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**Indiana State University**  
**Board of Trustees Agenda Meeting**

December 12, 2025

State Room, Tirey Hall

Board of Trustees Agenda December 12, 2025

Meeting Agenda

1. Call Meeting to Order

Call Meeting to Order Board Chairperson John Pratt	5
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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 October 10, 2025, Meeting and Certification of Executive Session Board Chairperson John Pratt	Approval	6
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3b Candidates for Degrees December 2025 Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	7
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3c New Degree Programs – BSE in Mechanical Engineering and BSE in Civil Engineering Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	22
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3d New Program BA in Media Production Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	24
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3e New Graduate Certificates in Healthcare Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	26
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3f New Program Packaging Engineering Technology Certificate Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	27
3g New Policy in Graduation Catalog Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	28
3h Change to Undergraduate Catalog for Additional Degrees Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	30
3i Revision to Policy 147.1 Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	31
3j Modification to Policy 210.2.2 Transfer Admissions Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	33
3k Revision to Policy 338 Emeritus, Emerita Status Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	35
3l Proposed Academic Misconduct Update to Undergraduate & Graduate Catalogs Interim Provost and VP of Academic Affairs Designee Brad Balch	Approval	38
3m Modification to Policy 870 Web Publications VP of Enrollment Management Maribeth Stevens	Approval	40
3n Approval of Sale of Property VP of Finance & Administration/Treasurer Seth Hinshaw	Approval	41
3o Disposition of Surplus Real Estate VP of Finance & Administration/Treasurer Seth Hinshaw	Approval	43
3p 2024-2025 Financial Statements VP of Finance & Administration/Treasurer Seth Hinshaw	Approval	45
3q Housing and Dining Rates for 2026-27 VP of Finance & Administration/Treasurer Seth Hinshaw	Approval	47

3r University Strategic Plan  
President Mike Godard

Approval

50

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

4a University Investments

57

4b Financial Report

61

4c Purchasing Report

64

4d Vendor Report

65

4e Faculty Personnel

66

4f Other Personnel

69

4g Grants and Contracts

72

4h Agreements

74

4i Board Representation at University Events

76

4j In Memoriam

77

#### 5. Old Business

#### 6. Adjournment

## 1. Call Meeting to Order – Board Chairperson John Pratt

### **Roll Call:**

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

### 3a Minutes of the October 10, 2025, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 12:45 p.m. on Friday, October 10, 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 Friday, October 10 at 2:15 p.m.

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

Trustees absent: None.

**Recommendation:** Approve the Board Minutes of the October 10, 2025 Meeting and Certification of Executive Session.

## 3b Candidates for Degrees December 2025

**Recommendation:** Approval of the candidates for Degrees subject to completion of the requirements.

### Graduates

Amakye, Richmond Osei	Certificate Graduate Level
Dale, Hilary	Certificate Graduate Level
Elliott, Rosemary Francis	Certificate Graduate Level
Milligan, Amanda	Certificate Graduate Level
Sargent, Jessica	Certificate Graduate Level
Stephens III, Larry Lee	Certificate Graduate Level
Ball, Lyndsey Brooke	Certificate Post-Master's
Calhoun, Khyla Mae	Certificate Post-Master's
LaChapelle, Charmaine Monique	Certificate Post-Master's
Dean-Hester, Jessica Ann	Doctor of Nursing Practice
Diller, Dustin Ryan	Doctor of Nursing Practice
Joyce, Tolulope Ayodeji	Doctor of Nursing Practice
Kupferschmid, Hannah	Doctor of Nursing Practice
Morgan, Joshua Adam	Doctor of Nursing Practice
Nidiffer, Jennifer Ann	Doctor of Nursing Practice
Nilsen, Kristian James	Doctor of Nursing Practice
Olson, Andrea	Doctor of Nursing Practice
Sylvester, Sadie Rae	Doctor of Nursing Practice
Whelchel, Summer Dawn	Doctor of Nursing Practice
Alamri, Sarah Sagr	Doctor of Philosophy
Alzahrani Sr, Ahmed Atiah Allah	Doctor of Philosophy
Amakye, Richmond Osei	Doctor of Philosophy
Anderson, Benjamin C	Doctor of Philosophy
Beck, Marlana Kearns	Doctor of Philosophy
Dande, Fredrick	Doctor of Philosophy
Ejiofo, Lawrence	Doctor of Philosophy
English, Jessica	Doctor of Philosophy
Hall, LaMarcus Jermaine	Doctor of Philosophy
Kiesel, John David	Doctor of Philosophy
Lucas, Dwayne Charles	Doctor of Philosophy
Millan, Josue G	Doctor of Philosophy
Peck, Ray Graham	Doctor of Philosophy
Rowe, David James	Doctor of Philosophy
Rucker, Jacquelyn Renee	Doctor of Philosophy
Thacker, Julie Ann	Doctor of Philosophy
Wildoner, Courtney Lee Rhode	Doctor of Philosophy
Yorkowitz, Jonathan James	Doctor of Philosophy

Christmas, Joanna Katherine	Doctor of Psychology
Showalter, Ashleigh Danielle	Doctor of Psychology
Twitdy, Joseph Lee	Doctor of Psychology
Herring, Chasiti Shantel	Doctorate of Health Sciences
Ton, Brian Alexander	Educational Specialist
Beaven, DeAndrea Yvette	Master of Arts
Boulware, Savannah R	Master of Arts
Cooper, Lilian Delphine	Master of Arts
Harris, Keilan	Master of Arts
Hess, Aria	Master of Arts
Loudermilk, Mary Elizabeth Bogard	Master of Arts
Sparks, Jeremiah Thomas	Master of Arts
Valentine, Jared J	Master of Arts
Wilson, Logan Thomas	Master of Arts
Adams, Kristina D	Master of Business Admin.
Adams, Kristina D	Master of Business Admin.
Bass, Amber L	Master of Business Admin.
Benge, Deryk Austin	Master of Business Admin.
Coleman, Patrick Carmine	Master of Business Admin.
Curry, Jackson A	Master of Business Admin.
Fortner, Ashlan E	Master of Business Admin.
Griguhn, Eric Bert	Master of Business Admin.
Jones, Dyllin D	Master of Business Admin.
Koenig, Nicholas Lawrence	Master of Business Admin.
Kowsar, Md Masud	Master of Business Admin.
Lammert, Kimberly Kathleen	Master of Business Admin.
LaMotta, Salvatore	Master of Business Admin.
Leineweber, Deidre Michele	Master of Business Admin.
Meng, Weikang	Master of Business Admin.
Newbill, Phillip N	Master of Business Admin.
Newbill, Phillip N	Master of Business Admin.
Ogle, Meaghan Alyssa	Master of Business Admin.
Patel, Akhil Girishbhai	Master of Business Admin.
Payton, Emily R	Master of Business Admin.
Radinsky, Dylan Joesph	Master of Business Admin.
Sagoe, Nana Aba Spio	Master of Business Admin.
Short, Christopher Patrick	Master of Business Admin.
Spiller, Sean Michael	Master of Business Admin.
Washington, Crystal LaShawn	Master of Business Admin.
Brinkley, Samantha Jo	Master of Education
Brown, Mallory Brooke	Master of Education
Jones, Keena	Master of Education
Kwon, Minseong	Master of Education



Lindsey, Alyson Paige	Master of Education
Newnum, Landon D	Master of Education
Snow, Marley Alyse	Master of Education
Sparks, Morgan Rene	Master of Education
Petry, Eric S	Master of Public Admin
Abdallah, Abdalhay	Master of Science
Adler, Macey	Master of Science
Aubry, Grace	Master of Science
Babbs, Makiah Krystiana	Master of Science
Batchelor, Meghan K	Master of Science
Blanco, MarÃa Alejandra	Master of Science
Bobbilla, Tejaswini	Master of Science
Brown, Lisa R	Master of Science
Channamsetti, Ganesh Saradhi	Master of Science
Cheatham II, Robert D	Master of Science
Clark, Corey Matthew	Master of Science
Clawson, Adam Michael	Master of Science
Crenshaw, Brittany Valencia	Master of Science
Dhingra, Simran	Master of Science
Dunn, Mason C	Master of Science
Edulakanti, Monish Reddy	Master of Science
Faust, Kaitlyn	Master of Science
Fisher, Neely	Master of Science
Fitch, Hannah Elizabeth	Master of Science
Fox, Kaitlyn	Master of Science
Gebreyohannes, Nardos Haile	Master of Science
Gonser, Brandi Leigh	Master of Science
Graybill, Hailey	Master of Science
Gurdeep Singh, FNU	Master of Science
Hastings, Shelby Alyssa	Master of Science
Hostetter, Claire Elisabeth	Master of Science
Hunter, Isabella R	Master of Science
Itukulapati, Priyanka	Master of Science
Jassman, Amy L	Master of Science
Johnson, Matthew L	Master of Science
Jonnalagadda, Nikhila	Master of Science
Kafarski, Abigail Mae	Master of Science
Kandru, Bhonandh Sai	Master of Science
Kandukuri, Santhosh	Master of Science
Kavati, Harshitha	Master of Science
Kotra, Rohith Reddy	Master of Science
Lingam, Taraka Venkata Nagendra	
Tarun	Master of Science

Ludington, Chase James	Master of Science
Marneni, Yaswanth	Master of Science
Marques, Jamie Lynn	Master of Science
Martinez, Raygen Elizabeth	Master of Science
Masimukku, Bhuvantej	Master of Science
Matthews, Ashley Catherine	Master of Science
McDaniel, Alexander Lee	Master of Science
McKenzie, Jacob Ryan	Master of Science
Megenhardt, Kelsie Reamae	Master of Science
Molenda, Grace	Master of Science
Myers, Tristen Marcell	Master of Science
Nall, Noah	Master of Science
Nara, Regan Marie	Master of Science
Nettey, Cordelia Nerley	Master of Science
Orman, Antoinette L'Mour	Master of Science
O'Sullivan, Chloe	Master of Science
Pacheco, Ivan Alejandro	Master of Science
Padala, Sanjeev Reddy	Master of Science
Patterson, Cody A	Master of Science
Pilarski, Jacob Donald	Master of Science
Pritchard, Nathaniel D	Master of Science
Reese, Erin Elizabeth	Master of Science
Reynolds, Casie	Master of Science
Richard, Timothy Eugene	Master of Science
Risko, Gabrielle	Master of Science
Ruzga, Christy Lynn	Master of Science
Saad, Alaass	Master of Science
Samala, Pavan Gopal Sai	Master of Science
Sanchez, Michelle	Master of Science
Smith, John Parker	Master of Science
Spears, Jonathan Daniel	Master of Science
Steiner, Kristin	Master of Science
Tedlapalli, Mohan Krishna	Master of Science
Thomas, Alexandria Taylor	Master of Science
Tinkle, Morgen L	Master of Science
Tobin, Amanda	Master of Science
Tummala, Taruni	Master of Science
Turkson, Comfort Arkaah	Master of Science
Valentine, Samuel Thomas	Master of Science
Ward, Abbigayle Marie	Master of Science
Washington, Ollette	Master of Science
Watson, Connor Jeffrey	Master of Science
Wawre, Niyati Nathu	Master of Science

Willmann, Grace Ann	Master of Science
Wilson, Kristi Danae	Master of Science
Wiltrout, Madelyn S	Master of Science
Witts, Shannon	Master of Science
Wyrick, Caitlyn E	Master of Science
Wyrick, Sarah Rachel	Master of Science
Yates, Nicole Kathryn	Master of Science
Yelamanchili, Manasvi	Master of Science
Young, Samara Lynn	Master of Science
Anderson, Alexandria	Master of Science in Nursing
Beck, BritLee	Master of Science in Nursing
Braun, Lacey Lynn	Master of Science in Nursing
Bridges, Payton Mackenzie	Master of Science in Nursing
Cocchiarella, Mindy Marie	Master of Science in Nursing
Doll, Laura Leigh	Master of Science in Nursing
Gryzmala, Susan	Master of Science in Nursing
Hanna, Rachel Amanda	Master of Science in Nursing
Hayes, Nikita J	Master of Science in Nursing
Hays, Abigail Lois	Master of Science in Nursing
Heineman, Tonya Le Ann	Master of Science in Nursing
Hurst, Ciera Lynn	Master of Science in Nursing
Jessup, Brynn Donal	Master of Science in Nursing
Kincaid, Cierra G	Master of Science in Nursing
Koch, Emily Louise	Master of Science in Nursing
Kozel, Marissa Lauren	Master of Science in Nursing
Krug, Adam Charles	Master of Science in Nursing
Low, Brittany Kay	Master of Science in Nursing
Mann, Nathaniel Zachary	Master of Science in Nursing
Martin, Kierstyn Haley	Master of Science in Nursing
Miller, Mason Lynn	Master of Science in Nursing
Omar, Muktar Shillow	Master of Science in Nursing
Perry, Payton Nicole	Master of Science in Nursing
Root, Karsen Taylor	Master of Science in Nursing
Soriano, Shiela Sison	Master of Science in Nursing
Twitty, Madisyn Paige	Master of Science in Nursing
Wall, Bailey Ann	Master of Science in Nursing
Weigle, Bailey Katherine	Master of Science in Nursing
Whistance, Emily Joan	Master of Science in Nursing

