



# Indiana State University

Board of Trustees Agenda Meeting

October 10, 2025

State Room, Tirey Hall



## Board of Trustees Agenda October 10, 2025

### Meeting Agenda

#### 1. Call Meeting to Order

Call Meeting to Order Board 4  
Chairperson John Pratt

#### 2. Remarks

Faculty Senate Chairperson  
Dr. Liz Brown

Staff Council Chairperson  
Roxanne Torrence

Student Government Association President Chase  
Witsman

President of the University  
Dr. Mike Godard

Chairperson of the ISU Board of Trustees John Pratt

#### 3. New Business

3a Minutes of the July 25, 2025, Meeting and Approval 5  
Certification of Executive Session  
Board Chairperson John Pratt

3b New Undergraduate Program BS in Early Childhood Education Approval 6  
Provost and VP of Academic Affairs Chris Olsen

3c Conflict of Interest Disclosure Statements General Counsel J.D. Lux Approval 8

3d Retirement Benefits Modification Approval 10  
VP Seth Hinshaw

#### 4. Items for the Information of the Trustees

4a University Investments 12

4b Financial Report 16

4c Purchasing Report 19

4d Vendor Report 20

4e Faculty Personnel 21

4f Other Personnel 29

4g Grants and Contracts	42
4h Agreements	43
4i Board Representation at University Events	46
4j In Memoriam	47
5. Old Business	
6. Adjournment	

## 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  
Christian Roembke  
Troy Woodruff

### 3a Minutes of the July 25, 2025, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 12:15 p.m. on Thursday, July 25, 2025.

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, 2025 at 1:45 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, 2025 Meeting and Certification of Executive Session.

## 3b New Undergraduate Program: BS in Early Childhood Education

**Date Prepared:** September 8, 2025  
**From:** Faculty Senate  
**Prepared by:** Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Christopher Olsen, Provost and Vice President Academic Affairs  
**Presented at:** October 10, 2025  
**Subject:** New Undergraduate Program: B.S. in Early Childhood Education  
**Disposition:** Item is for **Action**

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### **Objective:**

The Early Childhood Education (ECE) program (PK-3) prepares individuals to support the growth and development of young children from birth to age eight. The program covers essential areas such as curriculum design, child development, classroom management, and family engagement. Graduates are equipped to foster children's cognitive, language/communication, social, emotional, and physical development, while incorporating STEAM concepts and evidence-based reading strategies to inspire curiosity, innovation, and literacy skills.

The 60-credit hour program addresses several key problems:

1. **Quality Early Learning Gaps:** There is a need for highly trained educators who can provide high-quality, developmentally appropriate learning experiences to young children, ensuring they receive the foundational skills necessary for future academic and personal success.
2. **Literacy Development:** Many children enter school with varying levels of literacy skills. The program aims to address these disparities by incorporating the Science of Reading to equip educators with effective strategies for teaching reading and language skills from an early age.
3. **Diverse Needs:** Children come from diverse backgrounds and have unique learning needs. The program focuses on preparing educators to implement inclusive practices and engage with families and communities to support all children effectively.
4. **Holistic Development:** Traditional education methods may not fully address the interconnectedness of cognitive, social, emotional, and physical development. The ECE program integrates STEAM principles to provide a well-rounded education that supports all aspects of a child's growth.
5. **Workforce Preparedness:** There is a demand for well-prepared, professional early childhood educators. The program addresses this by providing rigorous training, practical experience, and a strong ethical framework to ensure graduates are ready to meet the field's demands. By tackling these issues, the ECE program aims to improve early childhood education quality, support diverse learners, and contribute to better long-term outcomes for children.

### **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 from the Elementary Education major and the Early Childhood Education 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 2026.

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

No concerns

**Management Recommendation:** Approval.

## 3c Acceptance of Annual Conflict of Interest Disclosure Statements

**Date Prepared:** September 12, 2025  
**From:** Michael Godard, President  
**Prepared by:** J.D. Lux, General Counsel  
**Presented by:** J.D. Lux, General Counsel  
**Presented at:** October 10, 2025, Meeting of the Board of Trustees  
**Subject:** Acceptance of Annual Conflict of Interest Disclosure Statements  
**Disposition:** **For Action**

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### **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 2025 meeting.**

Troy Woodruff has a minority, non-controlling ownership interest in Active Nutrition & Supplements (ANS). Indiana State Athletics has entered into a sponsorship agreement with ANS. Mr. Woodruff will refrain from any oversight or involvement in any dealings between the University and ANS. Any exchange of goods and /or services will be monitored and approved by the Athletics Department. Mr. Woodruff will refrain from discussing or voting on any ANS business with Indiana State.

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 Smiths 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, Mr. 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.

### 3d Policy 550 University Retirement

**Date Prepared:** October 3, 2025  
**From:** Dr. Mike Godard, President  
**Prepared by:** Seth Hinshaw, Vice President Finance & Administration/Treasurer  
**Presented by:** Seth Hinshaw, Vice President Finance & Administration/Treasurer  
**Presented at:** October 10, 2025  
**Subject:** Policy 550 University Retirement  
**Disposition:** Item is for **Action**

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#### **Objective:**

To update [Policy 550 University Retirement](#) and modify certain eligibility criteria.

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

Policy 550 governing University Retirements was last updated on February 18, 2022 with changes to retirement age, implementing a rule of 85, and creating a health benefit bridge to incentivize early retirement for those at least age 60 and not eligible for the full post-retirement benefit. Prior to that date, the last significant revision was May 13, 2013 with the addition of a ten-year retirement option with limited benefits.

For employees hired prior to January 1, 2005, with 20 continuous years of participation in the University health plan, a subsidized post-retirement health plan is available at age 65. From the date of early retirement to age 65, the retiree remains on the University health plan with the retiree continuing to pay the employee share of premiums. The University share is charged to the Voluntary Employment Benefit Association (VEBA) Trust.

For employees hired prior to March 1, 2022, with 20 continuous years of participation in the University health plan, at least age 60 and not eligible for the post-retirement health coverage, a “bridge” health plan is available until the age of 65. The bridge addresses one of the main concerns of faculty and staff that limit early retirements - health coverage. This allows individuals who do not meet the eligibility for full post-retirement benefits to remain on the University health plan until age 65 by providing an incentive for early retirement. The University share is charged to the Voluntary Employment Benefit Association (VEBA) Trust.

Effective January 1, 2026, The University will implement a \$200 spousal surcharge for any working spouse who participates in the University health plan while being eligible for a separate employer sponsored health benefit. The purpose of this surcharge is to incentivize employee spouses to enroll in their employer’s sponsored health plan instead of the University’s health plan. However, this incentive conflicts with both university-sponsored post-retirement health benefits. To address this conflict, Policy 550 must be modified to allow for spouses who leave the University’s health plan due to the surcharge, to resume participation at the time of the employee’s retirement.

#### **Funding Source:**

The actuarial projected cost of this policy change will be absorbed by the VEBA Trust, created in 1998 by the University for the payment of post-retirement employee benefits for those meeting certain eligibility requirements.

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

The University anticipates beginning open enrollment for the 2026 benefit year in the fall of 2025. Without this policy change, the actuarially estimated impact of the spousal surcharge will be muted, thus undermining the plan change and desired savings. Proposed modifications also serve as a budget management tool to continue encouraging early retirement of faculty and staff who meet certain eligibility criteria. For this reason, we are recommending action at the October 10, 2025 meeting to allow for a January 1, 2026 effective date in order that eligible employees may make an informed decision during 2026 open enrollment.

#### **Management Recommendation:**

The administration recommends approval by the Board to amend Policy 550 University Retirement.

## **Proposed Modifications to Policy 550 University Retirement:**

### **550.3.2.2 Post-Retirement Health Coverage.**

**550.3.2.2.1 Subsidized by Indiana State University.** Post-retirement health coverage will be subsidized by the University if the eligible employee was enrolled on the University Health Plan prior to January 1, 2005, is enrolled at the time of retirement, and has been enrolled on the University Health Plan for a minimum of 20 consecutive years. The spouse of the eligible employee can be covered if the spouse has also been enrolled on the University Health Plan for a minimum of 20 consecutive years or is reinstated under Policy 550.3.2.2.4.

**550.3.2.2.2 Health Benefits "Bridge".** A health benefits "bridge" is available to employees at the age of 60 or older with at least 20 years of consecutive service and enrolled for a minimum of 20 consecutive years in the University Health Plan who are not eligible for the post-retirement subsidized health coverage (see 550.3.2.2.1). The spouse of the eligible employee can be covered if the spouse has also been enrolled on the University Health Plan for a minimum of 20 consecutive years or is reinstated under Policy 550.3.2.2.4. Employee must be hired prior to March 1, 2022. Eligible employees for the bridge program can remain on the University Health Plan by paying the employee share of the premium until age 65.

**550.3.2.2.3 No Subsidy by Indiana State University.** Employees not eligible to retain the University's post-retirement health coverage under the retirement severance plan (see 550.3.2.2.1) but are enrolled in the University Health Plan and retire on or after age 65 may buy into the post-retirement coverage by paying the entire premium. A spouse may also buy into the post-retirement health coverage if, at the time the retirement is effective, the spouse is age 65 or older. There are no dental benefits with this buy-in plan.

**550.3.2.2.4 Reinstatement of Previously Enrolled Working Spouses.** A spouse who was enrolled in the University health plan prior to the implementation of the working spousal surcharge (January 1, 2026), and who left the plan solely to access their employer-sponsored health coverage, may be reinstated to the plan at the time of the employee's retirement if:

- The employee maintains uninterrupted enrollment in the University health plan from the date of the spousal carve-out through retirement; and
- The spouse meets all other applicable eligibility requirements under Sections 550.3.2.2.1 or 550.3.2.2.2.

## 4a University Investments

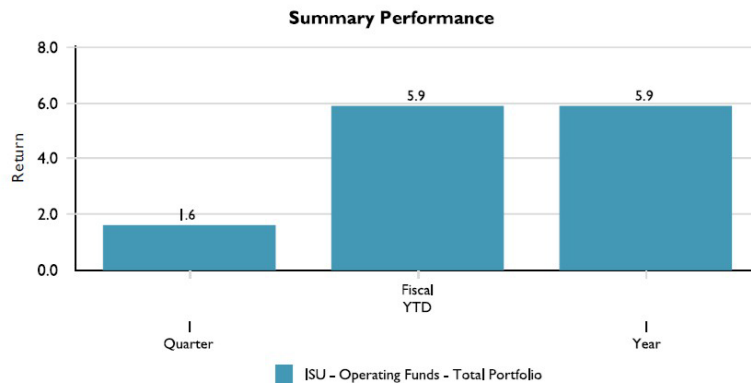
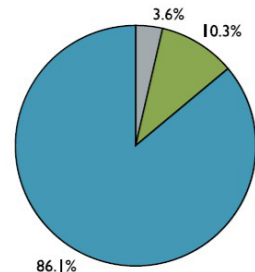
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending June 30, 2025.

