of increased student wages, instructional, and administrative salaries. Benefit expense is below last year's amount by \$299,818 due to reduced retirement incentive payouts.

### Departmental Expenses

Total Departmental Expenses increased by \$613,262. Supplies and Related Expenses grew by \$120,270 due to increased Library subscriptions and travel expense offset by reduced consultant and credit card processing fees. Repairs and Maintenance increased \$405,165 reflecting increased purchase orders for building maintenance.

### Utilities and Related Expenses

Utilities and Related Expenses decreased by \$315,150. This is due increased water and natural gas offset by reduced electrical costs.

### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$1,016,846. This reflects timing of Spring aid applied to student accounts. The budget for the Laptop scholarship was reappropriated into the overall scholarship budget designated for experiential learning grants. The overall budget shortfall for scholarships is estimated at \$2.0 million.

### Budgeted Reserve

The Budgeted Reserve of \$2,300,000 will be used to cover the shortfall in tuition revenue and scholarships.

### Transfers Out and Program Fees

Transfer Out and Program Fees reduced by \$274,021 as budgeted transfers were eliminated in 2025 and reduced program fee revenues.

### Reserve for Revenue Shortfall

Reserve for Revenue Shortfall budget increased due to a departmental tax of \$2,351,922 on 2024 carryforwards. This reserve is earmarked for one-time strategic expenditures.

## 4c Purchasing Report

<b>Purchase Order Activity for the Period November 1, 2024, through December 31, 2024</b>				
<b>Purchases Over \$50,000</b>				
<b>Sole Sourced - Compatibility with Existing Equipment</b>				
	Cornerstone Controls	P0094058	Engineering Services and Materials for Delta V Upgrade Project at the Central Heating Plant	\$ 913,428.69
	Johnson Controls Fire Protection LP	P0094124	Fire Alarm Panel Upgrades to ESNet Fire Alarm Network	\$ 176,519.57
	RJE Interiors Inc	P0094055	IU School of Medicine, Holmstedt Hall Phase 2 furniture	\$ 88,191.25
	Axon Enterprises Inc	P0094129	Public Safety Body Cameras & Taser Replacements	\$ 97,578.65
<b>Sole Sourced - Emergency Basis</b>				
	Kirby Risk Supply Co	P833074	Repair of Electrical Switchgear & Breaker Issues	\$ 136,809.00

## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period October 1, 2024, through December 31, 2024, (Fiscal Year 2025) in excess of \$250,000:

Rural Health Innovation Collaborative	\$ 253,360	Partner Contribution for Simulation Center Operational Expenses
Earl C Rodgers and Associates Inc	\$ 260,577	Renovation for Esports Jones Hall
Union Associated Physicians Clinic LLC	\$ 267,971	Student Health Center Services
Instructure Inc	\$ 289,227	Canvas Learning Management System Service
NCAA	\$ 364,719	Men's Basketball NIT Host Payments
Delta Dental Plan of Indiana	\$ 389,746	Dental Claims Reimbursements
Williams Aviation LLC	\$ 414,253	Maintenance & Repairs of Airplanes for Flight Academy
Nalco Company	\$ 419,724	Water Purification Chemicals
Unum Life Insurance Company of America	\$ 450,823	Employee Life Insurance
HM Life Insurance Company	\$ 464,246	Employee Life Insurance
Indiana-American Water Company	\$ 509,147	Water Utility Payments
BP Energy Retail Co LLC	\$ 613,842	Natural Gas Purchases
C H Garmong and Son Inc	\$ 1,617,856	Technology Building Renovation
Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2025:		
Elevate Technology Partners, LLC	\$ 263,880	Data Enterprise Storage
EAB Global Inc	\$ 267,074	Enrollment Solutions
Crown Electric Inc	\$ 333,709	Exterior Lighting Renovations, MV Cable Replacement
Bell Techlogix Inc	\$ 340,608	Microsoft Maintenance Licenses and Software
Otis Elevator	\$ 350,181	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Bob McCloskey Insurance	\$ 367,500	Student Athlete Medical Insurance
CDI Inc	\$ 450,887	HMSU North ADA Ramp Renovation
De Lage Landen Financial Services Inc	\$ 544,151	Networking Costs - Actual payment went to @00201485 Cisco
AAA Roofing Co Inc	\$ 572,430	Fairbanks Hall/Chestnut Building Roof Replacement
Ellucian Company LP	\$ 590,881	Banner Software Maintenance
Computershare Trust Company	\$ 639,600	Monthly Lease 500 Wabash Student Housing
Simpson Scarborough	\$ 653,920	Media Campaign
AmWins/NEBCO Group Benefits	\$ 705,575	Retiree Insurance Coverage
City of Terre Haute	\$ 972,515	Sewage Utility Payments
Ratio Architects LLC	\$ 1,349,170	Technology Building Renovation
Epic Insurance Midwest	\$ 1,637,454	Commercial Property, Flight Academy Liability , Fine Arts, Media and Workman's Comp Overage Insurance Policies
Duke Energy	\$ 2,946,779	Electricity Utility Payments
CVS Pharmacy Inc	\$ 3,320,495	Prescription Drug Coverage
Strode Construction LLC	\$ 4,034,886	Early Childhood Center Renovation; University Apartments Washer/Dryer Infrastructure
TIAA CREF	\$ 4,203,172	Retirement Contributions
Sodexo Inc and Affiliates	\$ 4,419,443	Dining and Catering Services
Anthem Life Insurance Company	\$ 5,819,530	Health Care Benefits and Reimbursements of Medical Claims