## Undergraduates

Rosado, Angel J	Bach of Science in Engineering
Billmeier, Addison	Bachelor of Arts
Bollinger Sr, Bailey Louise	Bachelor of Arts
Callecod, Elizabeth J	Bachelor of Arts
Cecil, Shawn Michael	Bachelor of Arts
Cohen-Cook, Gracie Jocelyn	Bachelor of Arts
Cole, Jamaal Rasheed	Bachelor of Arts
Conatser, Jessica	Bachelor of Arts
Cure, Haylie N	Bachelor of Arts
Dawson, Zakkery Taylor	Bachelor of Arts
Deibel, Maxwell Randy	Bachelor of Arts
Erickson, Kieran M	Bachelor of Arts
Francis, Luke Murphy	Bachelor of Arts
Gross, Meghan A	Bachelor of Arts
Lee, Benjamin James	Bachelor of Arts
Lewis, Daniel Stephen	Bachelor of Arts
Marion, Katherine Lynn	Bachelor of Arts
Patrick, Mahalia A	Bachelor of Arts
Peters, Aaron Michael	Bachelor of Arts
Ramadani, Migena	Bachelor of Arts
Ramirez, Elena Kristine	Bachelor of Arts
Ritchey, Casey L	Bachelor of Arts
Sarson, Gracie J	Bachelor of Arts
Scott III, Sanford Eugene	Bachelor of Arts
Scott III, Sanford Eugene	Bachelor of Arts
Smith, Angela Marie Josephine	Bachelor of Arts
Summers, Grace Noelle	Bachelor of Arts
Villegas, Shirley Nicole	Bachelor of Arts
Williams, Sydney Shay	Bachelor of Arts
Wilson, Arlene Tonya	Bachelor of Arts
Dill, Hunter L	Bachelor of Fine Arts
Gibbens, Rachel	Bachelor of Music Education
Kulik, Alicia Nicole	Bachelor of Music Education
Akinsanmoye, Olabode Victor	Bachelor of Public Health
Muse, Lanise Omri	Bachelor of Public Health
Severyn, Lara-Carlene E	Bachelor of Public Health
Abraham, Erik Christopher	Bachelor of Science
Adams, Anthony R	Bachelor of Science
Alghamdi, Abdulaziz	Bachelor of Science
Ali, Jakara Elizabeth Vina	Bachelor of Science
Amouzouvi, Kangni Loic	Bachelor of Science
Anderson, Nathan Duane	Bachelor of Science
Anthony, Justin	Bachelor of Science

Anthony, Justin	Bachelor of Science
Argo, Jose Luke	Bachelor of Science
Armstrong, Ellie Marie	Bachelor of Science
Arrowood, Brandon	Bachelor of Science
Atha, Elizabeth Jean	Bachelor of Science
Atkinson, Braydon A	Bachelor of Science
Atwood, Rileigh K	Bachelor of Science
Avendano, Emily M	Bachelor of Science
Bamonte, Amy	Bachelor of Science
Barnett, Jade Riquelle	Bachelor of Science
Barnhart, Nathan	Bachelor of Science
Bartley, Logan Dean	Bachelor of Science
Beadles, Alyssa K	Bachelor of Science
Benjamin, Noami Feven	Bachelor of Science
Bennett, Shane Ashton	Bachelor of Science
Birge, Nathan Isaiah	Bachelor of Science
Blum, Mary Clare	Bachelor of Science
Boehm, Michael D	Bachelor of Science
Bonness, Andrew Aaron	Bachelor of Science
Border, Levi Nathaniel	Bachelor of Science
Bosell, Andrew J	Bachelor of Science
Bragg, Sarah A	Bachelor of Science
Brannen, William	Bachelor of Science
Brown, Henry Joseph	Bachelor of Science
Brown, Matthew Wayne	Bachelor of Science
Browne, Trey D	Bachelor of Science
Bryant, William Hunter	Bachelor of Science
Burton, Preston Garric	Bachelor of Science
Burton, Victoria	Bachelor of Science
Cage, Kieniah Rae'l	Bachelor of Science
Campos, Isabella Guadalupe	Bachelor of Science
Cano, Priscilla Nicole	Bachelor of Science
Capps, Kaitlyn G	Bachelor of Science
Carrico, Shelby	Bachelor of Science
Carter Demaree, Samantha Leigh	Bachelor of Science
Carter, Devin Zachary	Bachelor of Science
Carter, Jacob Daniel	Bachelor of Science
Cedillo, Alejandro	Bachelor of Science
Clardy, Davena Marie	Bachelor of Science
Clark, Brinlee Jayce	Bachelor of Science
Clark, Seth Emanuel	Bachelor of Science
Cohn, Kavahn E	Bachelor of Science
Combs, Lilly Marie	Bachelor of Science

Compton, Kylee P	Bachelor of Science
Cooper, Marcus A	Bachelor of Science
Cope, Lydia Ann	Bachelor of Science
Coulson, Shauna	Bachelor of Science
Daniels, Erik Alberto	Bachelor of Science
Dantzer, Carson Scott	Bachelor of Science
Dantzer, Carson Scott	Bachelor of Science
Davis, Alexis Lynn	Bachelor of Science
Davis, Art'Tisha Leatrice	Bachelor of Science
Davis, Jabrea Monae	Bachelor of Science
DeAtley, Landon Harrison	Bachelor of Science
DeBaun, Pauline June	Bachelor of Science
Dempsey, Grace A	Bachelor of Science
Dickey, Kailynn Cheyenne	Bachelor of Science
Dittmer, Tiffany Elizabeth	Bachelor of Science
Dixon II, Kevin L	Bachelor of Science
Dixon, Damian	Bachelor of Science
Dockery, Kaniya M	Bachelor of Science
Donathan, Cheyenne McKenzie	Bachelor of Science
Douglas, Carrie Lynn	Bachelor of Science
Droit, Callista K	Bachelor of Science
Duke, Tyler Andrew	Bachelor of Science
Dunbar, Noah Richard	Bachelor of Science
Dunn, Jeremiah James	Bachelor of Science
Ebbert, Abigail Irene	Bachelor of Science
EGGE, Kaylia Lauriane	Bachelor of Science
Eggert, Rowan Waiverly	Bachelor of Science
Eljahmi, Hashd	Bachelor of Science
Eskew, Genesis Grace	Bachelor of Science
Esparza, Yesenia	Bachelor of Science
Essex, Zion Joseph	Bachelor of Science
Estes, Matthew J	Bachelor of Science
Evans, Karalyn Irene	Bachelor of Science
Fairbanks Jr, Barry Lee	Bachelor of Science
Faust III, Terry Michael	Bachelor of Science
Fielder, Joshua	Bachelor of Science
Fields, Robert A	Bachelor of Science
Foluke, Kamaria Aisha	Bachelor of Science
Foster, Tanishia	Bachelor of Science
Fowler, Jacob Ryan	Bachelor of Science
Fox, Samuel V	Bachelor of Science
Fraj, Aya Jamel	Bachelor of Science
Franz, John Christopher	Bachelor of Science

Frazier II, Michael Anthony	Bachelor of Science
Fridley, Wade Kurtis	Bachelor of Science
Fulmore, Joshua	Bachelor of Science
Gackle, Jordan Christopher	Bachelor of Science
Gaffney, Brendan T	Bachelor of Science
Gaha, Heidi Lynne	Bachelor of Science
Garcia, Kristen Elaine	Bachelor of Science
Garcia, Luke Hayden	Bachelor of Science
Gaston, Brandon Joel	Bachelor of Science
Gates, Ben	Bachelor of Science
Getts, Natalie Jean	Bachelor of Science
Ghantous, Elias E	Bachelor of Science
Gilmore, Patrick Gerard	Bachelor of Science
Gionni, Diego	Bachelor of Science
Glancey, Rudy	Bachelor of Science
Graber, Bryce Dillon	Bachelor of Science
Grayless, Collin J	Bachelor of Science
Greene, Troy	Bachelor of Science
Hale, Sataya	Bachelor of Science
Hall, Jon Christopher	Bachelor of Science
Hamilton, Taylor Paige	Bachelor of Science
Hamilton, Taylor Paige	Bachelor of Science
Hanners, Destiny RenÃ©	Bachelor of Science
Hargis, Paige L	Bachelor of Science
Harkins, Cade Alexander	Bachelor of Science
Harris, Paul James	Bachelor of Science
Harris, Paul James	Bachelor of Science
Harris, Stacye Nichole	Bachelor of Science
Harris-Higgins, Erin A	Bachelor of Science
Harrison, Harley Makayla	Bachelor of Science
Harrison, Mikayla Abigail	Bachelor of Science
Hart, Anthony Paul	Bachelor of Science
Harvey, Emma J	Bachelor of Science
Hayes Jr, Robert Bradley	Bachelor of Science
Head, Suzanne L	Bachelor of Science
Heck, Jason	Bachelor of Science
Henderson, Austin David	Bachelor of Science
Hendrick, Ian Thomas	Bachelor of Science
Heninger, Killian Patrick	Bachelor of Science
Henry, Tori Faith	Bachelor of Science
Herrera, Allison	Bachelor of Science
Herron, Christian Ray	Bachelor of Science
Higgins, Brant Alexander	Bachelor of Science

Hobbs, Matthew A	Bachelor of Science
Holcomb, Haley	Bachelor of Science
Howard Sr, Emma Elizabeth	Bachelor of Science
Howard, Addison Marie	Bachelor of Science
Howard, Shawn David	Bachelor of Science
Howe, Hunter Allen	Bachelor of Science
Htun, Kyawnaing	Bachelor of Science
Huerta-Couch, Alexia Lynn	Bachelor of Science
Jackson, Ian Michael	Bachelor of Science
Jackson, Jalyne	Bachelor of Science
Jackson, Tahj Armai	Bachelor of Science
Jenks, Makalinn L	Bachelor of Science
Jillye, Shaquillah A	Bachelor of Science
Johnson Sr, Jade Gabrielle	Bachelor of Science
Johnson, Ryleigh Jo Anna	Bachelor of Science
Jones, Treyce	Bachelor of Science
Kapelka, Luci Mae	Bachelor of Science
Kelley I, Jacob A	Bachelor of Science
Kelley, Jazmyn Orion	Bachelor of Science
Kelley, Michael	Bachelor of Science
Kelley, Nolan William	Bachelor of Science
Kelly, Reagan Linn	Bachelor of Science
Kemp, Ali Sophia	Bachelor of Science
Kepley, Kayla	Bachelor of Science
Kerin, Autumn	Bachelor of Science
King, Brandon Thomas	Bachelor of Science
Kinthead, Grace N	Bachelor of Science
Kline, Braden Benjamin	Bachelor of Science
Kline, Braden Benjamin	Bachelor of Science
Knippenberg, Hannah Marie	Bachelor of Science
Koehn, Kyle Scott	Bachelor of Science
Koontz, Dayne E	Bachelor of Science
Kyle, Kayla Macy	Bachelor of Science
Lamey, Madalynn Elizabeth	Bachelor of Science
Lanman, Olivia Kendall Leigh	Bachelor of Science
Lansinger, Olivia	Bachelor of Science
Lareau, Elliott Jane	Bachelor of Science
Lechwar, Wiktor	Bachelor of Science
Loucks, Dylan Lee	Bachelor of Science
Lunn, Megan K	Bachelor of Science
Lynch, Tristian Deanthony	Bachelor of Science
Lynn, Halle G	Bachelor of Science
Macias, Bobby Henry	Bachelor of Science



MacLaren, Bryce	Bachelor of Science
Madden, David Andrew Nathaniel	Bachelor of Science
Malone, Sabrina Nicole	Bachelor of Science
Maroney, Lucky Joe	Bachelor of Science
Martin, Chloe Ann	Bachelor of Science
Martin, Haley LeAire	Bachelor of Science
Martin, Jake	Bachelor of Science
Martin, Jasslyn Elyssia	Bachelor of Science
Martin, Kaylah Ashaunte	Bachelor of Science
Martin, Loren Danielle	Bachelor of Science
Mathes, Carrie Ann	Bachelor of Science
Maurer, Sydney M	Bachelor of Science
Maxwell, Bryce L	Bachelor of Science
McCauley, Elijah Bazile	Bachelor of Science
McCrae, Shanequa	Bachelor of Science
McFarlin, Crystal Leigh	Bachelor of Science
McGill, Bailey K	Bachelor of Science
McGlothlin, Alexander Lee	Bachelor of Science
McKenzie, Natasha Renee	Bachelor of Science
McLaughlin, Chloe	Bachelor of Science
McMillian Jr, Stacy	Bachelor of Science
McWilliams, Emily R	Bachelor of Science
Mello, Joshua A	Bachelor of Science
Melton, Brittany Marie	Bachelor of Science
Milam, Jeremy Daniel	Bachelor of Science
Miller, Kelly Lynn	Bachelor of Science
Mitchell, Raylee J	Bachelor of Science
Mock, Caleb	Bachelor of Science
Morgan, Sam	Bachelor of Science
Morris, Luke S	Bachelor of Science
Muir, Jacob F	Bachelor of Science
Neaveill, Ethan A	Bachelor of Science
Nesius, Max T	Bachelor of Science
Nute III, Charles Vernon	Bachelor of Science
Oare, Jeremy	Bachelor of Science
Offord, Dylan L	Bachelor of Science
Owens, Devon C	Bachelor of Science
Pavalko, Tyler James	Bachelor of Science
Pelfrey, Allison R	Bachelor of Science
Perry, Andrea Tylesha	Bachelor of Science
Petrowski, James Stanley, II	Bachelor of Science
Peyton, Briley Nicole	Bachelor of Science
Phelps, Christopher W	Bachelor of Science