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

As of June 30, 2025

Investment Managers	Market Value
First Financial Cash	\$528,353
First Financial Active Cash	\$3,637,330
Old National Intermediate	\$11,958,017
Reams Asset Management Core	\$33,291,276
Loomis Sayles Core Plus	\$52,577,604
Reams Unconstrained	\$13,804,466
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$115,797,047</b>

Tier Distribution of Total Portfolio



### Asset Allocation by Tier

June 30, 2025			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$528,353	0.5%	\$10mm - \$25mm
First Financial Active Cash	\$3,637,330	3.1%	
	\$4,165,683	3.6%	
Tier II			
Old National Intermediate	\$11,958,017	10.3%	\$10mm - \$15mm
	\$11,958,017	10.3%	
Tier III			
Reams Asset Management Core	\$33,291,276	28.7%	Remaining Balance
Loomis Sayles Core Plus	\$52,577,604	45.4%	
Reams Unconstrained	\$13,804,466	11.9%	
	\$99,673,347	86.1%	
	\$115,797,047	100.0%	

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

As of June 30, 2025

Last I Quarter				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$122,430,675</b>	<b>-\$8,625,005</b>	<b>\$1,991,376</b>	<b>\$115,797,047</b>
Tier I	\$5,577,321	-\$1,502,166	\$90,528	\$4,165,683
First Financial Cash	\$986,748	-\$500,383	\$41,988	\$528,353
First Financial Active Cash	\$4,590,573	-\$1,001,783	\$48,540	\$3,637,330
Tier II	\$12,750,248	-\$1,007,455	\$215,224	\$11,958,017
Old National Intermediate	\$12,750,248	-\$1,007,455	\$215,224	\$11,958,017
Tier III	\$104,103,106	-\$6,115,383	\$1,685,624	\$99,673,347
Reams Asset Management Core	\$35,307,950	-\$2,428,283	\$411,610	\$33,291,276
Loomis Sayles Core Plus	\$55,438,759	-\$3,673,744	\$812,589	\$52,577,604
Reams Unconstrained	\$13,356,397	-\$13,356	\$461,425	\$13,804,466

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>-\$17,947,716</b>	<b>\$7,465,189</b>	<b>\$115,797,047</b>
Tier I	\$12,253,540	-\$8,515,427	\$427,570	\$4,165,683
First Financial Cash	\$5,253,119	-\$4,877,240	\$152,474	\$528,353
First Financial Active Cash	\$7,000,421	-\$3,638,187	\$275,096	\$3,637,330
Tier II	\$14,250,701	-\$3,132,659	\$839,976	\$11,958,017
Old National Intermediate	\$14,250,701	-\$3,132,659	\$839,976	\$11,958,017
Tier III	\$99,775,333	-\$6,299,630	\$6,197,644	\$99,673,347
Reams Asset Management Core	\$34,586,807	-\$3,293,816	\$1,998,285	\$33,291,276
Loomis Sayles Core Plus	\$54,632,972	-\$5,059,291	\$3,003,923	\$52,577,604
Reams Unconstrained	\$10,555,554	\$2,053,476	\$1,195,436	\$13,804,466

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

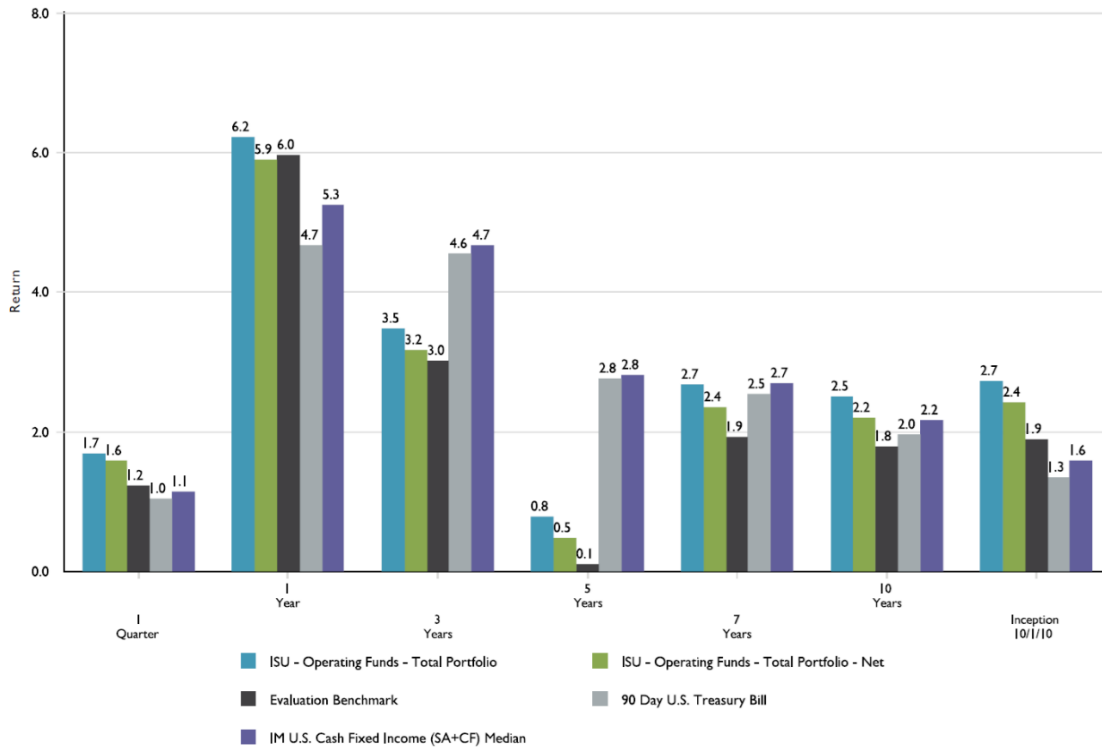
As of June 30, 2025

	Performance (%)								
	I 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>1.68</b>	<b>3.74</b>	<b>6.23</b>	<b>3.48</b>	<b>0.78</b>	<b>2.67</b>	<b>2.51</b>	<b>2.73</b>	<b>10/01/2010</b>
ISU - Operating Funds - Total Portfolio (Net)	1.59	3.57	5.91	3.17	0.48	2.36	2.20	2.42	
Evaluation Benchmark*	1.24	3.76	5.97	3.02	0.10	1.92	1.79	1.90	
<b>Tier I</b>	<b>1.07</b>	<b>2.13</b>	<b>4.65</b>	<b>4.38</b>	<b>2.61</b>	<b>2.46</b>	<b>1.95</b>	<b>1.45</b>	<b>10/01/2010</b>
First Financial Cash	1.04	2.09	4.58	4.48	2.76	2.49	1.99	1.43	10/01/2010
90 Day U.S. Treasury Bill	1.04	2.07	4.68	4.56	2.76	2.54	1.96	1.35	
First Financial Active Cash	1.07	2.14	4.65	4.28	2.47	2.47	1.93	1.51	10/01/2010
FTSE 1 Year Treasury OTR	0.97	2.10	4.99	4.07	2.17	2.39	1.87	1.38	
<b>Tier II</b>	<b>1.81</b>	<b>4.06</b>	<b>6.52</b>	<b>3.76</b>	<b>1.30</b>	<b>2.58</b>	<b>2.17</b>	<b>2.06</b>	<b>10/01/2010</b>
Old National Intermediate	1.81	4.06	6.52	3.41	0.64	2.45	2.12	2.22	10/01/2010
Bloomberg Intermed. U.S. Government/Credit	1.67	4.13	6.74	3.57	0.64	2.42	2.04	2.14	
<b>Tier III</b>	<b>1.69</b>	<b>3.81</b>	<b>6.30</b>	<b>3.32</b>	<b>0.40</b>	<b>2.85</b>	<b>2.75</b>	<b>3.30</b>	<b>10/01/2010</b>
Reams Asset Management Core	1.23	3.42	5.91	2.54	-0.16	2.84	2.58	2.91	10/01/2010
Bloomberg U.S. Aggregate Index	1.21	4.02	6.08	2.55	-0.73	1.77	1.76	2.15	
Loomis Sayles Core Plus	1.55	3.20	5.62	3.33	0.47	2.72	2.82	3.64	10/01/2010
Bloomberg U.S. Aggregate Index	1.21	4.02	6.08	2.55	-0.73	1.77	1.76	2.15	
Reams Unconstrained	3.35	7.18	9.76	-	-	-	-	7.23	06/01/2023
ICE BofA USD 3-Mo Dep Offer Rate Constant Maturity	1.08	2.16	4.93	4.68	2.84	2.70	2.17	5.22	
IM Other Global Fixed Income (SA+CF) Median	2.66	4.39	9.32	8.35	4.24	3.75	3.10	9.84	