## 4e Faculty Personnel

### **Appointments**

Bo Lan; Assistant Professor, Department of Marketing and Operations; Ph.D., Iowa State University; salary \$120,000 per academic year prorated from the effective date; effective January 1, 2025.

He Wen; Assistant Professor, Department of Built Environment; Ph.D., Memorial University of Newfoundland; salary \$72,000 per academic year prorated from the effective date; effective January 1, 2025.

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

Brooklyn Navarre; Instructor, Department of Aviation Technology; M.S., Embry-Riddle Aeronautical University; salary \$68,000 per academic year prorated from the effective date; effective January 1, 2025.

### **Temporary Full-Time Faculty for 2024-2025 Academic Year**

Jessica Ross; Full-Time Lecturer, Department of Applied Clinical and Educational Sciences; M.S., Eastern Illinois University; salary \$53,820 per academic year prorated from the effective date; effective January 1, 2025.

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

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

Amy Ash; Associate Professor, Department of English; salary compression adjustment from \$71,658 to \$75,927 per academic year; prorated from the effective date of January 1, 2025.

Avdi Avdija; Professor, School of Criminology and Security Studies; salary compression adjustment from \$86,797 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Carrie Ball; Professor, Department of Teaching and Learning; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Kathryn Bauserman; Professor, Department of Teaching and Learning; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Chris Berchild; Professor, Department of Theater; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Matthew Bergbower; Professor, Department of Political Science; salary compression adjustment from \$85,979 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.



Marilyn Bisch; Senior Instructor, Department of Languages, Literatures, and Linguistics; salary compression adjustment from \$50,190 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Kim Bodey; Professor, Department of Kinesiology, Recreation, and Sport; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Kevin Bolinger; Professor, Department of Teaching and Learning; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Chester Burton; Senior Instructor, Department of Art and Design; salary compression adjustment from \$49,680 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Mike Chambers; from Professor, Department of Political Science to Professor, Department of Political Science and Interim Chairperson, School of Criminology and Security Studies; supplement of \$18,000 per academic year prorated from the effective date; effective January 1, 2025.

Lillian Chew; Senior Instructor, Department of English; salary compression adjustment from \$50,356 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Katherine Christie; Senior Instructor, Department of Languages, Literatures, and Linguistics; salary compression adjustment from \$51,233 to \$51,750 per academic year; prorated from the effective date of January 1, 2025.

Kira Enriquez Loya; Associate Professor, Department of Art and Design; salary compression adjustment from \$77,896 to \$78,062 per academic year; prorated from the effective date of January 1, 2025.

Karen Evans; Professor, Department of Library & Information Sciences; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Richard Fitch; Professor, Department of Chemistry and Physics; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Kurt Fowler; Professor, School of Music; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Jodi Frost; Associate Professor, Department of Mathematical Sciences; salary compression adjustment from \$75,927 to \$78,062 per academic year; prorated from the effective date of January 1, 2025.