Phillips, Tyler	Bachelor of Science
Pierson, Haley Marie	Bachelor of Science
Pohlar, Keegan	Bachelor of Science
Popovich, Alyssa Lavonne	Bachelor of Science
Porter, Darius D	Bachelor of Science
Price III, James W	Bachelor of Science
Pritchett, Isaac Greyson	Bachelor of Science
Quintero, Angel A	Bachelor of Science
Rackley, Chloe Louise	Bachelor of Science
Ralston, James	Bachelor of Science
Ramirez, Carlos Brandon	Bachelor of Science
Reagan, Kimberlee Anne	Bachelor of Science
Reed, Shadyn Jo	Bachelor of Science
Reff, Evan Charles	Bachelor of Science
Renfro, Luke W	Bachelor of Science
Reyes Sr, Josue	Bachelor of Science
Rivas, Luigi	Bachelor of Science
Roberts, Justin David	Bachelor of Science
Rodrigues, Samuel Joseph	Bachelor of Science
Rogers, Paige Elizabeth	Bachelor of Science
Rothenberger, Taylor Marie	Bachelor of Science
Roush, Cameron Alexander	Bachelor of Science
Royal, Dalton Porter	Bachelor of Science
Sako, Amir Moussa	Bachelor of Science
Sanchez Orobio, Pablo David	Bachelor of Science
Sanders, Faith E	Bachelor of Science
Schilawski, Aaron Tim	Bachelor of Science
Schmitt, Caleb Jeffery	Bachelor of Science
Schulze, Makenzie Jo	Bachelor of Science
Scott, Caleigh Joann	Bachelor of Science
Shake, Cecily S	Bachelor of Science
Shapuras, Kiara R	Bachelor of Science
Shaw, Lauren Faith	Bachelor of Science
Shealey, Jonathon Paul	Bachelor of Science
Sheehan, Conor Tiernan	Bachelor of Science
Sheid, Lisa Marie	Bachelor of Science
Sherwood, Norman Richard	Bachelor of Science
Shideler, Payton Suzanne	Bachelor of Science
Shields, Aniya Imani	Bachelor of Science
Shields, Anyla Amani	Bachelor of Science
Shields, Natalie Cherie	Bachelor of Science
Shiflett, Abigail Margaret	Bachelor of Science
Sloyan, Neil Richard	Bachelor of Science

Smith, Evan Russel	Bachelor of Science
Smith, Kamren Lavell	Bachelor of Science
Smith, Khalil C	Bachelor of Science
Snyder, Zachary A	Bachelor of Science
Sosby, Patrick Samuel	Bachelor of Science
Standerfer, Wesley Alexander	Bachelor of Science
Stegall, Joseph A	Bachelor of Science
Stevens, Alexander Matthew	Bachelor of Science
Streur, Alyssa N	Bachelor of Science
Strickland, Jacob Alexander	Bachelor of Science
Stroud, Brandon M	Bachelor of Science
Swan Sr, Ashlyn Taylor	Bachelor of Science
Sykes, Erica	Bachelor of Science
Terry, Noah	Bachelor of Science
Thacker, Victoria Lynn	Bachelor of Science
Thomas, Sydney Lynn	Bachelor of Science
Tobin, Gavyn Gregory	Bachelor of Science
Torres, Victor	Bachelor of Science
Traum, Harrison Zygmund	Bachelor of Science
Trimble, Isabelle Nicole	Bachelor of Science
Trinkle, Byron	Bachelor of Science
Troutman, Samantha L	Bachelor of Science
Tungate, Charles Allen Louis	Bachelor of Science
Turner, Brandon Jay	Bachelor of Science
Turner, Sydnee Lauren	Bachelor of Science
Twesme, Ash T	Bachelor of Science
Unzicker, Scott Aaron	Bachelor of Science
Vernelson, Andrew K	Bachelor of Science
Virges, Deaira C	Bachelor of Science
Virgo, Brigitte Lauren	Bachelor of Science
Vitaniemi, James Thomas	Bachelor of Science
Wade, Lauren Elizabeth	Bachelor of Science
Wagler, Jayson Lester	Bachelor of Science
Wagoner, Jaden T	Bachelor of Science
Walker, Crue Joseph	Bachelor of Science
Walls, Faith I	Bachelor of Science
Walsh, Grace Tia	Bachelor of Science
Walter, Alexis Taylor	Bachelor of Science
Wang, Zoe Suzanne	Bachelor of Science
Ward, Amy Elizabeth	Bachelor of Science
Warren, Daja Renee	Bachelor of Science
Watkins, Darius Nicholas Antonio	Bachelor of Science
West, Ian James-Allen	Bachelor of Science

Wheat, Anna Calista	Bachelor of Science
White Jr, Michael Lawrence	Bachelor of Science
White, Alexia Naomi	Bachelor of Science
White, Grace Jiao	Bachelor of Science
Wilcox, Emily Brooke	Bachelor of Science
Wilkey, Keiontre Lee	Bachelor of Science
Williams, Christian	Bachelor of Science
Williams, Destiny Ranae	Bachelor of Science
Wilson, Patrick Paul Christopher	Bachelor of Science
Winfield, Xavier Alexander	Bachelor of Science
Wood, Ethan M	Bachelor of Science
Wood, Ethan M	Bachelor of Science
Woods, Jala Shermaine	Bachelor of Science
Yowell, Jocelyn Kai	Bachelor of Science
Adewale, Malik Adejuwon	Bachelor of Science in Nursing
Arroyo, Jordan Michelle	Bachelor of Science in Nursing
Basham, Branson R	Bachelor of Science in Nursing
Bell, Haley Alexis	Bachelor of Science in Nursing
Bishop, Deborah Jean	Bachelor of Science in Nursing
Bowen, Abigail	Bachelor of Science in Nursing
Brown, Damion Kenneth	Bachelor of Science in Nursing
Cemberci, Jessica Kim	Bachelor of Science in Nursing
Chadwick, Emily A	Bachelor of Science in Nursing
Clark, Tyresha	Bachelor of Science in Nursing
Cook, Madison Elaine	Bachelor of Science in Nursing
Cook, Makenna J	Bachelor of Science in Nursing
Darko, Tina	Bachelor of Science in Nursing
Day, Kylie Joy	Bachelor of Science in Nursing
DeGroote, Corynn Elizabeth	Bachelor of Science in Nursing
Dyer, Jaycee Lynn	Bachelor of Science in Nursing
Elder, Katelyn Marie	Bachelor of Science in Nursing
Flak, Nevaeh Fern	Bachelor of Science in Nursing
Gard, Emma L	Bachelor of Science in Nursing
Gillenwater, Laura M	Bachelor of Science in Nursing
Gillespie, Haylee Grace	Bachelor of Science in Nursing
Hardey, Kamryn A	Bachelor of Science in Nursing
Hopper, Emma Jane	Bachelor of Science in Nursing
Jaeger, Abigail B	Bachelor of Science in Nursing
Jenkins, Donita S	Bachelor of Science in Nursing
Kartal, Samantha J	Bachelor of Science in Nursing
Kearney, Earlene	Bachelor of Science in Nursing
Knox, Briana	Bachelor of Science in Nursing
Kreager, Christine Marie	Bachelor of Science in Nursing

Luttrell, Alexis Lee	Bachelor of Science in Nursing
Middlebrooks, Katrina Marie	Bachelor of Science in Nursing
Mohr, Taylor	Bachelor of Science in Nursing
Mullenix, Taylor	Bachelor of Science in Nursing
Mutyaba, Doreen Martha	Bachelor of Science in Nursing
Myers, Sailor B	Bachelor of Science in Nursing
Newby, Keyla Dawn	Bachelor of Science in Nursing
Paolo, Aarika	Bachelor of Science in Nursing
Pick, Carly	Bachelor of Science in Nursing
Plummer, Jeannette Ann	Bachelor of Science in Nursing
Rouse, Josette	Bachelor of Science in Nursing
Stiles, Mya R	Bachelor of Science in Nursing
Torka, June Frances Calvo	Bachelor of Science in Nursing
Vasquez, Karyn Marie	Bachelor of Science in Nursing
Wentworth, Meghan Elyce	Bachelor of Science in Nursing
Young, Jocelyn	Bachelor of Science in Nursing
Rollins, Celiea De'Shea	Bachelor of Social Work
Flak, Nevaeh Fern	Certificate Undergraduate
Huerta-Couch, Alexia Lynn	Certificate Undergraduate
Jenks, Makalinn L	Certificate Undergraduate
Jenks, Makalinn L	Certificate Undergraduate
Patrick, Mahalia A	Certificate Undergraduate
Stegall, Joseph A	Certificate Undergraduate
Villegas, Shirley Nicole	Certificate Undergraduate

## 3c New Degree Programs – BSE in Mechanical Engineering and BSE in Civil Engineering

**Date Prepared:** October 31, 2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** New BSE degrees in Mechanical Engineering and Civil Engineering  
**Disposition:** Item is for **Action**

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### **Objective:**

This proposal will split the existing generalist BSE in Engineering into 2 new degree programs – Mechanical Engineering and Civil Engineering. With this split, the generalist BSE will be suspended with a teach out.

### **Background of Issue:**

The Bailey College of Engineering and Technology started admission to its BS in Engineering in 2017 with three concentrations. Since then, the BS in Engineering has grown to more than 70 students with more than half of them enrolled in Mechanical Engineering concentration, and most of the remainder in the Civil Engineering concentration.

After receiving feedback from potential employers, prospective students and parents, the dean's office and the engineering faculty conducted a feasibility study which indicates that there is growing demand for Mechanical Engineers and the colleges and universities in the State of Indiana and the region are unable to answer the demand. Employers and prospective students are more interested in programs that specialize in an engineering field, over the generalist degree.

The BSE in Engineering allowed the program faculty to launch an engineering program and receive accreditation. The intention was always to ultimately launch specialized degree programs and eliminate the generalist degree.

### **Funding Source:**

No additional funding is necessary. These programs build from the generalist degree.

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

These proposals will move to ICHE as Routine Staff Actions to split a degree program in January. This will allow time for recruitment for a Fall 2026 class. The proposal was approved by Faculty Senate on 10/30/2025.

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

**Management Recommendation: Approval**

### 3d New Program: BA in Media Production

**Date Prepared:** October 31, 2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** New Program BA in Media Production  
**Disposition:** Item is for **Action**

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#### **Objective:**

This proposal is to create a 45-credit hour undergraduate major in Media Production. The Media Production Major is an interdisciplinary degree that integrates courses from the Departments of Theater, Communication, Art and Design, and Student Media. It focuses on developing practical skills in the various aspects of media production, including broadcast (radio and television), film, performing arts, live performance, audiovisual work, multimedia design, venue management, video gaming, as well as preparation for other careers involving video, audio, and media production technology.

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

In recent years, the theater, film/television, and digital interactive technologies industries have become increasingly interconnected, particularly in terms of production techniques and training. Many Indiana State University alumni have successfully transitioned into the film and television sectors due to these overlaps; however, they often must learn these diverse and evolving skill sets on the job.

The formation of Student Media, which originally grew out of the Department of Communication, created a new space for developing media production and technology skills. However, there was no longer a clear academic pathway for students interested in this multidisciplinary field, as Student Media was not an academic unit. While the Department of Communication retained many of the original Radio/TV/Film courses as electives, an distinct curriculum focused on Media Production and Technology no longer existed.

Recognizing this gap, the Department of Theater saw an opportunity to build upon their Entertainment Design and Technology curriculum and, in collaboration with Student Media and the Department of Communication, began to develop a program to provide formal training in Media Production—specifically focusing on the technical aspects of filming, designing, and editing media events. The Department of Art and Design, with its expertise in digital art, and the Department of English, with their new media writing course, joined the effort, and the five units collectively developed a curriculum that serves not only film and broadcast but also associated career paths such as digital design, live event production, and audio/video engineering.

While there are other media and production programs in the region, few emphasize the interdisciplinary approach and hands-on practical experience that this new program at ISU will offer.

#### **Funding Source:**

Any additional funding needed from this program will be from existing resources in the Department and the College of Arts and Sciences.



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

If approved, this proposal will be forwarded to ICHE for approval in time for recruitment for a Fall 2026 start. The proposal was approved by Faculty Senate on 10/30/2025.

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

N/A

**Management Recommendation: Approval**

## 3e New Graduate Certificates in Healthcare

**Date Prepared:** October 31, 2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** Approval of Graduate Certificates  
**Disposition:** Item is for **Action**

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### **Objective:**

To support the Doctor of Health Sciences degree program, 4 graduate certificates are being proposed. The certificates range in credit hours from 9-12 credits and are stackable within the D.H.Sc. The certificates are: Community Health and Prevention, Healthcare Leadership and Innovation, Healthcare Professions Education, and Healthcare Quality and Informatics.

### **Background of Issue:**

The certificates were built in cooperation with the range of graduate faculty in the College of Health and Human Services and were built to leverage the various strengths across the programs in support of the D.H.Sc. in Healthcare Leadership. Courses come from existing course in Advanced Practice Nursing, various disciplines in Applied Medicine and Rehabilitation, and the Bayh College of Education.

Since it's relaunch in Fall 2025, 1 student is currently in the program, and 3 additional students have been admitted for Spring 2026. These certificates can be completed as stand-alone programs, or in support of completion of the D.H.Sc.

### **Funding Source:**

The certificates pull on existing courses that are already offered at a distance.