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

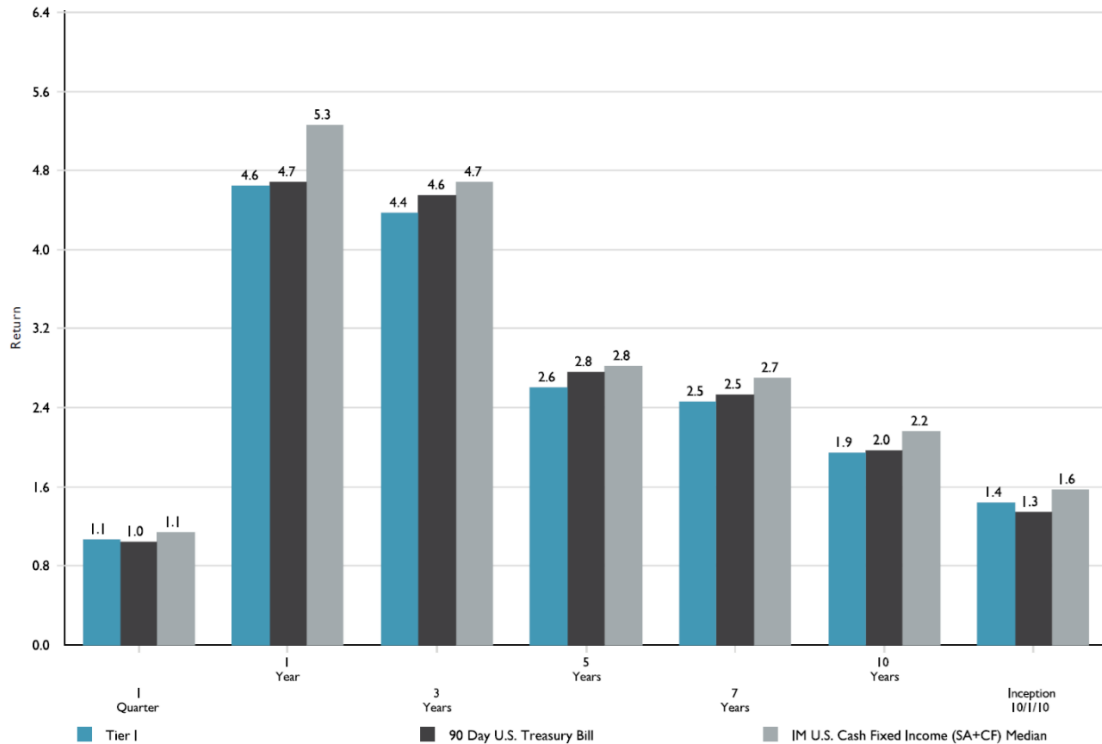
## Total Fund Performance - Annualized

As of June 30, 2025



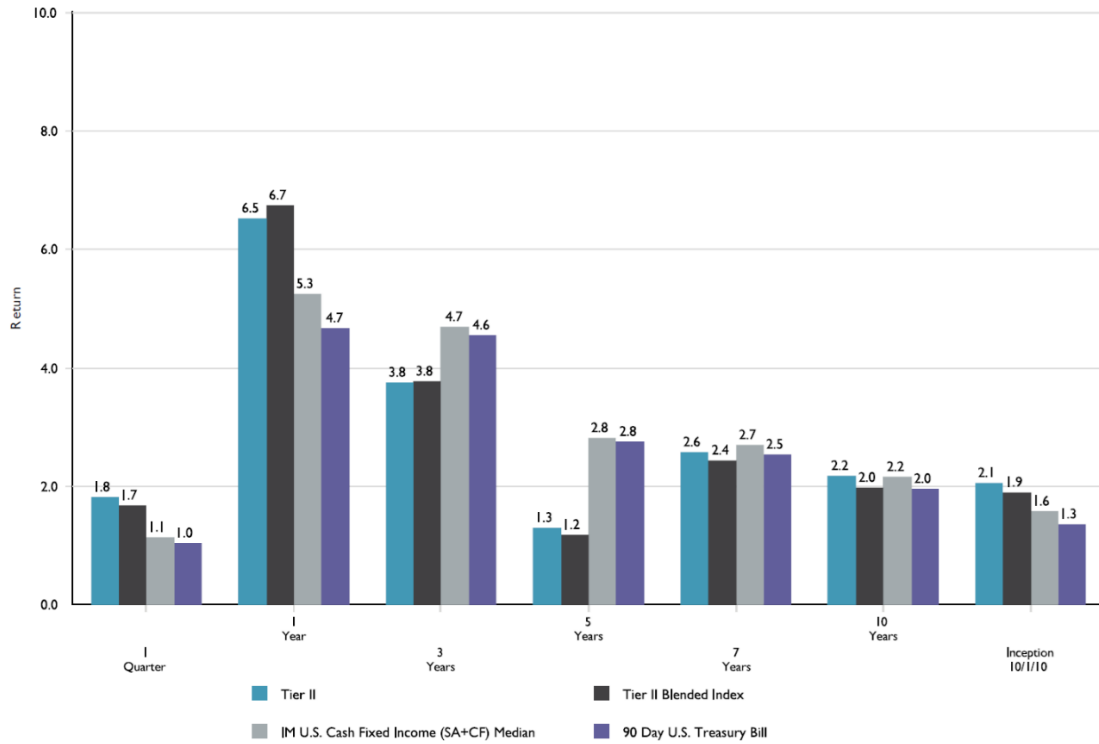
## Tier I Performance - Annualized

As of June 30, 2025



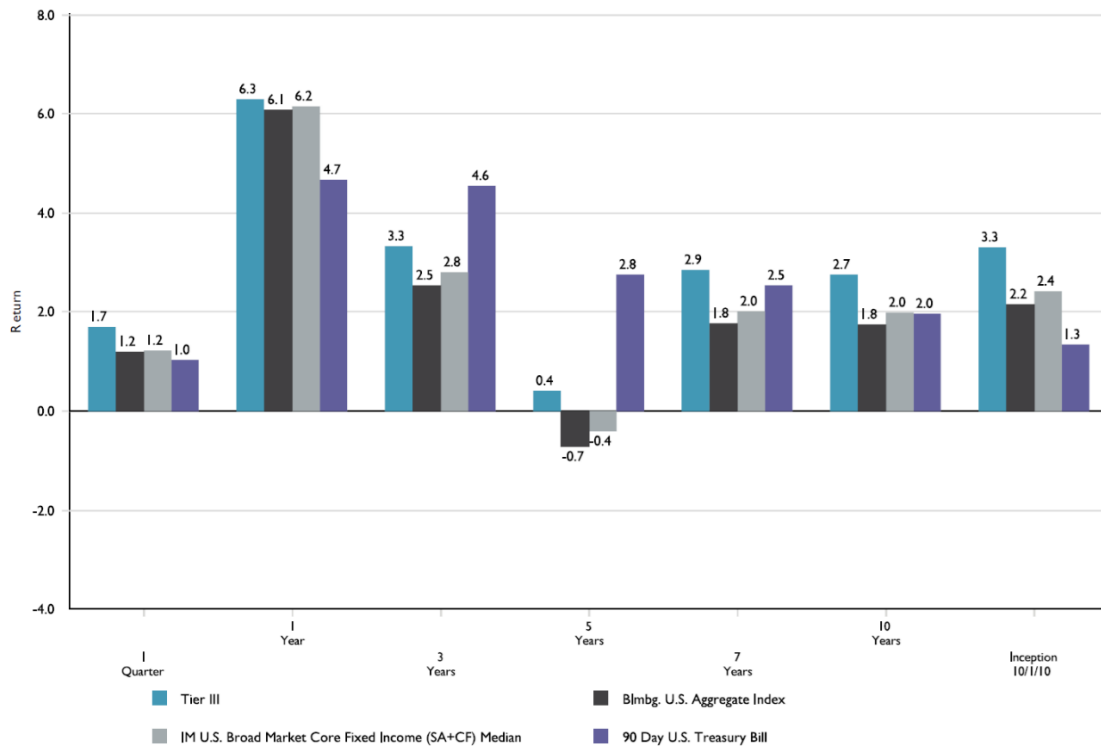
## Tier II Performance - Annualized

As of June 30, 2025



## Tier III Performance - Annualized

As of June 30, 2025



## 4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending June 30, 2025							
	2024-25 Base Budget	2024-25 Adjusted Budget	YTD through 6/30/25*	Percent of Adjusted Budget	2023-24 Adjusted Budget	YTD through 6/30/24*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 77,960,326	\$ 77,960,325	\$ 77,960,325	100.0%	\$ 76,926,913	\$ 76,926,912	100.0%
Debt Service Appropriation	11,062,732	11,062,733	11,062,733	100.0%	11,058,684	11,058,684	100.0%
Sub-Total State Appropriations	89,023,058	89,023,058	89,023,058		87,985,597	87,985,596	
Student Tuition	68,096,109	68,096,109	66,288,825	97.3%	66,316,500	67,428,438	101.7%
Other Fees and Charges	2,400,500	2,400,804	2,152,138	89.6%	1,751,701	1,617,091	92.3%
Other Income and Transfers	7,076,333	7,102,113	6,858,854	96.6%	6,726,403	6,439,780	95.7%
Program Fees	900,000	1,140,590	1,140,590	100.0%	1,250,173	1,250,173	100.0%
One-Time Funding Transfer					1,925,000	1,925,000	100.0%
<b>Total Budgeted Revenue</b>	\$ 167,496,000	\$ 167,762,674	\$ 165,463,465		\$ 165,955,374	\$ 166,646,078	
Encumbrances and Carryforward		8,664,829	8,664,829		9,638,069	9,638,069	
Reimbursements and Income Reappropriated From Other Sources		5,827,857	5,827,857		3,997,678	3,997,678	
<b>Total Revenues</b>	\$ 167,496,000	\$ 182,255,360	\$ 179,956,151	98.7%	\$ 179,591,121	\$ 180,281,825	100.4%
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 78,160,005	\$ 74,524,055	\$ 74,176,291	99.5%	\$ 73,304,975	\$ 72,658,298	99.1%
Fringe Benefits	22,892,689	22,798,926	22,796,068	100.0%	22,714,721	22,714,721	100.0%
Sub-Total Compensation	101,052,694	97,322,981	96,972,359	99.6%	96,019,696	95,373,019	99.3%
Departmental Expenses							
Supplies and Related Expenses	13,968,190	17,073,621	15,006,828	87.9%	20,695,381	15,149,572	73.2%
Repairs and Maintenance	5,557,140	7,387,740	7,309,342	98.9%	7,249,244	7,072,956	97.6%
Other Committed Expenses	1,721,539	2,735,072	2,735,072	100.0%	2,434,736	2,434,736	100.0%
Sub-Total Departmental Expenses	21,246,869	27,196,433	25,051,242	92.1%	30,379,361	24,657,264	81.2%
Utilities and Related Expenses	9,964,556	11,060,960	11,060,960	100.0%	10,276,172	10,276,172	100.0%
Capital Improvements	4,000,000	4,000,000	4,000,000	100.0%	3,489,638	3,489,638	100.0%
Student Scholarship and Fee Remissions	16,361,149	19,393,169	19,381,158	99.9%	19,949,638	19,921,077	99.9%
Academic Debt Service	11,670,732	11,652,120	11,652,120	100.0%	11,646,936	11,646,936	100.0%
Budgeted Reserve	2,300,000	-	-	0.0%	-	-	0.0%
Transfers Out and Program Fees	900,000	6,073,227	6,073,227	100.0%	4,996,621	4,996,621	100.0%
Reserve for Revenue Shortfall	-	3,257,261	-	0.0%	3,523,763	1,138,375	32.3%
<b>Total Expenditures</b>	\$ 167,496,000	\$ 179,956,151	\$ 174,191,066	96.8%	\$ 180,281,825	\$ 171,499,102	95.1%

### Revenues

#### State Operational Appropriation

State Operational Appropriation is above last year's amount by \$1,033,413.

#### Student Tuition

Fall Student Tuition of \$30.7 million is below budget by \$1.2 million. Spring tuition of \$28.4 million is below budget by \$0.3 million and Summer school of \$7.5 million is below budget by \$0.4 million. This shortfall of \$1.8 million was covered by the budgeted enrollment reserve.

#### Other Fees and Charges

Other Fees and Charges are above last year's amount by \$535,047. This reflects the increase of Distance Delivery fees that were recognized in the operating budget for fiscal year 2025.



#### Other Income and Transfers

Other Income and Transfers are above last year's amount by \$419,074. This represents an increase of investment income in the operating budget, increased transcript fees and reimbursed expenses.

#### Program Fees

Program fees decreased by \$109,583 due to reduced CHHS program fees from lower program enrollment.

#### 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 by \$1,830,179. This includes reimbursement of \$1,500,000 from housing reserves to provide funding for housing scholarships and additional funding from plant funds for Facilities Management projects.

### **Expenses**

#### Compensation

Total Compensation is above last year's total by \$1,599,340. Salaries and Wages are up \$1,517,993. This reflects a salary increase of 3.5% for fiscal year 2025. Benefits were up \$81,347 as increases in FICA and retirement benefits were offset by reduced retirement incentive pay.

#### Departmental Expenses

Total Departmental Expenses increased by \$393,978. Supplies and Related Expenses decreased by \$142,744 as reductions in search, marketing, credit card processing fees, and UAP Clinic expenses were partially offset with increased computer expenses. Repair and Maintenance expense increased \$236,386 due to building repairs cost and Other Committed expense increased by \$300,336 as a result of increased insurance rates.

#### Utilities and Related Expenses

Utilities and Related Expenses increased by \$784,788. This is due to increased water, sewage, and natural gas offset by reduced electrical costs.

#### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions decreased by \$0.5 million reflecting lower enrollment. The overall shortfall for scholarships was \$2.8 million which was covered by the Budget Reserve, a transfer from Housing reserves for freshmen housing awards, and other reversions.

#### Budgeted Reserve

The Budgeted Reserve of \$2.3 million was used to cover revenue shortfalls and scholarship overages.

#### Transfers Out and Program Fees

Transfer Out and Program Fees increased by \$1,076,606, reflecting a transfer for marketing support and external enrollment administration. This was funded from the reserve for one-time strategic expenditures.

#### Reserve for Revenue Shortfall

The Reserve for Revenue Shortfall ended the year at \$3,257,261. These funds will be carried forward into the 2026 fiscal year along with a carry-forward tax of \$1,991,115 for 2025 to fund the State withholding for 2026.