Namita Goswami; Professor, Department of Multidisciplinary Studies; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Michael Harrold; Senior Instructor, Department of English; salary compression adjustment from \$49,680 to \$51,750 per academic year; prorated from the effective date of January 1, 2025.

Timothy Hawkins; Professor, Department of History; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Malynda Johnson; Associate Professor, Department of Communication; salary compression adjustment from \$74,469 to \$75,927 per academic year; prorated from the effective date of January 1, 2025.

Kit Kincade; Professor, Department of English; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Myung-Ah Lee; Professor, Department of Teaching and Learning; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Yunjung Lee; Assistant Professor, School of Music; salary compression adjustment from \$58,998 to \$63,121 per academic year; prorated from the effective date of January 1, 2025.

Mark Lewandowski; Professor, Department of English; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Teresa McCullough; Senior Instructor, Department of Theater; salary compression adjustment from \$50,189 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Nathan Myers; Professor, Department of Political Science; salary compression adjustment from \$87,077 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Melissa Nail; Professor, Department of Teaching and Learning; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Robert Noll; Associate Professor, Department of Chemistry and Physics; salary compression adjustment from \$75,927 to \$78,062 per academic year; prorated from the effective date of January 1, 2025.

Nancy Obermeyer; Professor, Department of Earth and Environmental Systems; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Yong Joon Park; Professor, Department of Teaching and Learning; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Randy Peters; from Professor, Department of Applied Engineering and Technology Management to Professor, Department of Applied Engineering and Technology Management and Faculty Fellow, Bailey College of Engineering and Technology; stipend \$8,000 per academic year; for the 2024-2025 academic year.

David Polizzi; Professor, School of Criminology and Security Studies; salary compression adjustment from \$89,258 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Heather Roberts; Senior Instructor, Department of English; salary compression adjustment from \$51,972 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Bridget Roberts-Pittman; Professor, Department of Applied Clinical and Educational Sciences; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

Elsun Seung; Professor, Department of Chemistry and Physics; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Jessica Singleton; Instructor, Department of English; salary compression adjustment from \$44,850 to \$46,575 per academic year; prorated from the effective date of January 1, 2025.

Barbara Skinner; Professor, Department of History; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Steven Stofferahn; Professor, Department of History; salary compression adjustment from \$88,470 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Jeffery Stone; Professor, Department of Earth and Environmental Systems; salary compression adjustment from \$85,097 to \$88,734 per academic year; prorated from the effective date of January 1, 2025.

Ryan Van Hovel; Associate Professor, Department of Chemistry and Physics; salary compression adjustment from \$73,457 to \$75,927 per academic year; prorated from the effective date of January 1, 2025.

Kevin Ward; Senior Instructor, Department of Communication; salary compression adjustment from \$50,189 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Yana Weinstein; Senior Instructor, School of Music; salary compression adjustment from \$50,661 to \$51,750 per academic year; prorated from the effective date of January 1, 2025.

Maggie Wheeler; Senior Instructor, Department of English; salary compression adjustment from \$50,356 to \$52,785 per academic year; prorated from the effective date of January 1, 2025.

Keri Yousif; Professor, Department of Languages, Department of Literatures, and Linguistics; salary compression adjustment from \$90,473 to \$90,868 per academic year; prorated from the effective date of January 1, 2025.

### **Emeriti**

Alan Czyzewski; Professor, Department of Accounting, Finance, Insurance and Risk Management; effective December 1, 2024.

Bassou El Mansour; Professor, Department of Management, Information Systems and Business Education; effective May 31, 2025.

DeVere Woods; Professor, School of Criminology and Security Studies; effective December 31, 2024.

### **Retirements**

Alan Czyzewski; Professor, Department of Accounting, Finance, Insurance and Risk Management; effective December 1, 2024.

Bassou El Mansour; Professor, Department of Management, Information Systems and Business Education; effective May 31, 2025.

DeVere Woods; Professor, School of Criminology and Security Studies; effective December 31, 2024.

### **Separations**

Christopher Colbert; Instructor, Department of Aviation Technology; effective December 31, 2024.

Mindy Johnson; Associate Professor, Department of Communication; effective May 31, 2025.

Miriam Mattsey; Senior Instructor, Department of English; effective December 31, 2024.