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

These will need to be approved by ICHE as Routine Staff Actions and will then be available for for the Fall 2026 catalog. The proposal was approved by Faculty Senate on 10/30/2025.

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

None

### **Management Recommendation: Approval**

### 3f New Program: Packaging Engineering Technology Certificate

**Date Prepared:** 10/29/2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** New Program: Packaging Engineering Technology Certificate  
**Disposition:** Item is for **Action**

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#### **Objective:**

This 12 credit-hour certificate is designed for both students preparing to enter the workforce and professionals looking to build their expertise in packaging. It provides the education and credentials needed to grow in the industry. Through this program, students will:

1. Learn about different packaging materials, their properties, and the standard tests used to evaluate them.
2. Collect and analyze data to make informed decisions when developing packaging solutions.
3. Understand how to use primary packaging materials and formats in design and development, including their role in product launches to ensure functionality and market success.
4. Explore secondary and tertiary packaging materials and formats, focusing on their roles in warehousing, supply chain management, and distribution logistics.

The program will be offered both at a distance and on-campus.

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

There is capacity in PKG courses, creating an opportunity for both students and industry professionals to learn together. This certificate connects professionals with the classroom, enhancing the learning experience for all packaging students.

#### **Funding Source:**

Uses existing courses and faculty resources.

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

Approval at this time will allow for the program to be advertised starting in Spring 2026 with a launch date of Fall 2026. This program will need to be approved by the Indiana Commission of Higher Education in January or February 2026 via Routine Staff Action. The proposal was approved by Faculty Senate on 10/5/2025.

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

None

#### **Management Recommendation:** Approval

## 3g New Policy in Graduate Catalog

**Date Prepared:** November 5, 2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** Policy for Graduate Certificates  
**Disposition:** Item is for **Action**

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### **Objective:**

Add the following language to the Graduate Catalog as part of Administrative Policies

### **Graduate Certificates**

Students admitted only into a Graduate Certificate program are officially designated as non-degree seeking students. Specific admission criteria are set by the academic department offering the certificate and are published publicly.

The design and required credit hours for a Graduate Certificate are fundamentally driven by the defined learning outcomes and the professional competencies the certificate is intended to convey. Graduate Certificates are typically nine (9) credit hours in total. All courses applied toward the completion of a Graduate Certificate must be delivered at the graduate level (500 or higher). No less than 30% of the certificate must be completed at Indiana State University.

Academic departments must clearly communicate the structure and delivery mechanism of their Graduate Certificate programs to prospective and current students through the Graduate Catalog. The department must specify how the program is delivered (e.g., face-to-face, hybrid, fully online, etc.). The department must explicitly state whether the program accepts credit for prior learning (CPL) and should transparently describe the process and criteria by which CPL is evaluated and awarded toward the certificate requirements. All non-course-related program requirements must be clearly communicated to prospective and current students through the Graduate Catalog.

To ensure that knowledge and skills gained remain current and professionally relevant, the maximum time allowed for the completion of a Graduate Certificate is five (5) years from the date a student receives a grade in the first course applied to the certificate. However, the program may propose an adjustment to the standard five-year time limit if there are compelling professional standards in the field. Students are typically expected to complete all requirements for a Graduate Certificate within one (1) to three (3) semesters.

### **Background of Issue:**

As graduate certificates become increasingly common as entry points for graduate programs and as stackable certificates within graduate programs, there have been questions and concerns as to how certificates relate to other policies about completion of graduate programs. This policy serves to clarify those for the university community.

### **Funding Source:**

None needed

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

Policy was passed by Faculty Senate on 10/30/2025.

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

None

**Management Recommendation: Approval**

### 3h Change to Undergraduate Catalog for Additional Degrees

**Date Prepared:** 10/29/2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** Modification to Undergraduate Catalog Policy  
**Disposition:** Item is for **Action**

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#### **Objective:**

Change the catalog language to read:

**Second or Additional Baccalaureate Degree(s).** A student who desires a second or additional baccalaureate degree must complete a minimum of 30 credit hours at ISU after the awarding of the first degree and must fulfill all requirements for the degree being pursued. ~~Two baccalaureate degrees may be granted simultaneously provided all requirements for both degrees have been completed and a minimum of 150 credit hours has been earned.~~

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

Currently, when a student completes a double major within the same degree type (i.e. BA/BS), only the primary degree is reported as a completion to the state. If a student completes programs in 2 different degree types (for example, B.S.W and B.S), the student is required to complete an additional 30 credit hours (minimum of 150) and both degree completions are reported to the state. This policy change allows double majors to be counted as dual degrees (to allow reporting) and to allow this to occur if a student completes 120 credit hours. Both degrees must be completed at the same time.

#### **Funding Source:**

No funding is needed.

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

This modification will allow us to report more than 1 degree as a degree completion in state reporting, effective with May graduates. This proposal was approved by Faculty Senate on 10/2/2025.

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

None

**Management Recommendation:** Approval.

## 3i Revision to Policy 147.1

**Date Prepared:** November 3, 2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** Revision to Foundational Studies Policy  
**Disposition:** Item is for **Action**

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### Objective:

Modify the policy language to provide a broader context for the Council.

#### 147.1 ~~Foundational Studies~~ Undergraduate Core Curriculum Council

The ~~Foundational Studies Program~~ Undergraduate Core Curriculum is the single undergraduate program completed by every undergraduate student in some form, with courses spanning all academic colleges, with requirements to meet the Indiana College Core and facilitate transfer credits, as well as assessment obligations for the Higher Learning Commission. The program is administered by the Undergraduate Core Curriculum Council. ~~through the Office of Foundational Studies by the Foundational Studies Council.~~ The Undergraduate Core Curriculum Council (UCCC) has oversight of curriculum and assessment in the Undergraduate Core Curriculum and in matters related to the teaching of this curriculum.

~~The Office of Foundational Studies (OFS) will house the Coordinator of the Foundational Studies Program and the Foundational Studies Council. The OFS will be the administrative office that carries out the administrative tasks and responsibilities required by the Foundational Studies Council (FSC) for managing the Foundational Studies Program (FS Program) at Indiana State University.~~

~~The Foundational Studies Council (FSC) has oversight of curriculum and assessment in the Foundational Studies Program and in matters related to the teaching of the Foundational Studies Program curriculum~~

- **147.1.2 Voting Members.** The ~~FSC~~ UCCC will be constituted by one regular faculty ~~member who has taught or supervised at least one course in the category in the past year,~~ elected to represent each ~~of the curricular categories~~ category that comprises the ~~FS~~ UCCC Program. Faculty who have taught or supervised at least one course in the representative category during the past year are eligible for election. The Council also will include ~~from the FS Program faculty~~ and as many elected, at-large faculty ~~members at-large~~ as needed to ensure that each of the academic colleges is represented on the ~~FSC~~ UCCC by a voting member. ~~In addition, the Student Government Association will appoint two undergraduate students who will serve as voting members of the FSC.~~ The Coordinator of the Undergraduate Core Curriculum ~~Foundational Studies~~ shall serve as the Chair of the ~~FSC~~ UCCC and will be a voting member of the ~~FSC~~ UCCC.
- **147.1.3 Ex Officio Members.** The Dean (or designee) of each of the academic colleges, the ~~FSC~~ UCCC liaison ~~to from~~ Academic Affairs, the Associate Provost for Student Success and Advising, the Director of the Faculty Center for Teaching Excellence, the Chair of Faculty Senate (or designee), and the Registrar (or designee) shall serve as ex officio members of the Council.
- **147.1.4 Nomination and Election.** The Executive Committee of the UCCC ~~FSC~~ will conduct elections annually in accordance with the terms stipulated in the procedures of the UCCC ~~FSC~~.

- **147.1.5 Terms.** Voting members of the **UCCC FSG** (with the exception of the Coordinator of **UCC FS**, and the at-large members, ~~and the student members~~) will serve 2-year terms. At-large ~~and student members~~ serve 1-year terms (as described in the Procedures).
- **147.1.6 Leadership and Oversight.** An Executive Committee composed of the **UCC Foundational Studies** Coordinator as chair, a vice-chairperson, a secretary, and two additional members elected from the voting members of the Council will direct and facilitate the work of the **UCCC FSG**.
- **147.1.7 Reporting.** The **UCCC-FSG** reports to the Faculty Senate and will provide an annual report to the Faculty Senate by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year. The **UCCC FSG** will also provide an Assessment Report annually to the Faculty Senate and the University Assessment Council.
- **147.1.8 Coordinator of Undergraduate Core Curriculum Foundational Studies**
  - **147.1.8.1 Appointment.** The Coordinator shall be appointed by the Provost, following a campus-wide search and consultation with the **UCCC FSG**. The appointment will be for 3 years with the possibility of continuation.
  - **147.1.8.2 Qualifications.** The Coordinator must be a member of the **UCC Foundational Studies** faculty, having taught or teaching at least one course per year in the **FS UCC** Program., as prescribed by 147.1.1.
  - **147.1.8.3 Duties.** The Coordinator shall be responsible for the following administrative duties in support of the **FS UCC** Program. Chair the **UCCC FSG** (see Procedures for duties of the chair of **UCCC-FSG**), oversee the transfer of credit to the **FS UCC** Program, ensure the integrity and the delivery of the academic program, support faculty who teach in the **UCC FS** Program, ensure the Assessment Plan of the **UCC FS** Program is carried out, facilitate communication to the University ~~from the OFS~~ about the **UCC FS** Program.
- **147.1.9 Ex-Officio Representation of the Council.** The Coordinator will represent the **UCC FS** Program and **UCCC FSG** at the following committees. Faculty Senate, CAAC, Provost's Advisory Committee, and other committees as deemed necessary by Academic Affairs to the effectiveness of the **UCCC FSG**.

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

Because this committee oversees other core curriculum requirements beyond the base, thirty credit hours in Foundational Studies (General Education) that aligns to state requirements, the council and Faculty Senate were charged to update policy language to reflect its current and potential future roles.

#### **Funding Source:**

None needed

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

The revisions passed Foundational Studies Council on October 9, 2025 and Faculty Senate on October 30, 2025.

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

None

#### **Management Recommendation: Approval**



### 3j Modification to Policy 210.2.2 Transfer Admissions

**Date Prepared:** 10/29/2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** Modification to Policy 210.2.2  
**Disposition:** Item is for **Action**

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#### **Objective:**

Modify Policy 210.2.2 to allow Admissions greater flexibility in transfer admissions.

- **210.2.2 Transfer Applicant.** A transfer applicant is defined as an undergraduate student who has earned college credit after high school graduation or equivalent. If a student has earned fewer than 12 or more college-level credits, the student must meet the freshman applicant criteria.
  - a. **Academic Achievement.** Transfer applicants for admission should be in good academic standing at the last accredited institution attended and have earned at least a 2.0 cumulative grade point average (GPA) on a 4.0 scale in all college-level studies **or request Transfer Academic Renewal.**
  - b. **Transfer Academic Renewal.** Undergraduate degree-seeking transfer students who have been out of school for more than 5 years and whose previous academic performance is not indicative of the academic work of which they are now capable may apply for admission under Transfer Academic Renewal.
  - c. **Program Specific Requirements.** Some Indiana State University programs require higher standards and/or additional requirements for admission. Admission to the University does not guarantee admission to a given academic program or enrollment in specific courses.
  - d. **Required Application and Payment.** An electronic application and non-refundable application processing fee must be submitted for admission consideration.
  - e. **Required Transcripts.** Applicants for admission must submit official transcripts from all post-secondary institutions at which course work has been attempted and credentials have been earned.
  - f. **International-Only Requirements.** Because of the variety of educational systems throughout the world, there are broad admission requirements for international students. An affidavit of financial support and original current bank statement, acceptable scores on university-recognized English Language Proficiency exams, and passport copy are required documents for admission.

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

The current policy does not allow Admissions to consider transfer students for admissions if they don't have both requirements of good academic standing from last accredited institution attended and a 2.0 cumulative GPA in all college-level studies. By adding an option for Transfer Academic Renewal, Admissions can consider transfer students who have been out of school for at least five years and may be at a different place in their lives and prepared to succeed academically.

This proposal passed Faculty Senate on 10/2/2025

#### **Funding Source:**

No additional funding is needed

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

Approval at this time will allow Admissions to apply the new policy starting as early as admissions for the 2<sup>nd</sup> 8 week term of Spring 2026.

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

None

**Management Recommendation:** Approval.

## 3k Revision to Policy 338 Emeritus/Emerita Status

**Date Prepared:** October 31, 2025  
**From:** Faculty Senate  
**Prepared by:** Dr. Susan Powers, Vice Provost Academic Affairs  
**Presented by:** Dr. Brad Balch, Interim Provost and Vice President Academic Affairs  
Designee  
**Presented at:** December 12, 2025  
**Subject:** Revision to Policy 338  
**Disposition:** Item is for **Action**

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### Objective:

Modify the language of 338 to mirror other retirement policies.

### **338.1 Fifteen Years of Service**

**Regular Tenured** Faculty who have provided at least fifteen (15) years of continuous honorable service to Indiana State University shall be awarded and conferred the title of Emeritus/Emerita upon retirement ~~at age 62 or older~~, except in cases of denial or revocation.