## 4c Purchasing Report

Purchase Order Activity for the Period April 1, 2025 through August 31, 2025			
<b>Purchases Over \$50,000</b>			
<b>Sole Sourced - Emergency Basis</b>			
Johnson Controls Fire Protection LP	P833083	Ansul Gas Fire Protection Agent, Cylinders and Labor to Install - Rankin Data Center	\$ 115,777.77
Nationwide Power Solutions Inc	P833082	Uninterruptable Power Supply (UPS) - APC 250KD Frame, including Installation - Rankin Data Center	\$ 107,174.63
<b>Sole Sourced - Compatibility with Existing Equipment</b>			
Trane U.S. Inc	P0094323	Trane Centrifugal Liquid Chiller Model # CVHF130 - Central Chilled Water Plant	\$ 1,047,299.00
Delta Cooling Towers Inc	P0094364	Cooling Tower Replacement - Student Recreation Center	\$ 81,232.16
<b>Sole Sourced - Other</b>			
Trane U.S. Inc			
<b>Compatibility of Service</b>	P0094400	Trane CenTraVac Renewal Service Program - Chillers	\$ 176,945.00
US Cloud LC			
<b>Features &amp; Item Unique to Manufacturer</b>	P0094736	Support services for Microsoft environment	\$ 52,020.00
Evapar Inc	P0094838	Generac Industrial Diesel Engine-driven Generator - Rankin Data Center. Includes Start-up, Testing & Training	\$ 91,885.00
<b>Exclusive Territory - Only Qualified Vendor Identified</b>			
<b>Lowest Bid that Met Specifications</b>			
CDW Government Inc	P0094690	Summer 2025 Bulk laptop purchase	\$ 226,731.50
Doyle	P0094852	Flight School Purchase of Aircraft - 1980 Cessna 152	\$ 97,000.00
Express Services Inc	P0094425	Temporary contracted labor for Facilities Grounds Maintenance	\$ 75,000.00
Manpower Incorporated	P0094482	Housing Facilities Operations - For on-call, as needed, temporary part-time help.	\$ 73,141.00

## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period April 1, 2025 to June 30, 2025 (Fiscal Year 2025) in excess of \$250,000:

Lyrasis	\$ 260,860	Library Electronic Database Subscriptions
Missouri Valley Conference	\$ 289,365	Officiating Fees, Annual Dues
CenterPoint Energy	\$ 306,282	Gas Utility Payments
Hoosier Aviation LLC	\$ 315,678	Airplane Fuel for Flight Academy
RJE Interiors Inc	\$ 344,217	Furniture Early Childcare Center and Other Miscellaneous Offices
Cornerstone Controls	\$ 818,269	Boiler Upgrades Central Heating Plant
Sycamore Insurance Assoc LLC	\$ 1,830,210	Broker for Insurance Companies, Manage General Liability; Auto Cyber & Foreign

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2025:

Clore Construction	\$ 255,000	Repairs to Student Recreation Center Pool
Barnes & Thornburg LLP	\$ 255,004	Legal Retainer & Services
Earl C Rodgers and Associates Inc	\$ 260,577	Renovation for Esports Jones Hall
Thermo Electron North America LLC	\$ 263,000	Scientific Equipment, Software for Laboratory, Laboratory Equipment
Elevate Technology Partners, LLC	\$ 263,880	Data Enterprise Storage
EAB Global Inc	\$ 271,487	Enrollment Solutions
arcDESIGN	\$ 282,125	Design Services for Early Childhood Education Center Renovation
Amazon	\$ 286,656	Miscellaneous Purchases
Instructure Inc	\$ 289,227	Canvas Learning Management System Service
Jen Spark dba Spark451 Inc	\$ 303,685	Predictive Modeling
Ebsco Subscription Services	\$ 338,058	Library Electronic Database Subscriptions
JWF Specialty Co.	\$ 352,406	Workers Compensation
Otis Elevator	\$ 361,030	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Turner Coaches Inc	\$ 362,931	Transportation for Athletic Teams and Other Student Activities
NCAA	\$ 364,719	Men's Basketball NIT Host payments
Metropolitan Life Insurance (HSA)	\$ 382,566	Health Savings Account
Bell Techlogix Inc	\$ 388,886	Microsoft Maintenance Licenses and Software
Freitag Weinhardt Inc	\$ 398,303	General HVAC & Plumbing Repairs
Sycamore Engineering Inc	\$ 399,976	Electrical Services Various Repairs & Small Projects
Pacesetter Sports	\$ 410,715	Athletic Uniforms, Footwear
Union Associated Physicians Clinic LLC	\$ 433,285	Student Health Center Services
Johnson Controls Fire Protection LP	\$ 467,256	Fire Alarm/Sprinkler Maintenance/Repairs
Ricoh USA Inc	\$ 468,986	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases
Nalco Company	\$ 473,241	Water Purification Chemicals
CDI Inc	\$ 476,599	HMSU North ADA Ramp Renovation
Rural Health Innovation Collaborative	\$ 485,198	Partner Contribution for Simulation Center Operational Expenses
De Lage Landen Financial Services Inc	\$ 544,151	Networking costs - Actual payment went to @00201485 Cisco
AAA Roofing Co Inc	\$ 584,340	Fairbanks Hall/Chestnut Building Roof Replacement
Elucian Company LP	\$ 641,862	Banner Software Maintenance
Bob McCloskey Insurance	\$ 645,000	Student Athlete Medical Insurance
Crown Electric Inc	\$ 664,360	Exterior Lighting Renovations, MV Cable Replacement
Shorts Travel Management Inc - NCAA	\$ 724,793	Transportation for Athletic Teams
Williams Aviation LLC	\$ 753,884	Maintenance & Repairs of Airplanes for Flight Academy
Delta Dental Plan of Indiana	\$ 827,460	Dental Claims Reimbursements
Unum Life Insurance Company of America	\$ 909,558	Employee Life Insurance
CDW	\$ 911,585	Laptop Purchases & Other Computer Related Products
HM Life Insurance Company	\$ 998,143	Employee Life Insurance
Indiana-American Water Company	\$ 1,016,003	Water Utility Payments
Associated Roofing Professionals Inc	\$ 1,128,948	Roof Replacement Landini Center Performing Arts, Facilities Management & Procurement Building
Computershare Trust Company	\$ 1,407,120	Monthly Lease 500 Wabash Student Housing
BP Energy Retail Co LLC	\$ 1,506,514	Natural Gas Purchases
AmWins/NEBCO Group Benefits	\$ 1,634,012	Retiree Insurance Coverage
Epic Insurance Midwest	\$ 1,637,854	Commercial Property, Flight Academy Liability , Fine arts, Media and Workman's Comp Overage Insurance Policies
Simpson Scarborough	\$ 1,718,816	Media Campaign
City of Terre Haute	\$ 2,251,765	Sewage Utility Payments
Ratio Architects LLC	\$ 2,878,467	Technology Building Renovations
Duke Energy	\$ 6,111,209	Electricity Utility Payments
CVS Pharmacy Inc	\$ 6,512,556	Prescription Drug Coverage
C H Garmong and Son Inc	\$ 8,140,077	Technology Building renovations
Strode Construction LLC	\$ 8,241,030	Early Childhood Center Renovation; University Apartments Washer/Dryer Infrastructure
Sodexo Inc and Affiliates	\$ 9,494,055	Dining and Catering Services
TIAA CREF	\$ 10,223,876	Retirement Contributions
Anthem Life Insurance Company	\$ 12,501,565	Health Care Benefits and Reimbursements of Medical Claims

## 4e Faculty Personnel

### FACULTY

#### Appointments

(Effective August 1, 2025 unless otherwise noted)

Brittany Edmondson; Assistant Professor, Department of Applied Medicine and Rehabilitation; **D.N.P., Indiana State University; salary \$104,809 per fiscal year.**

Song Ok Kang; Assistant Professor, Department of Applied Medicine and Rehabilitation; M.P.A., Southern Illinois University; salary \$95,000 per academic year.

Udechukwu Ojiako; Associate Professor, Department of Built Environment; Ph.D., Northumbria University UK; salary \$90,000 per academic year, effective January 1, 2026.

Dominick Rivers; Assistant Professor, Department of Art and Design; M.F.A., Indiana University; salary \$60,000 per academic year.

Nathan Schmidt; Assistant Professor, Department of English; Ph.D., Indiana University; salary \$58,853 per academic year.

#### Instructor Appointments of 2-5 years – 2025-2026 Academic Year

(Effective August 1, 2025 unless otherwise noted)

Kristina Adams; Instructor, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; salary \$44,133 per academic year.

Todd Alberts; Senior Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$82,314 per academic year.

Patrick Barcus; Instructor, Department of English; M.F.A., Butler University; salary \$47,541 per academic year.

Travis Behem; Senior Instructor, School of Criminology and Security Studies; M.S., Indiana State University; salary \$51,078 per academic year.

Tanmaya Bingham; Instructor, Department of Art and Design; M.A., The Australian National University; salary \$54,897 per academic year.

Kimberly Campbell; Instructor, Department of Management, Information Systems and Business Education; M.S., Indiana State University; salary \$50,258 per academic year.

Lucy Campbell; Instructor, Department of Languages, Literatures, and Linguistics Ph.D., Indiana State University; salary \$43,470 per academic year.

Lillien Chew; Senior Instructor, Department of English; M.A., Indiana State University; salary \$52,785 per academic year.

Amber Clark; Senior Instructor, Department of Management, Information Systems and Business Education; D.B.A., Indiana Wesleyan University; salary \$78,391 per academic year.

Karmen Dayhuff; Instructor, School of Nursing; D.N.P., Indiana State University; salary \$55,000 per academic year.

Kendra Dewese-Pittman; Senior Instructor, Department of Chemistry and Physics; Ph.D., The Ohio State University; salary \$53,075 per academic year.

Kevin Donnar; Instructor, Department of Aviation Technology; B.S., Indiana State University; salary \$72,264 per academic year.

Adetutu Fabusoro; Instructor, Department of Management, Information Systems and Business Education; M.A., University of Illinois; salary \$67,000 per academic year.

Harry Gallatin; Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management; M.B.A., Indiana State University; salary \$56,421 per academic year.

Danica Garrison; Instructor, Department of Applied Clinical and Educational Sciences; M.S., Indiana State University; salary \$59,202 per academic year.

Colleen Haas; Senior Instructor, Department of History; Ph.D., Indiana University; salary \$51,594 per academic year.

Gary Hartsock; Senior Instructor, School of Criminology and Security Studies; M.S., Indiana State University; salary \$51,078 per academic year.

Frank Manderino; Senior Instructor, Department of Aviation Technology; M.C.A., Delta State University; salary \$80,685 per academic year.

Steven McCaw; Instructor, Department of Applied Medicine and Rehabilitation; Ph.D., University of Oregon; salary \$83,960 per fiscal year; prorated from the effective date of July 1, 2025.

Don McNabb; Instructor, Department of Built Environment; M.S., Indiana State University; salary \$62,000 per academic year.

Bobbie Monahan; Senior Instructor, Department of Educational Leadership; Ph.D., Indiana State University; salary \$75,397 per academic year.

Katheryn Ocampo; Senior Instructor, Department of Psychology; Ph.D., Arizona State University; salary \$84,181 per fiscal year; effective July 1, 2025.

Keith Perry; Senior Instructor, Department of Built Environment; M.S., Indiana State University; salary \$76,696 per academic year.

Heather Roberts; Senior Instructor, Department of English; Ph.D., Indiana State University; salary \$52,785 per academic year.

Ami Stone; Senior Instructor, School of Nursing; M.S.N., Indiana State University; salary \$65,499 per academic year.

May Suasin; Instructor, School of Nursing; D.N.P., University of Illinois; salary \$57,050 per academic year.