## 4f Other Personnel

### EXEMPT

#### Appointments

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Baldwin, Tyson	Syc Ath Fund Dir/Assc Dir Ath	Advancement	\$85,000	November 4, 2024
Burks, Antoine	Project Success Prog Coord	University Student Success & Advisi	\$50,000	January 6, 2025
Ghogle, Eileen	Therapist	Student Counseling Center	\$55,000	January 13, 2025
Lux, John	General Counsel	Office of General Counsel	\$215,000	January 2, 2025
Nyx, Kiran	Therapist	Student Counseling Center	\$55,000	January 13, 2025
Stevens, Maribeth	VP Enrollment Management	VP Enrollment Management Office	\$200,000	November 25, 2024
Xu, Mengqin	Therapist	Student Counseling Center	\$55,000	January 21, 2025

#### Promotions / Transfers

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Barley, Kristi	Ctr for Education Abroad Dir	Center for Education Abroad	\$70,000	January 2, 2025
Byrne, Oakley	Grant Writer and Project Coord	Dean, College of Education	\$56,316	January 18, 2025
Duby, Katelunn	New Student Programs Director	New Student Transition Programs	\$80,730	December 1, 2024
Fagg, Kelsey	Development Director	Advancement	\$75,000	February 1, 2025
Feldhake, Sydney	Project Success Prog Coord	University Student Success & Advisi	\$50,000	January 6, 2025
Ford, Colin	Business Analyst for CRM	Office of Information Technology	\$54,000	January 18, 2025

#### Title Changes

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Reed, Tiffany	Asst VP for Student Affairs	African American Cultural Center	October 1, 2024

#### Stipends

##### New

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Monthly Salary</b>	<b>Date</b>
Ell, Jared	Sti Additional Duties	Dean, College of Business	\$2,500	December 1, 2024
Fagg, Kelsey	Sti Additional Duties	Admissions and High Schl Relations	\$1,000	September 23, 2024

##### End

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Monthly Salary</b>	<b>Date</b>
Fagg, Kelsey	Sti Additional Duties	Admissions and High Schl Relations	\$1,000	January 31, 2025

### **Changes in Status / Pay Rate**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Clark, Frederick	Hulman Center Events Srvs Dir	Hulman Center	\$103,811	October 1, 2024
Guoli, Timothy	Therapist	Student Counseling Center	\$61,305	November 1, 2024
Weitkamp, Terena	Therapist	Student Counseling Center	\$55,436	November 1, 2024

### **Retirements**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Corbin, Pamela	Associate Bursar	Assoc VP University Controller	January 31, 2025
Guell, Susan	Assistant Payroll Director	Budget, Payroll & Risk Mgt	January 2, 2025
McGrew, Christopher	Ctr Global Engagement Director	Center for Education Abroad	December 2, 2024

### **Separations**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Angermeier, Alison	Financial Analyst - Budget	Assoc VP University Controller	January 31, 2025
Denbo, Ethan	Network Engineer I	Telecommunications	January 31, 2025
Drew, Brooke	Anthrop Col Mgr- NAGPRA Coord	Earth & Environmental Systems	January 31, 2025
Guoli, Timothy	Therapist	Student Counseling Center	January 3, 2025
Rodgers, Michael	Web Application Server Admin	Office of Information Technology	January 3, 2025
Thompson-Mills, Joyce	Exec Dir Legal Services	Office of General Counsel	January 31, 2025

## **ATHLETICS**

### **Appointments**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Banks, Jalen	Asst Coach, Football	Athletics-Football	\$43,000	January 6, 2025
Bear, John	Asst Coach, Football	Athletics-Football	\$94,789	January 6, 2025
Overton, Jordan	Asst Coach, Football	Athletics-Football	\$43,000	January 14, 2025

## Separations

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Augustus, Kenneth	Asst Coach, Football	Athletics-Football	December 31, 2024
Bath, Michael	Asst Coach, Football	Athletics-Football	December 31, 2024
Coffer, Collin	Asst Coach, Football	Athletics-Football	December 31, 2024
Cox, Adam	Asst Coach, Football	Athletics-Football	January 6, 2025
Mitchell, Alex	Asst Coach, Football	Athletics-Football	December 31, 2024
Simmonds, Michael	Asst Coach, Football	Athletics-Football	February 3, 2025