- **338.1.1 Denial.**
  - **338.1.1.1 Petition for Denial.** Any petition for denial of Emeritus/Emerita status must be presented, in writing and prior to the individual's retirement, by the immediate supervisor of the retiring party (which is usually the department chair) to the dean of the college in which the retiree served.
  - **338.1.1.2 Statement of Significant Cause.** Any Petition for Denial submitted under Section 338.1.1.1, above, shall state significant cause for denial of Emeritus/Emerita status.
  - **338.1.1.3 Approval of Petition.** To deprive the retiree of Emeritus/Emerita status, the petition must be approved by both the dean and the faculty governance body of that college.
- **338.1.2 Revocation.**
  - **338.1.2.1 Petition for Revocation.** After a **Regular Tenured** Faculty member has retired with Emeritus/Emerita status, the Provost may petition to revoke this status.
  - **338.1.2.2 Grounds and Procedures for Revocation.** The grounds appropriate for revocation and the procedures for revocation shall be the same as those for dismissal of **Regular Tenured** Faculty in general.
- ~~**338.1.3 Exception to Age 62 Rule.** A Tenured Faculty member who satisfies the fifteen (15) years of service rule stated above but who does not otherwise qualify for automatic Emeritus/Emerita status because s/he separates from the University before age 62 may petition to his/her dean and faculty governance body (both of which must approve the petition) for Emeritus/Emerita status as long as such petitioning Tenured Faculty member is not employed on a full-time basis at any other institution of higher education. Such petition must include a representation by the petitioning Tenured faculty member that s/he will notify the University in the event that s/he accepts full-time~~

~~employment by any other institution of higher education.~~

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### **338.2 Ten Years of Service**

**Regular Tenured** Faculty who have provided at least ten (10) years of continuous, honorable service to Indiana State University may, upon nomination from the retiree's department chair, be awarded and conferred the title of Emeritus/Emerita upon retirement.

- **338.2.1 Approval of Nomination.** Any nomination under this section shall be considered by both the appropriate academic dean and the faculty governance body of that college, and must be approved by both the dean and the faculty governance body.

### **338.3 Exceptional Cases**

In truly exceptional cases, **Regular Tenured** Faculty with fewer than ten (10) years of honorable service to Indiana State University may be awarded and conferred Emeritus/Emerita status upon retirement.

- **338.3.1 Approval of Nomination.** In these cases, the nomination and approvals specified in Section 338.2 above shall apply.

### **338.4 Use of Title**

The title Emeritus/Emerita normally will follow the regular professional title, as in "Professor Emeritus of History."

- **338.4.1 Continue Scholarly Pursuits.** One Emeritus/Emerita status has been conferred, such faculty will be encouraged to continue scholarly pursuits and enjoy participation in University activities.
- **338.4.2 Laboratory and Office Space.** The Emeritus/Emerita retiree will be offered laboratory and/or office space, as available, on campus.
- **338.4.3 Library Privileges.** The Emeritus/Emerita retiree will retain continued privileges at the ISU library.
- **338.4.4 Email Account.** The Emeritus/Emerita retiree will retain use of an ISU email account.
- **338.4.5 Wired/Wireless Access.** The Emeritus/Emerita retiree will retain use of wired and wireless access to Indiana State University computing systems in a fashion identical to that provided regular faculty, generally, without regard to the ownership status of any device by which access to such computing system is established.
- **338.4.6 Student Recreation Center.** The Emeritus/Emerita retiree will retain use of the Student Recreation Center identical to other employees of the University, generally. This provision shall override any other University Policy Library provisions that could be interpreted to restrict Student Recreation Center use because of age or years of service at separation from service.

### **Background of Issue:**

The current policy applies only to tenured faculty and has a rule of being 62 or older for automatic conferral of the title of Emeritus/Emerita. Given the change in the retirement policy

that allows retirement with a rule of 85 (age plus years of service), it was determined that the 62 or older limitation should be eliminated. Language was modified to change the conferral of Emeritus/Emerita to all regular faculty.

**Funding Source:**

No additional funding is needed.

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

This proposal was approved in 2 parts by Faculty Senate – 10/2/2025 removed the 62 and under portion, 10/30/2025 added the instructor portion.

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

None

**Management Recommendation: Approval**

## 3I Proposed Academic Misconduct Update to Undergraduate & Graduate Catalogs

**Date Prepared:** November 4, 2025  
**From:** Dr. Heather Webb, Dean of Students  
**Prepared by:** Dr. Heather Webb, Dean of Students  
Mr. Craig Enyeart, Director of Student Support & Accountability  
**Presented by:** Dr. Brad Balch, Interim Provost & Vice President for Academic Affairs Designee  
**Presented at:** December 12, 2025  
**Subject:** Academic Misconduct Update to Undergraduate & Graduate Catalogs  
**Disposition:** Item is for **Action**

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### **Objective:**

This proposed update to the Undergraduate and Graduate Catalogs would include language indicating that a student cannot withdraw from a course where an allegation of academic misconduct has occurred, or where the student has been found responsible for academic misconduct. This language is taken from the Guide for Academic Misconduct, which was adopted by Faculty Senate on October 30, 2025.

### **Background of Issue:**

The Guide for Academic Misconduct provides a process for addressing instances of student academic misconduct, which includes the opportunity for a faculty member to assign a directed grade to a student when academic misconduct occurs. Without including language from the Guide for Academic Misconduct in the Undergraduate and Graduate Catalogs specifying that a student cannot withdraw from a course where an allegation of academic misconduct has occurred, it would be inconsistent with the process afforded to faculty in the assignment of a grade. While the Guide for Academic Misconduct does not need Board approval in its entirety, the update to language in the Undergraduate and Graduate Catalogs does need Board approval.

### **Funding Source:**

No additional funding is necessary.

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

The timing of this change would occur prior to the start of the Spring 2026 semester.

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

No concerns.

### **Management Recommendation:**

Approval

## Proposed language and placement in Undergraduate and Graduate Catalogs

### Student Withdrawal from Semester/Term

The University recognizes that numerous circumstances may arise which will necessitate a student ceasing class attendance prior to the end of the semester. An “official withdrawal” involves the student withdrawing from all classes for which he/she is registered as well as notifying appropriate administrative officials of his/her decision to leave the campus. If a student leaves without properly processing a withdrawal, the absences from class and from the campus will be justification for the grade of F to be assigned for the courses in which the student is enrolled. Withdrawing from all courses can have a substantial impact on aid eligibility and should be made in consultation with an academic advisor and financial aid counselor.

**Procedures.** The student is not officially withdrawn until he/she has completed the [withdrawal procedures](#).

**Grade Determination.** Students who officially withdraw from the University by the last day to add (7th calendar day of a 16-week semester) will not have a grade or courses assigned to their transcript. After the last day to add and through the 11th week of classes, the grade of “W” will be given. Dates and deadlines for summer and shorter length classes vary based on the duration of the class. Please see the schedule of classes for specific information. “W” grades are not included in calculation of the grade point average.

**Academic Misconduct.** Students cannot withdraw from a course with an allegation of academic misconduct pending. Once a notification is received in which the student’s behavior resulted in a failure for the course, Student Support and Accountability will notify the Office of the Registrar (OR). OR will appropriately adjust the grade and ensure notification to the Faculty of the grade change.

A student found responsible for Academic Misconduct and assigned a failure of course as a direct result, is unable to drop the course regardless of when the violation occurs during the academic calendar.

**Residence Hall Contract Cancellation.** Withdrawal from enrollment results in cancellation of the residence hall contract; however, students are responsible for contacting Residential Life if they are not planning to return to the University. Residence hall students should review the terms and conditions of their residence hall contracts concerning refunds and the contract cancellation service charge.

## 3m Modification to Policy 870 Web Publications

**Date Prepared:** November 14, 2025  
**From:** Michael Godard, President  
**Prepared by:** Maribeth Stevens, Vice President for Enrollment Management  
**Presented by:** Maribeth Stevens, Vice President for Enrollment Management  
**Presented at:** December 12, 2025 Meeting of the Board of Trustees  
**Subject:** Modification to Policy 870 Web Publications  
**Disposition:** Item is for **Action**

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**Objective:** To update Policy 870 *Web Publications* to ensure that all University web pages, websites, and other digital content comply with the Web Content Accessibility Guidelines (WCAG) at Level A and Level AA, thereby supporting equitable access for all users and meeting applicable federal and state accessibility standards.

**Background of Issue:** During a standard review of Policy 870 *Web Publications*, it was identified that the policy does not fully reflect current accessibility expectations. Recent updates to federal and industry accessibility guidelines prompted a recommendation to revise the policy to ensure alignment with modern standards and best practices.

**Funding Source:** There is no current need for funding for this initiative.

**Supporting Reasons and Timing for the Recommendation:** The proposed modification is intended to strengthen and modernize the University's accessibility efforts. Aligning Policy 870 with current accessibility guidelines ensures compliance with evolving federal and state expectations and supports the University's commitment to providing equitable access to all users. The timing aligns with ongoing campus accessibility initiatives and the regular review cycle for University policies.

**Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:**  
There are no concerns.

**Management Recommendation:** Approval of the modification to Policy 870 Web Publications.

### **Proposed Modifications to Policy 870 Web Publications**

**870.2.4 Accessibility of Web Content. University web pages, websites, and other digital content must comply with the Web Content Accessibility Guidelines (WCAG) 2.2 at Level A and Level AA. All digital content must be designed and maintained to ensure equitable access for individuals with disabilities, consistent with federal and state accessibility regulations. Units and content creators are responsible for regularly reviewing their content for accessibility and remediating issues in a timely manner.**



### 3n Approval of Sale of Property

**Date Prepared:** November 14, 2025  
**From:** Dr. Mike Godard, President  
**Prepared by:** J.D. Lux, General Counsel  
**Presented by:** Seth Hinshaw, Vice President Finance & Administration/Treasurer  
**Presented at:** December 12, 2025  
**Subject:** Approval of Sale of Property  
**Disposition:** Item is for **Action**

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#### **Objective:**

Disposal of University owned property is governed by IC 21-36-3, which permits the Board of Trustees to determine that any real estate owned in the name of the University, or by the State of Indiana for the use and benefit of the University, is "not needed for any of the purposes of the state educational institution and that it would be advantageous for the state educational institution to give or sell the real estate." IC 21-36-3-4.

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

In December of 2024 the Board approved the disposal of many parcels of property no longer needed by the University. Many of those parcels were small vacant lots which were transferred to the City of Terre Haute for future single family residential housing development. Two parcels are part of a property which has a house located on it. The University listed the house for sale and received an offer of \$260,000 which falls between the appraisal amounts of \$250,000 and \$274,000, respectively.

**Funding Source:** N/A

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

This house is of no strategic interest to the University and not needed for any purpose.

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

None

#### **Management Recommendation:**

Approval of the Resolution as required by IC 21-36-3-8 approving the sale price and sharing a copy with the Governor.

## RESOLUTION

WHEREAS, Indiana State University ("University") owns real estate at 936 North 7<sup>th</sup> Street and 1000 North 7<sup>th</sup> Street in Terre Haute, Indiana (the "Real Estate"), and said Real Estate was not acquired by gift or devise, and

WHEREAS, in a resolution approved at its December 12, 2024, meeting the Board of Trustees determined the said Real Estate is not needed for any of the purposes of the University, and that it would be advantageous for the University to give or sell said Real Estate, and

WHEREAS, the Board of Trustees is authorized under Indiana Code § 21-36-3 to sell real estate, and

WHEREAS, The Real Estate has a four (4) bedroom home on it and two appraisals have determined the value for the Real Estate to be between \$250,000 and \$274,000, and

WHEREAS, the Real Estate was listed for sale with a real estate broker, and the University has received an offer of purchase in the amount of \$260,000, and

BE IT THEREFORE RESOLVED, that it serves the best interests of Indiana State University to dispose, sell and convey the Real Estate for the price of \$260,000 and the Board of Trustees do hereby approve the sale of the Real Estate for this amount, and

BE IT FURTHER RESOLVED, that the Board of Trustees do hereby authorize and direct the President, and/or the Treasurer, to execute necessary documents to convey the Real Estate to the purchaser, pursuant to the terms and conditions of the Real Estate Purchase Agreement, after the documents have been reviewed and approved by the General Counsel, and

BE IT FURTHER RESOLVED, that a copy of this resolution shall be delivered to the Governor of the State of Indiana in accordance with IC 21-36-3-8.

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John K. Pratt, Chair  
Board of Trustees

ATTEST:

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Secretary

### 3o Disposition of Surplus Real Estate

**Date Prepared:** November 14, 2025  
**From:** Dr. Mike Godard, President  
**Prepared by:** J.D. Lux, General Counsel  
**Presented by:** Seth Hinshaw, Vice President Finance & Administration/Treasurer  
**Presented at:** December 12, 2025  
**Subject:** Disposition of Surplus Real Estate  
**Disposition:** Item is for **Action**

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#### **Objective:**

Disposal of University owned property is governed by IC 21-36-3, which permits the Board of Trustees to determine that any real estate owned in the name of the University, or by the State of Indiana for the use and benefit of the University, is "not needed for any of the purposes of the state educational institution and that it would be advantageous for the state educational institution to give or sell the real estate." IC 21-36-3-4. This determination is to be made by a resolution of the Board of Trustees, a copy of which resolution is to be duly certified to the Governor of the State of Indiana.