Charity Taboas; Instructor, Department of Biology; Ph.D., Indiana University; salary \$54,897 per academic year.

Robin Voll; Senior Instructor, Department of English; M.A., Indiana State University; salary \$49,680 per academic year.

Amber Walker; Instructor, School of Nursing; M.S.N., Indiana University Purdue University; salary \$52,206 per academic year.

Michael Walls; Instructor, Department of Applied Medicine and Rehabilitation; M.S., University of Cincinnati; salary \$98,330 per fiscal year; effective July 1, 2025.

Margaret Wheeler; Senior Instructor, Department of English; M.F.A., Butler University; salary \$52,785 per academic year.

Lori Woodcock; Instructor, Department of Art and Design; M.F.A., Jacksonville University; salary \$46,000 per academic year.

Mehrangiz Zadeh Abadi; Instructor, Department of Management, Information Systems and Business Education; Ph.D., Texas A & M University; salary \$70,000 per academic year.

**Temporary Full-Time Faculty for 2025-2026 Academic Year**

(Effective August 1, 2025 unless otherwise noted)

Douglas Barnette; Full-Time Lecturer, Department of Aviation Technology; B.S., Indiana State University; salary \$60,000 per academic year.

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

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

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

Paul Niemann; Full-Time Lecturer, Department of Marketing and Operations; D.B.A., University of Missouri; salary \$70,000 per academic year.

Sean Phelan; Full-Time Lecturer, School of Music; M.M., Indiana University; salary \$52,000 per academic year.

Andrew Riley; Full-Time Lecturer, School of Music; D.M.A., University of Miami; salary \$43,000 per academic year.

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

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

Shaad Ahmad; from Associate Professor, Department of Biology to Associate Professor, Department of Biology and Chair of the Institutional Animal Care and Use Committee; stipend of \$9,000 per academic year; for the 2025-2026 academic year.

Stephanie Alexander; Assistant Professor, Department of English; reappointment as Faculty Fellow Master Teacher Coordinator, Faculty Center for Teaching Excellence; for the 2025-2026 academic year; no change in salary.

Brandi Andreae; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director of the Occupational Therapy Program, Department of Applied Medicine and Rehabilitation; supplement of \$15,000 per fiscal year; effective July 1, 2025.

Andrea Arrington; from Associate Professor, Department of History to Interim Chair Department of Applied Engineering and Technology Management and Associate Professor, Department of History; supplement of \$15,000 per academic year; effective August 1, 2025.

Azizi Arrington-Slocum; from Interim Chair and Professor, Department of Built Environment to Chair and Professor, Department of Built Environment; supplement of \$15,000 per academic year; effective August 1, 2025.

Shelley Arvin; from Associate Librarian, Department of Library and Information Services to Associate Librarian, Department of Library and Information Services and Faculty Senate Secretary; stipend of \$3,000 per academic year; for the 2025-2026 academic year.

Derrick Bowman; Senior Instructor, Department of Mathematical Sciences; reappointment as Course Coordinator for MATH 106 and 116; for the 2025-2026 academic year; no change in salary.

Liz Brown; Professor, Department of Mathematical Sciences to Professor, Department of Mathematical Sciences and Faculty Senate Chair; stipend of \$5,000 per academic year; for the 2025-2026 academic year.

Tiffany Busenbark; Instructor, Department of Applied Medicine and Rehabilitation to Instructor, Department of Applied Medicine and Rehabilitation and Field Work Coordinator of the Occupational Therapy Program; supplement of \$7,500 per fiscal year; effective July 1, 2025.

Mike Chambers; Professor, Department of Political Science; reappointment as Interim Chairperson, School of Criminology and Security Studies; supplement of \$9,000 for the period of August 1, 2025 through December 31, 2025.

Amber Clark; Senior Instructor, Department of Management, Information Systems and Business Education; salary adjustment from \$76,891 to \$78,391 per academic year effective August 1, 2025.

Daniel Clark; Professor, Department of History; reappointment as Social Science Education Coordinator; for the 2025-2026 academic year; no change in salary.



Matt 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 2025-2026 academic year.

Matt Cohen; from Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management to Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management and Faculty Senate Vice Chair; stipend of \$2,000 per academic year; for the 2025-2026 academic year.

Melanie D'Amico; from Associate Professor, Department of Languages, Literature, and Linguistic to Associate Professor, Department of Languages, Literature, and Linguistics and Faculty Fellow for the Center for Education Abroad; stipend of \$10,000 per academic year; for the 2025-2026 academic year.

Ryan Donlan; from Professor, Department of Educational Leadership to Professor, Department of Educational Leadership and IRB Chair; supplement of \$10,000 per academic year; prorated from the effective date; effective August 16, 2025 through May 31, 2026.

Chris Drew; from Professor, Department of English to Professor, Department of English and Faculty Fellow, College of Arts and Sciences; stipend of \$14,000 per academic year; for the 2025-2026 academic year.

Lindsey Eberman; from Professor, Department of Applied Medicine and Rehabilitation to Professor, Department of Applied Medicine and Rehabilitation and Faculty Fellow for the HLC Open Pathway Initiative, Academic Affairs; supplement of \$10,000 per academic year; for the 2025-2026 academic year.

Lindsey Eberman; from Professor, Department of Applied Medicine and Rehabilitation to Professor, Department of Applied Medicine and Rehabilitation and IRB Interim Vice Chair; supplement of \$4,000; for the period of August 16, 2025 through December 31, 2025.

Brittany Edmondson; Assistant Professor, Department of Applied Medicine and Rehabilitation; reappointment as Director of Clinical Education of the Physician Assistant Studies Program; supplement of \$10,000 per fiscal year; effective July 1, 2025.

Chelsea Elwood; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Didactic Coordinator of the Physician Assistant Program; supplement of \$10,000 per fiscal year; effective July 1, 2025.

Richard Fitch; Professor, Department of Chemistry and Physics to Professor, Department of Chemistry and Physics and Vice Chair of the Institutional Biosafety Committee; stipend of \$5,400 per academic year; for the 2025-2026 academic year.

Kenneth Games; Professor, Department of Applied Medicine; reappointment as Director of Graduate and Professional Studies; supplement of \$20,000 per academic year; for the 2025-2026 academic year.

James Greene; Associate Professor, Department of English; reappointment as AI and Chat GBT Faculty Fellow, Faculty Center for Teaching Excellence; for the 2025-2026 academic year; no change in salary.

Marleana Groh; Instructor, School of Nursing; reappointment as Director of Continuing Education, School of Nursing; for the 2025-2026 academic year; no change in salary.

Emily Hurst; from a 10-month position as Assistant Professor, School of Nursing; to a 12-month position as Assistant Professor, School of Nursing; salary \$86,400 per fiscal year; effective July 1, 2025.

John Kiesel; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Director of Curriculum and Student Success of the Doctor of Physical Therapy Program; supplement of \$3,000 per fiscal year; effective July 1, 2025.

Katherine Lee; from Associate Professor, Department of English; reappointment as Foundational Studies Director; supplement of \$10,000 per academic year; for the 2025-2026 academic year.

Jessica Markle; Instructor, Department of Mathematical Sciences; reappointment as Math Lab Coordinator; for the 2025-2026 fiscal year; no change in salary.

Alister McLeod; Professor, Department of Electronics and Computer Engineering Technology; salary adjustment from \$100,127 to \$112,127 per academic year; effective August 1, 2025.

Alister McLeod; Professor, Department of Electronics and Computer Engineering Technology; reappointment as Chairperson, Department of Electronics and Computer Engineering Technology; supplement of \$15,000 per academic year; for the appointment period of August 1, 2025 through May 31, 2028.

Alister McLeod; from Chair and Professor, Department of Electronics and Computer Engineering Technology; to Chair and Professor, Department of Electronics and Computer Engineering Technology and Interim Chair, Department of Aviation Technology; supplement of \$5,000 per academic year; for the 2025-2026 academic year.

Craig Morehead; Associate Professor, Department of Kinesiology, Recreation, and Sport; reappointment as Sport Management Graduate Program Coordinator, Department of Kinesiology, Recreation, and Sport; for the 2025-2026 academic year; no change in salary.

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 2025-2026 academic year.

Courtney Natt; from Instructor, Department of Applied Medicine and Rehabilitation to Instructor, Department of Applied Medicine and Rehabilitation and Director of Admissions for the Physicians Assistants Program; stipend of \$5,000 per fiscal year; effective July 1, 2025.

Paul Niemann; from Full-Time Lecturer, Department of Marketing and Operations to Full-Time Lecturer, Department of Marketing and Operations and Faculty Fellow for the Sales and Negotiations Center; stipend of \$8,000 per academic year; for the 2025-2026 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 \$3,750 per fiscal year; effective July 1, 2025.

Jin Park; Chair and Associate Professor, Department of Accounting, Finance, Insurance and Risk Management; reappointment as Interim Director of the Gongaware Center; supplement of \$10,000 per academic year; for the 2025-2026 academic year.

Randy Peters; Professor, Department of Applied Engineering and Technology; reappointment as Faculty Fellow, Bailey College of Engineering and Technology; stipend \$8,000 per academic year; for the 2025-2026 academic year.

Lisa Phillips; Professor, Department of History; reappointment as Faculty Ombudsperson; stipend of \$9,000 per academic year; for the 2025-2026 academic year.

Courtney Richey-Chipol; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; reappointment as the Temporary Faculty Advocate, Faculty Senate; stipend of \$1,000 per academic year; for the 2025-2026 academic year.

Kristopher Schwab; from Associate Professor, Department of Biology to Associate Professor, Department of Biology and Chair of the Institutional Biosafety Committee; stipend of \$7,200 per academic year; for the 2025-2026 academic year.

Elsun Seung; Professor, Department of Chemistry and Physics; reappointment as Director of Science Education; supplement of \$3,000 per academic year; for the 2025-2026 academic year.

Erik Southard; Professor, School of Nursing; reappointment as Interim Associate Director of Students, School of Nursing; supplement of \$9,000 for the period of July 1, 2025 through December 1, 2025.

Douglas Stevens; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director of the Physician Assistant Program, Department of Applied Medicine and Rehabilitation; supplement of \$30,000 per fiscal year; effective July 1, 2025.

Howell Tapley; Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director of the Doctor of Physical Therapy Program; supplement of \$30,000 per fiscal year; effective July 1, 2025.

Stasia Tapley; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Clinical Coordinator of the Doctor of Physical Therapy Program; supplement of \$9,000 per fiscal year; effective July 1, 2025.

Robin Voll; Senior Instructor, Department of English; reappointment as Director of the Writing Center, Department of English; for the 2025-2026 academic year; no change in salary.

Betsy Wilkinson; Senior Instructor, Department of Built Environment; salary adjustment from \$83,142 to \$84,642 per academic year effective August 1, 2025.

J.D. Wireman; Instructor, Department of English; salary compression adjustment from \$43,470 to \$46,575 per academic year; prorated from the effective date of January 1, 2025.

Chad Witkemper; Professor, Department of Kinesiology, Recreation, and Sport; reappointment as Sport Management Undergraduate Program Coordinator, Department of Kinesiology, Recreation, and Sport; for the 2025-2026 academic year; no change in salary.

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 202-2026 academic year.