## **NON-EXEMPT PROFESSIONAL**

### Appointments

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Coleman, Ava	Residential Life Area Coord	Residential Life Programming	\$21.71	January 6, 2025
Epple, Shayla	Assistant Registrar - Rec Mgmt	Office of the Registrar	\$21.75	January 13, 2025
Lopez Dunn, Ryan	Info Tech Sec Cons Trainee-RR	Office of Information Technology	\$21.63	November 18, 2024
Shu, Ma Ka	Info Ctr Consultant Trainee RR	Office of Information Technology	\$18.71	November 10, 2024

### Promotions / Transfers

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Green, Cierra	Senior Admissions Counselor	Admissions and High Schl Relations	\$22.50	November 9, 2024
Jedlicka, Virginia	Res Life Area Coordinator	Residential Life Programming	\$21.85	January 4, 2025
Swearingen, Andrew	Budget Manager	Budget, Payroll & Risk Mgt	\$25.65	January 4, 2025

### Out-of-Class Pay

End

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Trump, Jackie	Residential Life Area Coord	Residential Life Programming	\$22.48	January 4, 2025

## **ATHLETICS**

### Separations

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Dean, Hailey	Ath Mkt and Sponsorship Coord	Athletics-Administration	December 16, 2024

Granger, Isaac

Athletic Fac/Oper  
Manager

Athletic Operations

December 16, 2024

**NON-EXEMPT**

**Appointments**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Bell, Caleb	Lead Events Setup Technician	HMSU-Operations	\$13.94	December 7, 2024
Bunting, Kassidy	Fin Aid Processing Spec	Student Financial Aid	\$15.30	January 13, 2025
Chatham, Aaron	Grounds Equipment Operator	Grounds	\$13.94	January 6, 2025
Cooper, Jasmine	Custodian I	Custodians	\$13.52	November 4, 2024
Evans, Claire	Early Childhood Asst Teacher	Early Childhood Education Center	\$15.30	November 25, 2024
Foster, Brach	Administrative Assistant I	Residential Life Programming	\$15.30	January 6, 2025
Fountain, Patrick	Parking Services Assistant	Public Safety Department	\$15.30	January 22, 2025
Gard, Tina	Administrative Assistant III	Dean, College Health & Human Svcs	\$17.64	January 21, 2025
May, Amanda	Custodial Supervisor	Sycamore Housing	\$16.39	January 6, 2025
Nelson, Chelsea	Custodian I	Custodians	\$13.52	December 2, 2024
Pula, Amy	Early Childhood Ed Ctr Teacher	Early Childhood Education Center	\$17.64	January 21, 2025
Ray, Jeremy	Steam Plant Mechanic	Power Plant	\$18.71	November 11, 2024
Thomas, Marlana	Early Childhood Asst Teacher	Early Childhood Education Center	\$15.30	November 9, 2024

**Promotions / Transfers**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Brand, Brittany	Student Services Assistant III	IU School of Medicine-Terre Haute	\$19.11	November 23, 2024
Ellis, Lois	Dean's Assistant	Dean, College of Engineering & Tech	\$21.72	December 7, 2024
Hallett, Kelly	Steam Plant Mechanic	Power Plant	\$21.48	November 9, 2024
Sirois, Thomas	Equipment Operation Supervisor	Grounds	\$18.97	December 7, 2024
Sloan, Aaron	Patrol Captain	Public Safety Department	\$37.69	December 21, 2024

**Out-of-Class Pay**

**New**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Barabas, Robert	Lead Events Setup Technician	HMSU-Operations	\$15.87	November 9, 2024
Heath-Lynch, Caroline	Permanent Art Collection Asst	Library Services	\$19.52	August 3, 2024



End

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Dean, Carmen	Events Specialist	Conference Activities	\$18.26	November 9, 2024

**Changes in Status / Pay Rate**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Kincaid, Jarred	Steam Plant Systems Operator	Power Plant	\$21.18	December 7, 2024
Orth, Cassidy	Facility Operations Asst - SRC	Student Rec Center	\$16.88	November 9, 2024
Pruiett, Cody	Steam Plant Systems Operator	Power Plant	\$19.45	December 7, 2024
Ray, Jeremy	Steam Plant Mechanic	Power Plant	\$20.71	December 7, 2024