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

The University wishes to dispose of the University Apartments. The property is located on 3<sup>rd</sup> Street between Crawford and Farrington Streets in Terre Haute, Indiana. The Division of Finance and Administration recommends that the attached Resolution be approved and forwarded to the Governor of the State of Indiana. The Resolution determines that the subject real estate is unnecessary for the purposes of the University, and that it benefits the University to divest itself of that real estate. The value of the real estate is required to be determined by two disinterested appraisers prior to the sale or conveyance thereof. The Resolution delegates to the University Treasurer the authority to appoint two disinterested appraisers under IC 21-36-3-6. Any sale or transfer of the real estate must be approved by the Trustees.

**Funding Source:** Not applicable.

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

Due to the age of the buildings, it is becoming less suitable for student housing and the costs associated with upgrading and ongoing maintenance are cost prohibitive. The University has other suitable housing options available for students. The Property is located in an area that is no longer in the strategic interest of the University. Disposal of these properties would eliminate the cost of maintenance and upkeep.

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

None

**Management Recommendation:** Approval of the Resolution.

## RESOLUTION

WHEREAS, Indiana State University holds title in its own name to certain real estate in Terre Haute, Indiana located on 3<sup>rd</sup> Street between Crawford and Farrington Streets commonly known as the University Apartments consisting of the following parcels (the "Property"), and said Property was not acquired by gift or devise, and

<u>Parcel ID</u>	<u>Street Address</u>
84-06-28-251-002.000-002	101 Crawford Street
84-06-28-251-003.000-002	201 Crawford Street
84-06-28-251-005.000-002	100 Park Street
84-06-28-251-007.000-002	200 Farrington Street
84-06-28-251-009.000-002	100 Farrington Street

WHEREAS, because of the condition of the Property and cost of maintenance, said Property is no longer needed for University purposes, and it would be in the best interests of the University to dispose of said Real Estate at this time, and

WHEREAS, pursuant to IC 21-36-3-6, the value of the Property shall be determined by two (2) disinterested appraisers prior to disposal of the Property by the University.

BE IT THEREFORE RESOLVED, that the Property is hereby determined to be no longer needed for any of the purposes of the University, and that it would be advantageous to give or sell the same, and

BE IT FURTHER RESOLVED, that the Board of Trustees hereby authorizes the University Treasurer to appoint two (2) disinterested appraisers to determine the value of the Property, pursuant to IC 21-36-3-6, and

BE IT FURTHER RESOLVED, that a copy of this resolution duly certified shall be delivered to The Governor of the State of Indiana in accordance with IC 21-36-3-5, and

BE IT FURTHER RESOLVED, that, after receipt of the appraisal from those appraisers appointed pursuant to this Resolution, the Treasurer of the University is hereby authorized and directed to negotiate with a purchaser or purchasers, or recipient or recipients, as applicable, for all or any portion of the Property.

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John K. Pratt, Chair  
Board of Trustees

ATTEST:

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Cheryl Roberson  
Secretary

### 3p 2024-2025 Financial Statements

**Date Prepared:** November 14, 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:** December 12, 2025  
**Subject:** Independent Auditors Report of the 2024-2025 Financial Statements  
**Disposition:** Item is for **Action**

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#### **Objective:**

The University is required by law to have its financial statements audited by an independent auditor on an annual basis. The audit for the year ended June 30, 2025, was performed by the Indiana State Board of Accounts. A copy of the auditor's report and governance letter have been distributed to the Board of Trustees.

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

The Independent Auditor's Report, which renders an unmodified opinion stating that the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities, the discretely presented component unit, and the fiduciary activities of the University, as of June 30, 2025 and 2024, and the respective changes in financial position, and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

**Funding Source:** Not applicable.

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

The independent auditor completed their work by October 30, 2025, and met with the Board of Trustees, University President, and University Treasurer to conduct the exit conference on November 4, 2025. The public acceptance of the 2025-2025 Financial Statements will allow for their recording and public dissemination.

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

None

**Management Recommendation:** That the Board of Trustees accept the 2024-2025 Financial Statements and the Independent Auditors Report as of June 30, 2024, for the University and the discretely presented component unit (the Foundation) as presented by the State Board of Accounts.

## RESOLUTION

WHEREAS, the Indiana State Board of Accounts, as independent certified public accounting agency, has completed its review of the financial statements of Indiana State University for the fiscal year ended June 30, 2025; and

WHEREAS, the Board of Trustees has reviewed the Indiana State University 2024-2025 Annual Financial Report and the 2025 Independent Auditor's Report, including the audited financial statements; and

WHEREAS, the Board of Trustees met with the external auditor on August 19, 2025, and on November 4, 2025 to perform a satisfactory review of the audit process, and the financial reports and statements;

BE IT THEREFORE RESOLVED, that the Board of Trustees of Indiana State University hereby adopts the 2024-2025 Annual Financial Report including the audited financial statements for the fiscal year end June 30, 2025

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John K. Pratt, Chair  
Board of Trustees

ATTEST:

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Secretary

## 3q Housing and Dining Rates for 2026-27

**Date Prepared:** November 14, 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:** December 12, 2025  
**Subject:** Housing and Dining Rates for 2026-27  
**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 campus housing and dining services.

**Background of Issue:** In preparation of annual housing and dining budgets, an estimate of revenue and expense, based on projected rates of occupancy, is prepared. A further determination is made as to any change in housing and dining rates necessary to cover fixed costs and provide for a balanced operating budget along with necessary budget reductions (reallocation).

The proposed 2026-27 rates for on-campus and off-campus housing are listed below and include additional room accommodations options and summer housing rates. The 2025-26 housing rates are included for comparative purposes.

On-Campus Housing Rates
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Room Type	2025-26 Rate	2026-27 Proposed Rate
Traditional	\$7,563.00	\$7,563.00
Traditional - Single	\$9,563.00	\$9,563.00
Traditional - Break Access	\$8,363.00	\$8,363.00
Premium - Double	\$8,063.00	\$8,063.00
Premium - Single	\$10,063.00	\$10,063.00

Room Type	Fall 2026 Hall Location
Traditional	Mills, Cromwell, Blumberg, Burford, Erickson, Pickerl, Sandison, Rhoads floors 9 through 12, Jones & Hines floors 8 through 10 and select rooms within Reeve (double room with shared bath)
Traditional - Single	Select rooms within Reeve (single room with shared bath), and other select rooms in traditional halls designated for single occupancy
Traditional - Break Access	Rhoads floors 2 through 8, Jones & Hines floors 2 through 7 and possibly additional floors depending on occupancy levels
Premium - Double	Select rooms within Reeve (double room with private bath)
Premium - Single	Select rooms within Reeve (single room with private bath)

Additional Accommodation Options	2025-26 Rate	2026-27 Proposed Rate
True Single	\$2,000.00	\$2,000.00
Expanded Single		\$2,700.00
Deluxe Single		\$3,500.00
Break Access Contract Add-On	\$800.00	\$800.00
Early Arrival/Break Housing - Daily Rate	\$20.00	\$20.00

Single Room Options	Description	Fall 2026 Hall Location
True Single	A single room that is built for one person.	Blumberg Hall, Cromwell Hall, Mills Hall, and Rhoads Hall
Expanded Single*	A room built and set as a double room with 2 full sets of furniture but is set for single person occupancy.	Burford Hall, Hines Hall, and Jones Hall
Deluxe Single*	A room built as a double but only has one set of furniture and a loft. Single person occupancy. Option to renew for a second year.	Hines Hall and Jones Hall

\*The addition of the Expanded and Deluxe Single rates provides students additional independent living options in lieu of the apartment options at the University Apartments.

Summer Housing Rates	2025-26 Rate	2026-27 Proposed Rate
Traditional Room - Weekly Rate	\$222.44	\$222.44
Traditional Room - Daily Rate	\$31.78	\$31.78
Premium Room - Weekly Rate	\$237.15	\$237.15
Premium Room - Daily Rate	\$33.88	\$33.88
Single Room - Daily Rate	\$8.40	\$8.40

500 Wabash**
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Room Type	2025-26 Rate	2026-27 Proposed Rate
One Bedroom - 9 Month Contract	\$9,567.00	\$9,567.00
One Bedroom - 3 Month Summer	\$3,189.00	\$3,189.00

Additional Accommodation Option	2025-26 Rate	2026-27 Proposed Rate
Early Arrival/Break Housing - Daily Rate	\$20.00	\$20.00

\*\* Rates listed are for housing only and do not include a dining plan. A Sodexo dining plan is optional.



Students living in on-campus residence halls are required to purchase a resident meal plan. The standard meal plan consists of 12 meals a week and includes \$170 in Commons Cash plus five (5) guest meals per semester. The proposed 2026-27 rates for meal plans are listed below and allow for normal increases in food and labor costs. The 2025-26 dining rates are included for comparative purposes.

Dining Rates		
Meal Plan Option	2025-26 Rate	2026-27 Proposed Rate
Standard Meal Plan - 12 Meals/\$170	\$4,353.00	\$4,497.00
All Access - Unlimited Meals Daily/\$102	\$4,838.00	\$4,998.00
Upper-Level Student - 7 meals/\$204	\$2,696.00	\$2,789.00
Off-Campus Meal Plan - 5 meals/\$102	\$2,038.00	\$2,108.00

Commuter meal plans are also offered to students. Students can elect to have a commuter meal plan added to their ISU student account. Sodexo sets these rates annually.

There are no modifications to Housing and Dining policies recommended for the 2026-27 year.

**Funding Source:** The Housing and Dining budget is solely supported by rates assessed for campus housing and meals.

**Supporting Reasons and Timing for the Recommendation:** Approval of 2026-27 rates is needed to package student financial aid and post housing and dining charges effective for the Fall 2026 semester.

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

None

**Management Recommendation:** Approval of the proposed Housing and Dining rates for 2026-27 is recommended.

## 3r University Strategic Plan

**Date Prepared:** November 13, 2025  
**From:** President Mike Godard  
**Prepared by:** President Mike Godard  
**Presented by:** President Mike Godard  
**Presented at:** December 12, 2025  
**Subject:** Strategic Plan Overview  
**Disposition:** Item is for **Action**

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### **Objective:**

To obtain Board of Trustees approval of the new University Strategic Plan.

### **Background of Issue:**

In early 2025, President Mike Godard convened a Strategic Planning Steering Committee to work with independent consultants on the development of a new strategic plan for Indiana State University. The committee included a broad cross-section of University stakeholders, including administrators, faculty, staff, students, alumni, and community members.

Following extensive engagement, feedback, and review, the committee and consultants have completed a comprehensive strategic plan that is now presented for the Board's consideration and approval.

**Funding Source:** Budgeted institutional resources will be allocated to support the priorities, initiatives, and outcomes identified in the strategic plan. Funding will be aligned with the plan's goals and implementation timeline.

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

In light of the rapidly changing higher education landscape, a new strategic plan is essential to guide Indiana State University's path forward and to ensure continued fulfillment of its mission: transforming the lives of students through high-quality, affordable education infused with experiential learning, community engagement, and career readiness.

This new plan provides a clear framework for decision-making, resource allocation, and accountability as the University responds proactively to emerging opportunities and challenges.

### **Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:** None identified.

**Management Recommendation:** Approval of the University Strategic Plan.

## ***The Indiana State University Strategic Plan***

**The Indiana State University Strategic Plan** reflects Indiana State University's deep commitment to a Culture of Care and to preparing every Sycamore for meaningful, career-connected futures. Rooted in unwavering support, we help students establish strong foundations through an Exceptional Student Experience grounded in belonging, well-being, and personalized guidance. We rise by delivering an Innovative Curriculum that is agile, relevant, and closely connected to industry, ensuring our graduates are workforce-ready and future-focused. And through Unified People and Processes, we advance together - strengthening collaboration, streamlining systems, and aligning our collective efforts to remove barriers and elevate student outcomes.

### **Strategic Thread Definitions**

#### **Culture of Care**

At Indiana State University, we strive for a Culture of Care - the heartbeat of our university community and a shared commitment to ensuring every Sycamore is seen, supported, and empowered. We meet students and their families where they are, working to remove barriers - financial, academic, and personal - and weaving care into our daily interactions, educational practices, and institutional decisions. We teach through genuine relationships, helping students build resilience, self-advocacy, and personal responsibility to prepare them for future challenges and the workforce. We prioritize the emotional and physical well-being of our entire university - students, families, faculty, staff, administration, alumni, and partners - uplifting one another through empathy, accountability, and active support. This commitment attracts a diverse community to Indiana State, empowers our faculty and staff, and draws our alumni back home - cultivating a vibrant university dedicated to collective success, meaningful impact, and a powerful return on both individual and institutional investment.

#### **Career-Connectedness**

Career-Connectedness at Indiana State University is our commitment to ensuring every educational experience develops our students as thinking and engaged citizens, poised for career opportunities and professional success. Our dedicated faculty are leaders in their fields, producing original scholarship that contributes to the advancement of knowledge and helps define cutting-edge programs that connect to their disciplines and the needs of employers. Students can work directly with faculty thought leaders from the moment they arrive at our university, preparing them through high-impact practices, such as undergraduate research and internships, for future employment or post-graduate education. Through strategic partnerships with business, industry, and practicing professionals, we ensure that an Indiana State credential remains relevant and valuable for both today's job market and tomorrow's opportunities - offering students a clear value proposition through affordable, high-quality education, and strong career outcomes. At Indiana State, our programs foster intellectual curiosity and lifelong learning. Every academic program, co-curricular opportunity, and student support service is designed to model and cultivate skills essential for a rapidly changing workforce - including leadership, resilience, communication, ethical and creative problem-solving, collaboration, and professional adaptability. Our students earn more than a degree: they grow as professionals, build networks, prepare for post-graduate education, gain real-world experience, and develop tools for a lifetime of meaningful contribution, personal fulfillment, and civic responsibility - all while achieving a strong financial return on their educational investment.