### **Retirements**

Veanne Anderson; Professor, Department of Psychology; effective May 31, 2026

Susan Eley; Professor, School of Nursing; effective August 15, 2025

### **Emeriti**

Veanne Anderson; Professor, Department of Psychology; effective June 1, 2026

Susan Eley; Professor, School of Nursing; effective August 15, 2025

### **Separations**

Arif Akgul; Associate Professor, School of Criminology and Security Studies; effective May 31, 2025

Kevin Bolinskey; Professor, Department of Psychology; effective May 31, 2026

Brooklyn Navarre; Instructor, Department of Aviation Technology; effective May 31, 2025

Mojtaba Parsaee; Assistant Professor, Department of Built Environment; effective May 31, 2025

Emmanuel Rodriguez; Instructor, School of Music; effective May 31, 2025

Milton Soto-Ferrari; Associate Professor, Department of Marketing and Operations; effective May 31, 2025

4f Other Personnel					
<b>NON-EXEMPT</b>					
<b><u>Appointments</u></b>					
Name	Title	Department	Rate		Date
Barnhart, Thomas	Custodian II	Sandison Housing	\$13.87		July 19, 2025
Davis, Jeremy	Groundskeeper	Grounds	\$13.52		May 24, 2025
Doll, Haley	Accounting and Auditing Associate	Assoc VP University Controller	\$16.50		August 30, 2025
Dowdle, Amber	Admissions Processing Specialist	Undergraduate Admissions	\$15.30		May 24, 2025
Espinosa, Victoria	Custodian I	Custodians	\$13.52		August 16, 2025
Grady, Christina	Custodian I	Custodians	\$13.52		August 16, 2025
Greaver, Jeremy	Grounds Technician II	Grounds	\$15.30		June 21, 2025
Hall, Kelly	Nursing Clinical Coordinator	School of Nursing	\$18.89		June 7, 2025
House, Paige	Visit Coordinator, Campus Visit Experience	New Student Transition Programs	\$17.64		May 24, 2025
McDaniel, Koby	Maintenance Mechanic	Burford Housing	\$16.39		May 24, 2025
McKean, Michael	Custodian I	Custodians	\$13.52		May 24, 2025
Meehan, Anthony	Student Account Analyst	Assoc VP University Controller	\$17.64		May 24, 2025
Meier, Benjamin	Communications Officer	Public Safety Department	\$18.52		August 30, 2025
Miller, Sean	Steam Plant Systems Operator (Stationary Engineer)	Power Plant	\$20.50		August 2, 2025
Schmucker, JoAnne	Custodian I	Sycamore Housing	\$13.52		June 21, 2025
Schneider, Gwendolyn	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30		July 19, 2025
Shaw, Timothy	Custodian I	Custodians	\$13.52		August 16, 2025
Wade, Kassie	Events Specialist	Hulman Center	\$17.64		August 30, 2025
Warne, Amanda	Financial Aid Processing Specialist	Student Financial Aid	\$15.30		August 16, 2025
West, Billi	Enrollment Management Communication Center Representative	Undergraduate Admissions	\$16.39		July 19, 2025
Wilson, Taylor	Parking Services Assistant	Public Safety Department	\$15.30		May 24, 2025
Yeager, Andrew	Police Officer	Public Safety Department	\$24.79		June 7, 2025

<b><u>Promotions / Transfers</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Bouret, Angelina	Administrative Assistant II	Kinesiology Recre & Sport	\$19.09		July 1, 2025
Carter, Rhonda	Campus Mail Services Manager	Mail Room	\$18.71		August 16, 2025
Chase, Melissa	Administrative Assistant III	Community School of the Arts	\$20.44		June 21, 2025
Gard, Brenton	Electrical Supervisor	Electrical	\$23.17		August 30, 2025
Hair, Linda	Bursar Operations Specialist - Accounts Receivable	Assoc VP University Controller	\$21.75		June 21, 2025
Hutchens, Sarah	Administrative Assistant III	Facilities Management	\$20.04		August 2, 2025
May, Amanda	Administrative Specialist	University Student Success & Advisi	\$18.71		August 30, 2025
Musgrave, Cody	Police Corporal	Public Safety Department	\$26.95		August 16, 2025
Swaim, Adam	Police Corporal	Public Safety Department	\$26.95		August 16, 2025
Swank, Timothy	Senior Maintenance Mechanic	Burford Housing	\$17.64		May 24, 2025
Terry, Meghan	Central Receiving and Surplus Manager	Facilities Management	\$27.75		June 21, 2025
Vega, Jessica	Housing Facilities Budget Coordinator	Housing Facilities Operations	\$21.56		June 21, 2025
Wood, Brandon	Security Operation Center (SOC) Analyst	Office of Information Technology	\$22.26		July 19, 2025
<b><u>Title Changes</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>			<b>Date</b>
Hill Hatfield, Fran	Charles E. Brown Cultural Center Coordinator	Charles E Brown Cultural Center			July 19, 2025
<b><u>Out-of-Class Pay</u></b>					
<b><u>New</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Vetrovec, Dennis	Special Collections Coordinator	Library Services	\$26.47		July 19, 2025

<u>End</u>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Cochran, Cheryl	Computer Logistics Coordinator	Office of Information Technology	\$20.75		July 4, 2025
Heath-Lynch, Caroline	Permanent Art Collection Assistant	Library Services	\$16.97		August 2, 2025
Lee, Jennifer	Nursing Clinical Coordinator	School of Nursing	\$18.63		August 2, 2025
<b><u>Changes in Status / Pay Rate</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Evans, Jeremy	Warehouse Keeper II	Facilities Management	\$19.17		June 7, 2025
Green, Garrison	Police Officer	Public Safety Department	\$25.51		July 19, 2025
Mason, Stephanie	Payroll Coordinator - Benefits & Deductions	Budget & Payroll	\$20.04		August 2, 2025
Musgrave, Cody	Police Officer	Public Safety Department	\$25.99		June 21, 2025
Swaim, Adam	Police Officer	Public Safety Department	\$25.51		August 2, 2025
<b><u>Retirements</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>			<b>Date</b>
Bedwell, Jackie	Painter	Crafts			September 2, 2025
Bolton, Patricia	Computer Operator II	Office of Information Technology			May 30, 2025
Denny, Brent	Police Sergeant	Public Safety Department			June 30, 2025
Gineman, Judy	Administrative Assistant III	Facilities Management			August 1, 2025
Gorham, Jon	Carpenter	Crafts			May 30, 2025
Lutz, Marsha	Central Receiving and Surplus Manager	Facilities Management			June 30, 2025
McDaniel, Lisa	Executive Assistant	VP for Student Affairs			June 6, 2025
Rukes, Ruth	Dean's Assistant	Dean, College of Business			October 14, 2025
<b><u>Separations</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>			<b>Date</b>
Allison, Brandon	Custodian I	Sycamore Housing			May 22, 2025
Boyce, Julie	Financial Aid Processing Specialist	Student Financial Aid			July 3, 2025

Brady, Collin	Custodian I	Custodians			July 8, 2025
Craig, James	Custodian I	Custodians			August 15, 2025
Dean, Carmen	Events Specialist	Conference Activities			June 11, 2025
Doll, Haley	Accounting and Auditing Associate	Assoc VP University Controller			September 3, 2025
Gurecki, Jonathan	Custodian I	Burford Housing			August 5, 2025
Higgins, Maggie	Custodial Supervisor	Sycamore Housing			May 29, 2025
Johnson, Elizabeth	Early Childhood Assistant Teacher	Early Childhood Education Center			August 29, 2025
Lawson, Dawn	Custodian I	Custodians			August 21, 2025
Martinez Casanova, Rosibeth	Communications Officer	Public Safety Department			May 29, 2025
Meehan, Anthony	Student Account Analyst	Assoc VP University Controller			August 1, 2025
Osburn, Alice	Registration and Records Specialist	Office of the Registrar			August 15, 2025
Smith, Mark	Custodian I	Custodians			August 18, 2025
Wilson, Chastene	Custodian I	Reeve Hall Housing			July 21, 2025
<b>ATHLETICS</b>					
<b><u>Retirements</u></b>					
Smith, Patricia	Athletics Insurance Coordinator	Athletics-Administration			June 30, 2025

<b>NON-EXEMPT PROFESSIONAL</b>					
<b><u>Appointments</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Cason, Xavier	Residential Life Hall Coordinator	Residential Life Programming	\$18.71		July 5, 2025
Colgrove, Rex	Enrollment Management Systems Analyst	Undergraduate Admissions	\$21.63		July 5, 2025
Dean, Kalene	Office and Event Coordinator	Career Center	\$21.30		June 21, 2025
Granato, Julia	Assistant Anthropology Collections Manager and NAGPRA Coordinator	Earth & Environmental Systems	\$23.07		July 5, 2025



Kinsey, Sage	Admissions Transfer Counselor	Undergraduate Admissions	\$20.52		July 5, 2025
Pesavento, Max	Product and Print Design Specialist	University Marketing	\$22.50		June 7, 2025
Pritchard, Alexis	Costume Shop Supervisor	Theater	\$18.71		August 2, 2025
Roberts, Emma	Library Resource Sharing Specialist	Library Services	\$18.71		August 2, 2025
<b><u>Promotions / Transfers</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Ahmer, Aria	Orientation and Family Programs Assistant Director	New Student Transition Programs	\$22.67		August 30, 2025
Brooks, Trinity	Residential Life Area Coordinator	Residential Life Programming	\$21.71		August 16, 2025
Hunt, David	Facilities Systems and Project Manager	Facilities Management	\$37.23		July 19, 2025
Keller, Jennifer	Executive Assistant to the Vice President of University Advancement and Board Liaison	VP for Development	\$29.99		August 2, 2025
Starks, Thomas	Alumni Association Engagement Coordinator	Alumni Engagement Office	\$22.49		June 7, 2025
Vernon, Logan	Gift Services Manager	ISU Foundation Operations	\$22.25		August 30, 2025
<b><u>Title Changes</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>			<b>Date</b>
Treash, Sarah	Senior Information Center Consultant	Office of Information Technology			August 2, 2025
Truax, Michael	Enrollment Management Systems Analyst	Undergraduate Admissions			July 5, 2025
<b><u>Out-of-Class Pay</u></b>					
<b><u>New</u></b>					
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>		<b>Date</b>
Green, Cierra	Senior Admissions Counselor	Undergraduate Admissions	\$25.84		August 2, 2025

Moghadam, Christopher	Admissions Counselor	Undergraduate Admissions	\$23.86	August 2, 2025
Young, Kenneth	IT Systems Specialist-Residential Life	Residential Life Programming	\$24.73	June 21, 2025
<u>End</u>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Green, Cierra	Senior Admissions Counselor	Undergraduate Admissions	\$22.50	August 30, 2025
Moghadam, Christopher	Admissions Counselor	Undergraduate Admissions	\$20.52	August 30, 2025
Young, Kenneth	IT Systems Specialist-Residential Life	Residential Life Programming	\$22.48	August 30, 2025
<b><u>Changes in Status / Pay Rate</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Collins, Martin	Drupal/Web Developer	University Marketing	\$24.81	August 2, 2025
El Mouher, Alexandria	International & Graduate Admissions Counselor	Int & Grad Admissions	\$20.52	July 19, 2025
Tetmeyer, Grant	New Student Orientation Assistant Director Req Reappt	New Student Transition Programs	\$19.67	July 19, 2025
Thomas, Matthew	Admissions Counselor	Int & Grad Admissions	\$20.52	July 19, 2025
Vernon, Logan	Advancement Services Coordinator	ISU Foundation Operations	\$19.00	July 5, 2025
<b><u>Retirements</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Butts, Stephen	Building Operations Technician	Facilities Management		May 30, 2025
Cheever, Kelli	Graphic Designer	University Communications		June 30, 2025
Hughes, Sheri	Mail Services Manager	Mail Room		July 18, 2025
Knott, Donald	Hulman Center Facilities Assistant Director	Hulman Center		September 2, 2025
<b><u>Separations</u></b>				