**Retirements**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Doan, Gregory	Carpenter	Crafts	January 2, 2025
Mitchell, Brent	Steam Plant Systems Operator	Power Plant	January 7, 2025
Procarione, Catherine	Accounting and Auditing Assc	Assoc VP University Controller	December 20, 2024
Pusich, John	Sr Maintenance Mechanic - HMSU	HMSU-Operations	January 2, 2025
Welker, Bradley	Electrician - Special Systems	Electrical	May 2, 2025

**Separations**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Date</b>
Barnes, Paul	Police Officer	Public Safety Department	January 29, 2025
Cooper, Jasmine	Custodian I	Custodians	November 4, 2024
Downing, Alex	Police Officer	Public Safety Department	December 12, 2024
Jones, James	Custodian I	Custodians	December 12, 2024
Parmer, Daniel	Police Captain Invest&Spec Svc	Public Safety Department	January 31, 2025
Smith, Jade	Early Childhood Asst Teacher	Early Childhood Education Center	November 8, 2024
Snodgrass, Travis	Grounds Technician	Grounds	January 10, 2025

## 4g Grants and Contracts

1. Indiana Arts Commission, Fund No. 549576, Proposal 25-031  
An agreement in the amount of \$8,250.00 has been received from State of Indiana – Indiana Arts Commission for the project entitled, “Indiana State University – Community School of the Arts,” under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period August 01, 2024, through December 20, 2024.
2. Ball State University, Fund No. 549595, Proposal No. 25-046  
A sub agreement under Commission for Higher Education of the State of Indiana in the amount of \$14,000.00 has been received from Ball State University for the project entitled, “Perkins V Leadership – Workplace Specialist I Training Program,” under the direction of Jim Smallwood, Dean’s Office – Bailey College of Engineering and Technology, for the period July 1, 2024 through June 30, 2025.
3. Indiana University, Fund No. 549591, Proposal No. 25-044  
Additional appropriations in the amount of \$45,442.00 have been received from Indiana University for the project entitled, “BSW/MSW Child Welfare Education” under the direction of Robin Nering, Department of Social Work, for the period July 1, 2024, through June 30, 2025.
4. Community-Engaged Alliance, Fund No. 549592, Proposal No. 25-043  
A sub agreement under AmeriCorps in the amount of \$5,000.00 has been received from Community-Engaged Alliance for the project entitled, “Martin Luther King Jr. Day,” under the direction of Alex Whitmore, Center for Community Engagement, for the period November 22, 2024, through January 27, 2025.
5. Lilly Endowment Inc., Fund No. 549593, Proposal 25-023  
An agreement in the amount of \$135,500 has been received from Lilly Endowment Inc. for the project entitled, “Extending Teacher Creativity 2025: A Summer Workshop for Teacher Creativity Fellows,” under the direction of Susan Powers, VP and Provost Office, for the period November 1, 2024, through September 30, 2025.
6. The Coeur D’ Alene Tribe, Fund No. 549596, Proposal 25-003  
An agreement in the amount of \$169,024.00 has been received from The Coeur D’ Alene Tribe for the project entitled, “A Collaboration on a Comprehensive Coring Study of Coeur D’ Alene Lake,” under the direction of Jeffery Stone, Department of Earth and Environmental Systems, for the period September 1, 2024, through August 31, 2027.
7. United Way of the Wabash Valley, Fund No. 549489, Proposal No. 21-098  
Reduced appropriations from a sub agreement under U.S. Health Resources and Services Administration (HRSA) in the amount of \$26,000.00 have been received from United Way of the Wabash Valley for the project entitled, “Rural Communities Opioid Response Program-Psychostimulant Support,” under the direction of Lauren Baines, Department of Student Health Promotion, for the period September 1, 2022, through August 31, 2025.