### **Strategic Priority Vision Statements**

#### **Innovative Curriculum**

At Indiana State, we recognize the critical impact of innovative curriculum on preparing students for their futures. Our academic programming is designed and continuously improved to meet the evolving needs of 21st-century learners and the regional and global workforce. Through industry and community partnerships, we combine high-impact practices and experiential learning to help students apply their

developing skillsets, gaining lifelong transferable skills and real-world opportunities in discipline-specific fields. Recognizing the diverse pathways through which today's students come to us, we incorporate stackable credentials, credit for prior learning opportunities, and completion-friendly programs. Aligning with workforce demands and prioritizing student success, we provide an accessible, future-forward curriculum that equips our graduates to make an immediate impact on Indiana, the nation, and the world.

### **Exceptional Student Experience**

The Sycamore Experience inspires and empowers. At Indiana State, we care for the whole student—mind, body, and spirit—through an integrated network of faculty mentorship, career development, campus involvement, and coordinated support services. Students build confidence and leadership by connecting classroom learning with internships, research, community engagement, and global travel. Rooted in our culture of care, we break down barriers and deliver personalized advising, financial aid support, accessibility resources, and comprehensive wellness programs. By engaging in student organizations, leadership roles, athletics, cultural events, and service opportunities, students deepen their learning, accelerate personal growth, and cultivate skills that last a lifetime. From the first university connection through lifelong alumni engagement, joy, belonging, and impact define the Sycamore Experience.

### **Unified People and Processes**

Sycamores foster a university environment where systems are streamlined to promote student achievement, faculty and staff collaboration, and institutional excellence. Recognizing that people are the cornerstone of transformative educational experiences, we prioritize robust professional development and recruitment and retention strategies across all employee roles and career stages. We ensure every function inside and outside the classroom contributes meaningfully to student success and career-connectedness. To facilitate the success and coordination of units across the university we optimize technologies and operational processes to create an agile infrastructure guided by principles of efficiency, sustainability, and responsiveness to the evolving needs of our university community and the workforce. Our institution is future-ready and is positioned to continuously adapt, collaborate, and lead, anticipating and embracing the opportunities of tomorrow.

## **Strategic Initiatives**

### **Innovative Curriculum**

#### *Initiative 1: Comprehensive Program Innovation*

##### **Objective:**

Conduct a university-wide, holistic review of all academic programs. Evaluate the relevance and responsiveness of majors, minors, and certificates to student and workforce demands. Identify curricular innovations, potential collaborations, faculty expertise, and emerging resource allocation and pedagogy needs to support student success. This initiative will ensure a vibrant and future-focused array of programs, supported by high-quality instruction and sufficient resources to sustain growth and remain competitive.

##### **Key Actions:**

- Establish a cross-unit Program Review Task Force to initiate this process and collaborate with relevant areas including Academic Affairs, Enrollment Management, Finance, and Career Center.

- Integrate program-level reviews of discipline-specific best practices and trends with Program Review Task Force recommendations to increase interdisciplinary offerings and enhance faculty access to relevant professional development opportunities that align with emerging workforce demands.
- Develop an implementation roadmap to increase faculty participation, update curriculum, effectively allocate resources, and establish a sustainable system for regular, innovation-focused program review.

### *Initiative 2: Career-Integrated Core Curriculum and Faculty Development*

**Objective:** Review and revise Indiana State’s core curriculum to respond to the intellectual needs of today’s learners and embed career-aligned competencies, ensuring students develop and understand essential workplace skills and tools through applied learning experiences. This initiative fosters experiential learning in partnership with employers across industry. It supports faculty development in designing and delivering critical career-aligned content and assessing career-aligned outcomes.

#### **Key Actions:**

- Review and revise Indiana State’s core curriculum program to ensure it meets the evolving learning needs of today’s students and provides a holistic education.
- Align the core curriculum with the National Association of Colleges and Employers (NACE) standard career competencies through career-related assignments or projects. Establish a continuous review process for evaluating NACE competencies within the core curriculum.
- Continue to integrate technological innovation and responsible practice, including AI proficiency and ethical use, to prepare students for the modern world.
- Provide faculty professional development focused on innovative and integrative teaching methods that adhere to best practices and align with evolving core curricular goals.

### *Initiative 3: Expansion of Flexible Academic Pathways for Diverse Learners*

#### **Objective:**

Design and implement customizable academic pathways that incorporate stackable credentials, credit for prior learning and flexible delivery formats (online, hybrid, in-person) and incorporate career-connected, high-impact learning experiences. This initiative enhances recruitment, retention, and outcomes for traditional, transfer, adult, and non-traditional students. Expand access to high-quality, cost-effective educational routes that shorten time to degree and enhance graduates’ career readiness. It also enhances industry partnerships by working with them to design specific industry pathways through the preferred partner program.

#### **Key Actions:**

- Streamline transfer-student and Credit for Prior Learning processes at the undergraduate and graduate levels with input from Academic Affairs, Enrollment Management, and Student Experience units.
- Develop, market, and launch additional undergraduate- and graduate-level stackable certificates and microcredentials tied to regional workforce needs. Expand Preferred Partner Program through industry-specific credential offerings.
- Implement accelerated program models (e.g., 8-week, 5-start) in priority fields such as Nursing, Cybersecurity, Aviation, and Construction Management.
- Enhance access to flexible delivery modalities, pathways, and reentry opportunities for all students.

## Exceptional Student Experience

### *Initiative 1: Sycamore One Stop*

#### **Objective:**

Assess, enhance and promote the Sycamore One Stop to ensure every student can be served across various university resources in one location. The One Stop will be staffed with responsive and capable advisors, as well as reliable guides and problem-solvers, ensuring seamless navigation through university resources and processes. This One Stop support reduces administrative barriers, clarifies communication, and provides timely intervention to prevent bottlenecks, promoting student persistence and satisfaction. This network will have integrated support checkpoints addressing academic advising, mental health, and student services across academic stages and backgrounds to foster resilience, self-advocacy, and community.

#### **Key Actions:**

- Track Sycamore One Stop usage, impact, and satisfaction via regular surveys and relevant data analysis across multiple student demographics.
- Regularly assess and report the effectiveness of the current advising model, eliciting the feedback of students and academic departments. Implement continuous, data-driven professional development for advisors to ensure a consistent and high-quality advising experience for students.
- Integrate mental health, career, and academic support modules into Sycamore One Stop staff training, including an emphasis on supporting the needs of students from the beginning to the end of their academic journey and for underrepresented, at-risk, non-traditional, distance, and graduate students.
- Increase awareness campaigns for all students including underrepresented, at risk, non-traditional, distance, and graduate student populations, as well as faculty and staff, to ensure clarity of processes and resources to achieve success.

### *Initiative 2: Sustainable Expansion of High-Impact Student Experiences*

#### **Objective:**

Embed high-impact, experiential learning opportunities, building on the Indiana State Experience Grant, throughout every stage of a student's academic career to ensure Sycamores connect with industry experts and employers early and often. Promote the expansion of internships, research, and service-learning, reducing barriers to career development and allowing students to apply classroom learning in real-world settings.

#### **Key Actions:**

- Develop sustainable funding streams and cultivate donor relationships in collaboration with Advancement, Alumni Relations, the Office of Sponsored Programs to ensure the long-term growth and continuity of these transformative experiences. Continue to engage community and industry partners to diversify experiential opportunities.
- Define parameters and types of qualifying Signature Experiences with Academic Affairs, Career Services, and Faculty Senate. Ensure parameters support and provide access to special student populations like student athletes, part-time, and distance learners.
- Partner with academic departments to align experiential learning with curricular goals. Establish a method to track and link Signature Experience participation to post-graduation outcomes.

### *Initiative 3: Student Engagement and Access to Services*

**Objective:**

Build an integrated, student-centered engagement experience that removes barriers, increases access, and empowers all students, including on-campus, commuter, and online learners, to participate meaningfully in experiential learning, co-curricular involvement, and essential support services. Strengthen belonging, wellness, and student success by coordinating systems, simplifying processes, and expanding access to high-impact experiences.

**Key Actions:**

- Conduct a comprehensive analysis of factors that limit student engagement in experiential learning, co-curricular activities, and support services across university units. Identify service gaps and at-risk areas, and work collaboratively across administrative units to address systemic obstacles and improve access.
- Sustain and expand participation in high-quality extracurricular opportunities that foster community, develop leadership, and deepen student belonging. Empower student organizations, club sports, leadership programs, and service initiatives with enhanced funding, training, accountability, and coordination to increase engagement, support inclusive involvement, and improve student retention and success.
- Assess wellness needs and gaps for all Sycamores. Respond to results through development of and funding for a comprehensive wellness program that is embedded across all units. Develop a system for sustained auditing, reporting and quality improvement of student wellness programs.

## **Unified People and Processes**

### *Initiative 1: University Systems and Process Optimization Task Force*

**Objective:**

Convene a diverse working group to gather comprehensive data identifying inefficiencies and communication silos across university functions. This task force will pinpoint where collaboration can be strengthened to optimize employee functionality and the student experience to ultimately enhance success outcomes. It will take a critical look at paper-based and manual processes and systematically transition to efficient digital workflows. This initiative will sunset outdated technologies, consolidate platforms, and leverage underutilized systems to streamline operations-from admissions and athletic compliance through to alumni stewardship-creating a more responsive and sustainable university environment.

**Key actions:**

- Form a cross-functional task force (including Academic Affairs, Enrollment Management, Student Experience and Engagement, Finance, Athletics, General Counsel, and Alumni Relations) to gather data and analyze communication flows, processes, and service delivery points for bottlenecks, redundancies, and inefficiencies.
- Establish clear timelines and accountability measures for eliminating outdated, paper-reliant procedures, ensuring that all stakeholder processes are accessible, equitable, and mobile-friendly.

- Direct each division, department, and unit to assess current processes to address inefficiencies, remove duplicative platforms, and advance digital transformation within their respective areas.

### *Initiative 2: Unified Digital Platform for Student Success*

#### **Objective:**

Explore, select, and implement an integrated digital platform that centralizes academic advising, career services, mental health, financial aid, and other student support data. This platform will facilitate coordinated outreach, proactive interventions, and real-time analytics to support student progression. It will integrate with selective technologies we have currently, but will allow for redundant technologies to be sunset and condensed to one system.

#### **Key actions:**

- Configure and optimize Slate's Student Success module with custom dashboards, alerts, and workflows and integrate the platform with Banner and other critical systems to provide a comprehensive student view.
- Onboard and train faculty, staff, and advisors on platform use and data privacy protocols, prioritizing processes with highest student impact for digital transformation.
- Monitor usage metrics and solicit feedback for continuous improvement. Implement new workflows by optimizing the features of existing platforms (e.g., Slate, Banner), leveraging AI for efficiency.

### *Initiative 3: TREE (Talent Retention, Engagement, and Empowerment) Program*

#### **Objective:**

Design and implement a comprehensive professional development, mentorship, and well-being program aimed at retaining, engaging, and empowering faculty and staff. TREE will support career advancement, leadership growth, faculty research, succession planning, and workplace well-being, fostering a cohesive and motivated university workforce in which each employee embraces the culture of care and their unique contribution to students' career preparation.

#### **Key actions:**

- Collaborate with Human Resources, Academic Affairs, and Student Experience and Engagement to develop and regularly update onboarding and training templates for each university unit. Require training focused on culture of care and career-connectedness for all new hires and current employees, with refreshers on a regular basis.
- Collaborate with Human Resources and Academic Affairs to develop customizable leadership development and career advancement training for common faculty, staff, and administrative succession pathways. Promote and incentivize participation for faculty and staff at key career transition points.
- Expand and strengthen comprehensive wellness initiatives that address the diverse needs of employees. Embed these initiatives across all units and establish a system for ongoing assessment, reporting, and continuous improvement to ensure programs remain effective and responsive.