Name	Title	Department			Date
Barkwell, Toby	Senior Admissions Counselor	Undergraduate Admissions			July 11, 2025
Beasley, Macala	Executive Assistant to the Vice President of University Advancement and Board Liaison	VP for Development			July 11, 2025
Castleman, Benjamin	Research Assistant Director	ISU Foundation Operations			June 27, 2025
Gallagher, Rowan	Financial Aid Counselor	Student Financial Aid			September 5, 2025
Haney, Joseph	Registration & Records Information Analyst	Office of the Registrar			July 3, 2025
Jennings, Emmanuel	Residential Life Area Coordinator	Residential Life Programming			May 30, 2025
Leineweber, Deidre	Gift Services Manager	ISU Foundation Operations			July 3, 2025
Malloy, Ann	Testing Services and New Student Orientation Assistant Director	VP and Provost Office			August 18, 2025
McConaghy, Morgan	Credentialing Coordinator and Immigration Advisor	Undergraduate Admissions			June 16, 2025
<b>ATHLETICS</b>					
<b><u>Appointments</u></b>					
Name	Title	Department	Rate		Date
Hite, Kayleigh	Football Video Coordinator	Athletics-Football	\$20.17		June 7, 2025
Parisien, Hayden	Athletic Equipment Manager	Athletic Operations	\$17.00		June 7, 2025
Salazar, Pablo	Athletic Equipment Manager	Athletic Operations	\$16.50		July 5, 2025

<b>EXEMPT</b>					
<b><u>Appointments</u></b>					
Name	Title	Department	Salary		Date
Colbert, Allison	Career Readiness Coordinator	Career Center	\$45,000		July 1, 2025

Davis, Noah	Athletic Trainer I	Ctr for Sports Medicine & Perform	\$47,483	July 1, 2025
Dillion, Benjamin	Athletic Trainer I	Ctr for Sports Medicine & Perform	\$47,483	July 1, 2025
Feilen, Brittany	Blumberg Center Project Director	Blumberg Center	\$74,850	June 23, 2025
Ford, Matthew	Dean of the College of Health and Human Services	Dean, College Health & Human Svcs	\$210,000	July 1, 2025
Hansel, Edward	Planned Giving, Director	VP for Development	\$102,500	August 18, 2025
Hess, Douglas	Annual Giving Director	Advancement	\$71,000	July 7, 2025
Hinshaw, Seth	Vice President for Finance and Administration and Chief Financial Officer	VP Bus Affairs and Treasurer	\$220,000	August 1, 2025
Kokkonen, Lars	Permanent Art Collection Curator	Library Services	\$50,031	August 4, 2025
Murphy, Braden	Fraternity & Sorority Life Assistant Director	Fraternity & Sorority Life	\$45,000	June 2, 2025
Parker, Colin	Assistant Athletic Director for Facilities/Operations	Athletic Operations	\$62,000	August 25, 2025
Paul, Rose	Athletic Trainer I	Ctr for Sports Medicine & Perform	\$47,483	July 1, 2025
Rost, Brandon	Application Support/Integrations Programmer	Office of Information Technology	\$50,000	June 9, 2025
Suresh, Atshaya	Institutional Research Analyst	Office of Institutional Research	\$50,000	July 7, 2025
<b><u>Promotions / Transfers</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Dennison, Adam	General Manager & Director of Football Management and Strategy	Athletics-Football	\$49,145	June 1, 2025
Funk, Laura	Financial Analyst - Tax	Assoc VP University Controller	\$49,901	August 16, 2025
Lopez-Dunn, Ryan	IT Security Engineer	Office of Information Technology	\$50,000	August 2, 2025
McDaniel, Alexander	Occupational Safety Assistant Director	Environmental Safety	\$58,023	July 1, 2025
Moats, Megan	Special Events Manager	Advancement	\$53,079	June 30, 2025
West, Michael	Assistant Director Systems Integration	Office of Information Technology	\$78,000	August 1, 2025
Wheeler, Jerami	Director of Enrollment Operations	Undergraduate Admissions	\$80,521	August 12, 2025

Wiemuth, Carol	Senior Programmer Analyst	Office of Information Technology	\$70,000	July 1, 2025
<b>Title Changes</b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Ahmer, Aria	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Browning, Jamie	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Bryan, Basia	University Advisor	University Student Success & Advisi		July 14, 2025
Carrithers, Kylie	College of Health and Human Services Degree Completion Specialist	Dean, College Health & Human Svcs		July 1, 2025
Craig, Valerie	Charles E. Brown Cultural Center Assistant Director	Charles E Brown Cultural Ctr		July 1, 2025
Eversole-Jones, Rachel	University Advisor - Requires Reappointment	Dean, College of Arts & Sciences		July 1, 2025
Heaton, Christopher	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Jackson, Sumalayo	Charles E. Brown Cultural Center Director	Charles E Brown Cultural Ctr		July 1, 2025
Jacso, Jeffery	Associate Vice President and University Controller / Assistant Treasurer	Assoc VP University Controller		August 1, 2025
Jones, Caiden	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Kelty, David	University Advisor	University Student Success & Advisi		July 1, 2025
Lowry, Michael	Senior Systems Integration Architect	Office of Information Technology		August 1, 2025
Miller, Michael	University Advisor	University Student Success & Advisi		July 1, 2025
Morgan, Matthew	University Advisor	University Student Success & Advisi		July 1, 2025
Napier, Angela	University Advisor	University Student Success & Advisi		July 1, 2025
O'Sullivan, James	University Advisor	Dean, College of Arts & Sciences		July 1, 2025
Pond, James	University Advisor	University Student Success & Advisi		July 1, 2025
Purcell, John	IEPTA Project Coordinator	Blumberg Center		July 1, 2025
Roelfs, Richard	Head Coach for Sport Performance and Science	Ctr for Sports Medicine & Perform		September 1, 2025

Rogers, Melvin	University Budget Officer and Executive Director of Administrative Services	Budget & Payroll		August 1, 2025
Slessinger, Toni	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Stearley, Ethan	University Advisor - Requires Reappointment	Dean, College of Engineering & Tech		July 1, 2025
Syed, Lisa	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Tribble, Bradley	University Advisor - Requires Reappointment	University Student Success & Advisi		July 1, 2025
Wiant, Maria	University Advisor	Dean, College of Arts & Sciences		July 1, 2025
Wilson, Eric	University Advisor - Requires Reappointment	Dean, College of Arts & Sciences		July 1, 2025
<u>Stipends</u>				
<u>New</u>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Monthly Salary</b>	<b>Date</b>
Pinnell, Kimbra	Sti Additional Duties	Dean of Students	\$500	August 1, 2025
Taylor, Darcy	Sti Additional Duties	Dean, College of Engineering & Tech	\$250	June 1, 2025
<u>End</u>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Monthly Salary</b>	<b>Date</b>
Taylor, Darcy	Sti Additional Duties	Dean, College of Engineering & Tech	\$250	July 31, 2025
<u>Changes in Status / Pay Rate</u>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Atterson, Kyle	Web Architect	University Marketing	\$57,575	August 1, 2025
Brewer, Judith	University Advisor	University Student Success & Advisi	\$52,026	July 1, 2025
Dacic, Karen	University Advisor	University Student Success & Advisi	\$43,056	July 1, 2025
Denton, LaKesha	University Advisor	University Student Success & Advisi	\$40,000	July 1, 2025
Ehrman, John	Athletic Trainer I	Ctr for Sports Medicine & Perform	\$50,000	July 1, 2025

Fischer, Christopher	Associate Dean for Curriculum, Personnel, and Budget	Dean, College of Arts & Sciences	\$138,428	August 1, 2025
Kikta, Peter	OLLI Assistant Director	Community School of the Arts	\$46,575	August 1, 2025
McDonald, Heidi	Instructional Design Consultant	Extended Learning Office	\$51,000	August 1, 2025
Nasir, Daing	Director of International and Graduate Admissions	Int & Grad Admissions	\$85,000	July 1, 2025
Palmetto, Orion	University Advisor	University Student Success & Advisi	\$41,400	July 1, 2025
Sanders, Ardell	Associate Vice President for Student Experience and Engagement	Residential Life Programming	\$125,000	July 1, 2025
Stein, Lisa	University Advisor	University Student Success & Advisi	\$51,122	July 1, 2025
<b><u>Retirements</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Chaqra, El-Houcin	Admissions Associate Director - International Recruiting	Undergraduate Admissions		June 30, 2025
Chaqra, Maria	Admissions Assistant Director - International Recruiting	Undergraduate Admissions		June 30, 2025
McKee, Diann	Senior Vice President, Finance and Administration/University Treasurer	VP Bus Affairs and Treasurer		August 1, 2025
<b><u>Separations</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Baines, Lauren	Student Health Promotion Director	Dean of Students		June 10, 2025
Brewer, Judith	University Advisor	University Student Success & Advisi		August 26, 2025
Burton, Xavia	Director of Diversity, Inclusion, and Belonging	VP and Provost Office		June 23, 2025
Chandler, Rosalind	IEPTA Project Coordinator	Blumberg Center		September 30, 2025
Dolly, Cody	Accessibility and Advocacy Director	Dean of Students		July 8, 2025
Harveth, Alana	IEPTA Project Coordinator	Blumberg Center		August 29, 2025

Kappes, Benjamin	Leadership and Student Organizations Associate Director	Student Activities & Organizations		June 10, 2025
Lugar, Katherine	Executive Director for Multicultural Services and Programs	Multicultural Svcs & Programs		June 9, 2025
Mallory, Caroline	Dean of the College of Health and Human Services	Dean, College Health & Human Svcs		June 30, 2025
Pierce, Kelly	University Scholarship Director	Student Financial Aid		August 7, 2025
Preble, Susan	Assistant to the President for State Government Relations	Governmental Relations		June 9, 2025
Reed, Tiffany	Assistant Vice President for Student Affairs	VP for Student Affairs		June 10, 2025
Soliz, Michele	Vice President for Student Affairs	VP for Student Affairs		June 9, 2025
Stovall, Alisa	IEPTA Project Coordinator	Blumberg Center		September 19, 2025
Suiter, Mark	Blumberg Center Technology Coordinator	Blumberg Center		September 30, 2025
Sutrina-Haney, Katie	Special Collections Director and University Archivist	Library Services		June 30, 2025
Tayler, Darcy	College of Arts and Sciences Marketing and Public Relations Coordinator	Dean, College of Arts & Sciences		August 22, 2025
Teeters, Patrick	Electrical Engineer	Facilities Management		June 30, 2025
Thomas, Dale	Blumberg Center Media Producer	Blumberg Center		September 30, 2025
Thomson, Martha	University Communication Director	University Communications		June 10, 2025
Torres, Ezequiel	Associate Director of University Communication	University Communications		June 10, 2025
Weitkamp, Terena	Therapist	Student Counseling Center		June 30, 2025
Wickert, Seth	Assistant Athletic Director for Facilities/Operations	Athletic Operations		June 27, 2025
Wurtz, Sarah	Education Abroad Assistant Director	Center for Education Abroad		June 27, 2025
<b>ATHLETICS</b>				
<b><u>Appointments</u></b>				