## 4h Agreements

<b>Signed Contracts 11/16/24 - 1/31/25</b>		
<b>Document Title</b>	<b>Document type</b>	<b>Signature date</b>
CODA	Affiliation Agreement	11/18/24
MDI Mount Desert Island Hospitals (Maine)	Affiliation Agreement	11/19/24
Hickory Recovery Network	Affiliation Agreement	11/19/24
Delta Health	Memorandum of Understanding (MOU)	11/20/24
Santiam Hospitals & Clinics	Memorandum of Understanding (MOU)	11/21/24
Hamilton Center - 2024	Affiliation Agreement	11/21/24
Byron CUSD# 226	Affiliation Agreement	11/22/24
Vital Care	Memorandum of Understanding (MOU)	11/25/24
Hamilton Southeastern Schools	Affiliation Agreement	11/25/24
2024 Reading Summit Presenter - Judi Dodson	Speaker Agreement	11/25/24
Reach Services 2024	Affiliation Agreement	11/26/24
Carilion Clinic	Memorandum of Understanding (MOU)	12/01/24
Minnesota Oncology 2024	Affiliation Agreement	12/02/24
Boys and Girls Club	Affiliation Agreement	12/03/24
Irving Independent School District	Affiliation Agreement	12/04/24
Eastern Illinois University 2025	Affiliation Agreement	12/10/24
Whidbey Health	Memorandum of Understanding (MOU)	12/12/24
Fulton County Schools	Affiliation Agreement	12/16/24
Coeur D' Alene MOU	Memorandum of Understanding (MOU)	12/19/24
Premier Family Medical	Memorandum of Understanding (MOU)	12/20/24
Allina Health Systems	Memorandum of Understanding (MOU)	01/01/25

The Caroline Kline Galland Home	Memorandum of Understanding (MOU)	01/02/25
Frazier Rehab 2025	Affiliation Agreement	01/02/25
Joe's Kids 2025	Affiliation Agreement	01/02/25
Witham Health Services	Memorandum of Understanding (MOU)	01/06/25
Elbert Memorial Hospital	Memorandum of Understanding (MOU)	01/07/25
Cornerstone Support Services	Affiliation Agreement	01/07/25
Midwest Ortho 2025	Affiliation Agreement	01/07/25
Baylor Orthopedic and Spine	Memorandum of Understanding (MOU)	01/08/25
Clark County Nevada 2025	Affiliation Agreement	01/09/25
Powerback Rehabilitation	Affiliation Agreement	01/16/25
Rush Oak Brook Surgery Center	Affiliation Agreement	01/23/25
DePauw University 2025	Affiliation Agreement	01/23/25
Intermountain Healthcare	Memorandum of Understanding (MOU)	01/24/25
Kendall Pointe Surgery Center	Affiliation Agreement	01/27/25
InLine Physical Therapy	Affiliation Agreement	01/28/25
Sarah Bush Lincoln 2025	Affiliation Agreement	01/29/25

## **4i Appointment of Nominating Committee by Board Chair**

The Board of Trustees Nominating Committee will be appointed by the Board Chair to nominate a slate of officers for 2025-2026 for the Board's consideration. The slate will include nominees for the roles of chair, vice chair, secretary, and assistant secretary.

## 4j Board Representation at University Events

### **Events Requiring Board Representation**

April 17, 2025	Faculty Recognition Banquet
May 9, 2025	Board of Trustees Meeting
May 10, 2025	Spring Commencement

### **Optional Events**

April 6, 2025	Sycamore Leadership Awards
April 6, 2025	Honors College Banquet

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

## 4k In Memoriam

### **IN MEMORIAM: Dr. Sherwin Baer**

WHEREAS, Dr. Sherwin Baer, a retired Professor from the Department of Communication Disorders of Indiana State University, died on the 24th day of January two thousand and twenty-five; and

WHEREAS, Dr. Sherwin Baer, had given loyal and devoted service to Indiana State University for 25 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: Dr. Thomas Cadwallader**

WHEREAS, Dr. Thomas Cadwallader, a retired Professor from the Department of Psychology of Indiana State University, died on the 16th day of January two thousand and twenty-five; and

WHEREAS, Dr. Thomas Cadwallader, had given loyal and devoted service to Indiana State University for 36 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

### **IN MEMORIAM: Dr. Richard Dowell**

WHEREAS, Dr. Richard Dowell, a retired Professor from the Department of English of Indiana State University, died on the 24th day of January two thousand and twenty-five; and

WHEREAS, Dr. Richard Dowell, had given loyal and devoted service to Indiana State University for 30 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: Mr. Riger Vicroy**

WHEREAS, Mr. Roger Vicroy, a retired Professor from the Department of Manufacturing & Construction Technology of Indiana State University, died on the 23rd day of October two thousand and twenty-four; and

WHEREAS, Mr. Roger Vicroy, had given loyal and devoted service to Indiana State University for 30 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.



## 5 Old Business

No old business to report.