<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Feig, Bradley	Assistant Coach, Men's Basketball	Athletics-Mens Basketball	\$60,000	May 31, 2025
Jones, Byron	Assistant Coach, Men's Basketball	Athletics-Mens Basketball	\$107,500	June 16, 2025
Saunders, Kietta	Assistant Coach, Women's Basketball	Athletics-Womens Basketball	\$53,000	June 4, 2025
<b><u>Changes in Status / Pay Rate</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Odum, Jacob	Assistant Coach, Men's Basketball	Athletics-Mens Basketball	\$77,500	July 1, 2025
Pruitt, Jason	Associate Head Coach, Women's Basketball	Athletics-Womens Basketball	\$92,000	July 1, 2025
Yu, Ashley	Assistant Coach, Women's Basketball	Athletics-Womens Basketball	\$55,130	July 1, 2025
<b><u>Separations</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Yu, Ashley	Assistant Coach, Women's Basketball	Athletics-Womens Basketball		August 7, 2025

## 4g Grants and Contracts

1. Community-Engaged Alliance, Fund No. 549619, Proposal No. 26-010  
A sub agreement under AmeriCorps in the amount of \$2,500.00 has been received from Community-Engaged Alliance for the project entitled, "9/11 Day of Remembrance," under the direction of Jessica Starr, Center for Community Engagement, for the period September 1, 2025, through September 25, 2025.
2. Community-Engaged Alliance, Fund No. 549619, Proposal No. 25-079  
An agreement in the amount of \$4,000.00 has been received from Community-Engaged Alliance for the project entitled, "STEM Through Storybooks," under the direction of Youjin Yang, Teaching and Learning, for the period July 21, 2025, through June 30, 2026.
3. Western Indiana Workforce Development Board, Fund No. 549615, Proposal No. 25-085  
An agreement in the amount of \$7,767.00 has been received from Western Indiana Workforce Development Board for the project entitled, "E-Camp," under the direction of Courtney Richey-Chipol, West Central Indiana Small Business Development Center, for the period July 1, 2025, through September 1, 2025.
4. Indiana Athletic Trainers Association, Fund No. 549614, Proposal No. 25-072  
An agreement in the amount of \$1,000.00 has been received from Indiana Athletic Trainers Association for the project entitled, "Professional Identity and Professional Commitment in Athletic Training," under the direction of Matthew Rivera, Applied Medicine and Rehabilitation, for the period May 1, 2025, through May 1, 2026.
5. National Science Foundation, Fund No. 549481, Proposal 26-004  
Additional appropriations in the amount of \$291,634.00 has been received from National Science Foundation for the project entitled, "Collaborative Research: BoCP-Implementation: The Impact of Climate Change on Functional Biodiversity Across Spatiotemporal Scales at Lake Tanganyika, Africa," under the direction of Jeffery Stone, Earth & Environmental Systems, for the period October 15, 2022, through September 30, 2027.
6. Indiana Arts Commission, Fund No. 549621, Proposal 25-060  
An agreement in the amount of \$4,000.00 has been received from Indiana Arts Commission for the project entitled, "Rock Camp! 2025," under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period July 1, 2025, through June 30, 2026.
7. ISU Foundation, Fund No. 549617 & 549618, Proposal No. 26-007  
An agreement in the amount of \$95,558.00 has been received from Indiana State University Foundation for the project entitled, "Fannie & Benjamin Blumberg 2025-2026," under the direction of Bruce Kulwicki, Blumberg Center for Interdisciplinary Studies in Special Education, for the period July 1, 2025, through June 30, 2026.

<b>4h Agreements 4/11/25 - 8/31/25</b>		
<b>Title</b>	<b>Type</b>	<b>Date Signed</b>
Houston Methodist Hospital	Affiliation Agreement	4/14/25
Valley Professionals Community Health Center	Affiliation Agreement	4/15/25
Salience NeuroRehab	Affiliation Agreement	4/17/25
Comprehensive Dermatology	Affiliation Agreement	4/21/25
World Strides South Africa - May 2025	Study Abroad	4/23/25
The Teach Group 2025	Affiliation Agreement	4/25/25
Terre Haute Police Department	Affiliation Agreement	4/29/25
Houston Methodist Willowbrook	Affiliation Agreement	5/5/25
Proteam Tactical Performance	Affiliation Agreement	5/7/25
Davies County Hospital	Affiliation Agreement	5/7/25
Team Rehab	Affiliation Agreement	5/7/25
Chicago Public Schools	Affiliation Agreement	5/8/25
Warsaw Community Schools	Affiliation Agreement	5/13/25
Alan Chen Surgical Associates	Affiliation Agreement	5/13/25
Med Assoc of TH	Affiliation Agreement	5/15/25
Carolina Peds	Affiliation Agreement	5/15/25
Gibault Children's Services	Affiliation Agreement	5/20/25
Sydney McMahon	Affiliation Agreement	5/28/25
Medical Associates of Terre Haute	Affiliation Agreement	5/28/25
Feltz Therapy	Affiliation Agreement	6/3/25
WBB Butler	Game Contract	6/4/25
Unity Health Lafayette Clinic	Affiliation Agreement	6/10/25
MD Anderson Cancer Center	Affiliation Agreement	6/10/25
Therapy Management Corp	Affiliation Agreement	6/10/25
Baseball Puerto Rico 2026	Game Contract	6/23/25
Charleston ENT and Allergy	Affiliation Agreement	6/24/25
Suburban Behavioral Health Services	Affiliation Agreement	6/26/25
EmpowerMe Wellness	Affiliation Agreement	6/27/25

OSF Healthcare	Affiliation Agreement	6/27/25
Pride Center	Affiliation Agreement	6/30/25
Union Hospital & Sports Medicine	Vendor Agreement	7/1/25
Family Health Services	Affiliation Agreement	7/2/25
ClarkPleasant	Affiliation Agreement	7/7/25
Lebanon	Affiliation Agreement	7/7/25
School District U-46	Affiliation Agreement	7/7/25
University of Illinois	Affiliation Agreement	7/8/25
Blackford	Affiliation Agreement	7/8/25
KnoxSPED	Affiliation Agreement	7/9/25
Lafayette	Affiliation Agreement	7/9/25
Duneland	Affiliation Agreement	7/10/25
Greencastle	Affiliation Agreement	7/10/25
North Central Park	Affiliation Agreement	7/10/25
Indian Creek	Affiliation Agreement	7/10/25
Southeast Fountain	Affiliation Agreement	7/10/25
South Vermillion Community School Corporation	Affiliation Agreement	7/11/25
MSD Warren	Affiliation Agreement	7/11/25
South Gibson School Corporation	Affiliation Agreement	7/14/25
Delaware Community Schools	Affiliation Agreement	7/14/25
Lake Central School Corporation	Affiliation Agreement	7/14/25
Southwest School Corporation	Affiliation Agreement	7/15/25
Therapy Redefined	Affiliation Agreement	7/15/25
Southwest Parke	Affiliation Agreement	7/15/25
Smith Academy for Excellence	Affiliation Agreement	7/16/25
Pasadena Villa	Affiliation Agreement	7/16/25
Adil Pediatrics	Affiliation Agreement	7/17/25
ISU Counseling Center	Affiliation Agreement	7/17/25
Firefly	Affiliation Agreement	7/17/25
Clay Community Schools	Affiliation Agreement	7/17/25
Scott County School District 2	Affiliation Agreement	7/17/25

Baseball at Purdue 2026	Game Contract	7/21/25
Baseball at W. Kentucky 2026	Game Contract	7/21/25
Shelbyville	Affiliation Agreement	7/21/25
Noblesville Schools	Affiliation Agreement	7/22/25
Covington Community School Corp	Affiliation Agreement	7/22/25
Softball at Univ of S. Florida 2026	Game Contract	7/24/25
Baseball Gonzaga 2026	Game Contract	7/28/25
Hamilton Southeastern	Affiliation Agreement	7/28/25
ISU Student Counseling Center	Affiliation Agreement	7/28/25
MOU Harsha Center	Affiliation Agreement	7/29/25
Rossville Alvin	Affiliation Agreement	7/29/25
Richmond Community Schools	Affiliation Agreement	7/31/25
St. Lukes Medical Group	Affiliation Agreement	8/1/25
WBB Western Kentucky 2025	Game Contract	8/4/25
Comunity Hospital System	Affiliation Agreement	8/6/25
North Lawrence Community Schools	Affiliation Agreement	8/10/25
Tippecanoe Valley School Corp	Affiliation Agreement	8/10/25
Vigo County School Corporation	Affiliation Agreement	8/10/25
Softball Lindenwood Tourney 2026	Game Contract	8/26/25

## 4i Board Representation at University Events

### Events Requiring Board Representation

December 12, 2025  
December 13, 2025

Board of Trustees Meeting  
Winter Commencement

### Optional Events

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

## 4j In Memoriam

### **IN MEMORIAM: Dr. Sondra L. Crawford**

WHEREAS, Dr. Sondra L. Crawford, a retired Assistant Professor from the Curriculum, Instruction & Media Technology Department of Indiana State University, died on the 14<sup>th</sup> day of October two thousand and twenty-two;

WHEREAS, Dr. Sondra L. Crawford, 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. Larry Coleman**

WHEREAS, Dr. Larry Coleman, a retired Professor from the School of Business of Indiana State University, died on the 25<sup>th</sup> day of October two thousand and twenty-four; and

WHEREAS, Dr. Larry Coleman, had given loyal and devoted service to Indiana State University for 24 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

### **IN MEMORIAM: Mrs. Suzann Malone**

WHEREAS, Mrs. Suzann Malone, retired Staff Nurse in the Student Health Center, died on the 26<sup>th</sup> of November two thousand and twenty-four; and

WHEREAS, Mrs. Suzann Malone had given loyal and devoted service to Indiana State University for 22 and a half 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. Everett Heimes**

WHEREAS, Mr. Everett Heimes, retired Senior Maintenance Mechanic in Grounds/Physical Plant, died on the 2nd of December, two thousand and twenty-four;

WHEREAS, Mr. Everett Heimes, had given loyal and devoted service to Indiana State University for 29-1/2 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

**IN MEMORIAM: Dr. David Memory**

WHEREAS, Dr. David Memory, a retired Professor from the Department of Curriculum, Instruction & Media Technology of Indiana State University, died on the 28th day of March two thousand and twenty-five; and

WHEREAS, Dr. David Memory, 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: Mrs. Rosemary Oxendine**

WHEREAS, Mrs. Rosemary Oxendine, retired Book Department Manager in the Bookstore, died on the twenty-third day of June two thousand and twenty five; and

WHEREAS, Mrs. Rosemary Oxendine had given loyal and devoted service to Indiana State University for 10 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. Patrick Teeters**

WHEREAS, Mr. Patrick Teeters, Electrical Engineer in the Office of Facilities Management, died on the 1st day of July two thousand and twenty-five;

WHEREAS, Patrick Teeters, had given loyal and devoted service to Indiana State University for 55 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: Mr. Frederic Arnold**

WHEREAS, Mr. Frederic Arnold, retired Asst. Vice President for Human Resources, died on the 29<sup>th</sup> of July two thousand and twenty-five; and

WHEREAS, Mr. Frederic Arnold had given loyal and devoted service to Indiana State University for 15 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: Ms. Cheryl Bealmear**

WHEREAS, Ms. Cheryl Bealmear, retired Library Systems Specialist in the Library, died on the twentieth day of August two thousand and twenty five; and

WHEREAS, Ms. Cheryl Bealmear had given loyal and devoted service to Indiana State University for 25 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.

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