## 4a University Investments

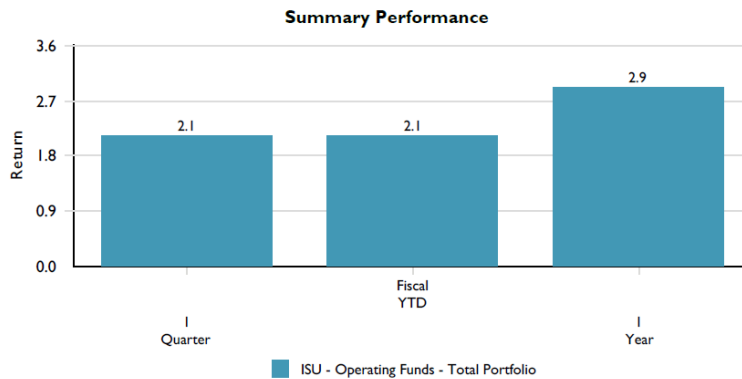
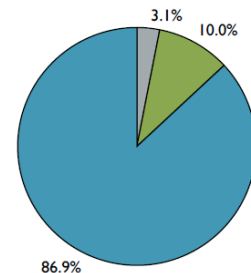
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the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

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

As of September 30, 2025

Investment Managers	Market Value
First Financial Cash	\$937,472
First Financial Active Cash	\$2,660,330
Old National Intermediate	\$11,705,873
Reams Asset Management Core	\$34,031,891
Loomis Sayles Core Plus	\$53,779,691
Reams Unconstrained	\$14,117,899
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$117,233,156</b>

Tier Distribution of Total Portfolio



### Asset Allocation by Tier

September 30, 2025			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$937,472	0.8%	\$10mm - \$25mm
First Financial Active Cash	\$2,660,330	2.3%	
	<b>\$3,597,802</b>	<b>3.1%</b>	
<b>Tier II</b>			
Old National Intermediate	\$11,705,873	10.0%	\$10mm - \$15mm
	<b>\$11,705,873</b>	<b>10.0%</b>	
<b>Tier III</b>			
Reams Asset Management Core	\$34,031,891	29.0%	Remaining Balance
Loomis Sayles Core Plus	\$53,779,691	45.9%	
Reams Unconstrained	\$14,117,899	12.0%	
	<b>\$101,929,481</b>	<b>86.9%</b>	
	<b>\$117,233,156</b>	<b>100.0%</b>	

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

As of September 30, 2025

### Last 1 Quarter

	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$115,797,047</b>	<b>-\$1,107,109</b>	<b>\$2,543,218</b>	<b>\$117,233,156</b>
Tier I	\$4,165,683	-\$601,637	\$33,756	\$3,597,802
First Financial Cash	\$528,353	\$399,796	\$9,323	\$937,472
First Financial Active Cash	\$3,637,330	-\$1,001,433	\$24,433	\$2,660,330
Tier II	\$11,958,017	-\$406,987	\$154,843	\$11,705,873
Old National Intermediate	\$11,958,017	-\$406,987	\$154,843	\$11,705,873
Tier III	\$99,673,347	-\$98,485	\$2,354,619	\$101,929,481
Reams Asset Management Core	\$33,291,276	-\$32,188	\$772,803	\$34,031,891
Loomis Sayles Core Plus	\$52,577,604	-\$52,493	\$1,254,579	\$53,779,691
Reams Unconstrained	\$13,804,466	-\$13,804	\$327,237	\$14,117,899

### Fiscal Year To Date

	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$115,797,047</b>	<b>-\$1,107,109</b>	<b>\$2,543,218</b>	<b>\$117,233,156</b>
Tier I	\$4,165,683	-\$601,637	\$33,756	\$3,597,802
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Reams Unconstrained	\$13,804,466	-\$13,804	\$327,237	\$14,117,899

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

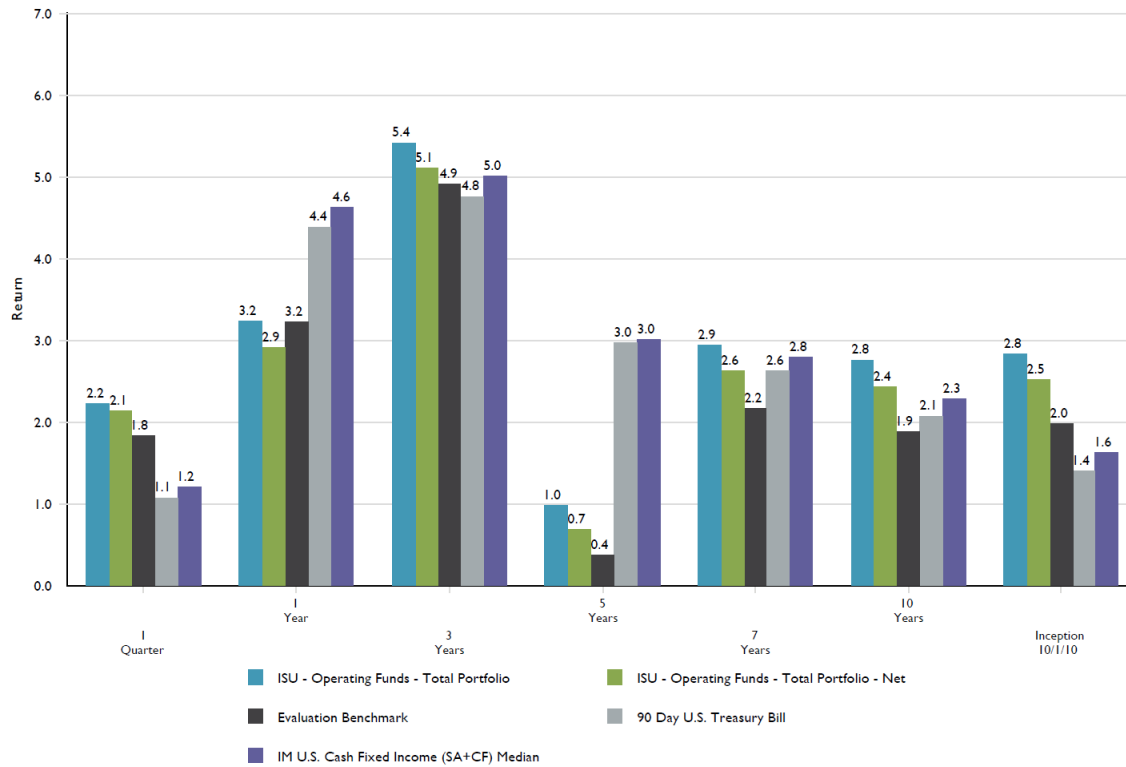
As of September 30, 2025

	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>2.22</b>	<b>6.03</b>	<b>3.24</b>	<b>5.42</b>	<b>0.99</b>	<b>2.95</b>	<b>2.75</b>	<b>2.84</b>	<b>10/01/2010</b>
ISU - Operating Funds - Total Portfolio (Net)	2.14	5.78	2.92	5.11	0.69	2.63	2.44	2.53	
Evaluation Benchmark*	1.84	5.67	3.23	4.91	0.38	2.17	1.88	1.99	
<b>Tier I</b>	<b>0.94</b>	<b>3.09</b>	<b>4.21</b>	<b>4.64</b>	<b>2.79</b>	<b>2.52</b>	<b>2.03</b>	<b>1.48</b>	<b>10/01/2010</b>
First Financial Cash	1.04	3.15	4.34	4.67	2.96	2.58	2.09	1.48	10/01/2010
90 Day U.S. Treasury Bill	1.08	3.17	4.38	4.77	2.98	2.62	2.07	1.40	
First Financial Active Cash	0.91	3.06	4.13	4.62	2.64	2.52	2.00	1.54	10/01/2010
FTSE 1 Year Treasury OTR	1.20	3.32	4.10	4.62	2.40	2.50	1.98	1.43	
<b>Tier II</b>	<b>1.34</b>	<b>5.46</b>	<b>3.88</b>	<b>4.94</b>	<b>1.46</b>	<b>2.70</b>	<b>2.22</b>	<b>2.12</b>	<b>10/01/2010</b>
Old National Intermediate	1.34	5.46	3.88	4.90	0.78	2.59	2.13	2.27	10/01/2010
Bloomberg Intermed. U.S. Government/Credit	1.51	5.70	4.01	5.18	0.81	2.61	2.10	2.20	
<b>Tier III</b>	<b>2.36</b>	<b>6.26</b>	<b>2.93</b>	<b>5.65</b>	<b>0.54</b>	<b>3.16</b>	<b>3.03</b>	<b>3.40</b>	<b>10/01/2010</b>
Reams Asset Management Core	2.32	5.82	3.56	4.77	0.03	3.22	2.65	3.02	10/01/2010
Bloomberg U.S. Aggregate Index	2.03	6.13	2.88	4.93	-0.45	2.06	1.84	2.26	
Loomis Sayles Core Plus	2.39	5.66	1.47	5.71	0.59	2.97	3.28	3.74	10/01/2010
Bloomberg U.S. Aggregate Index	2.03	6.13	2.88	4.93	-0.45	2.06	1.84	2.26	
Reams Unconstrained	2.27	9.61	7.17	-	-	-	-	7.46	06/01/2023
ICE BofA USD 3-Mo Dep Offer Rate Constant Maturity	1.15	3.34	4.60	4.94	3.06	2.78	2.28	5.16	
IM Other Global Fixed Income (SA+CF) Median	2.17	7.42	7.18	9.93	4.24	3.90	3.47	9.68	

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

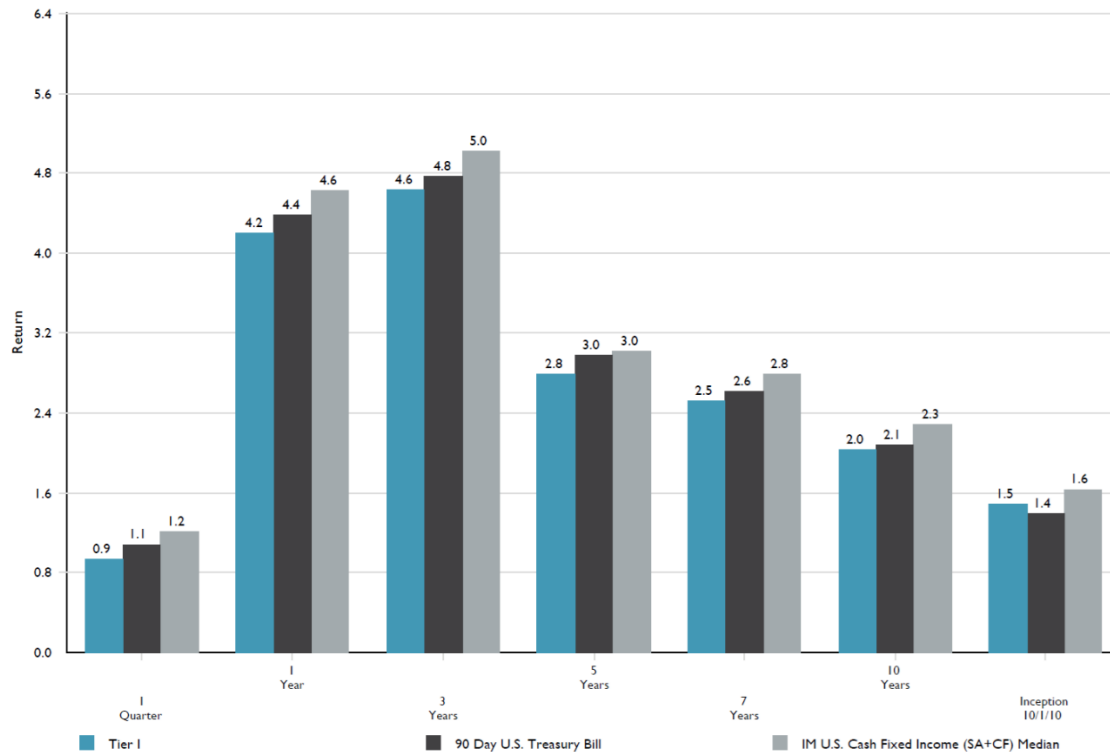
## Total Fund Performance - Annualized

As of September 30, 2025



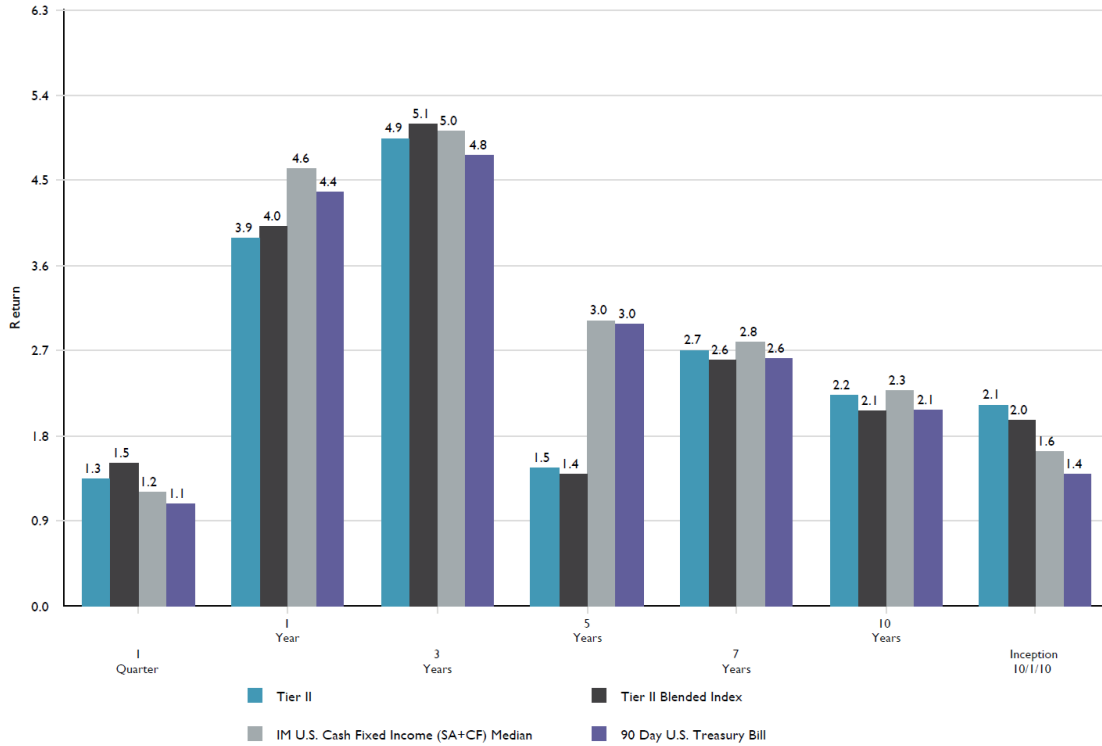
## Tier I Performance - Annualized

As of September 30, 2025



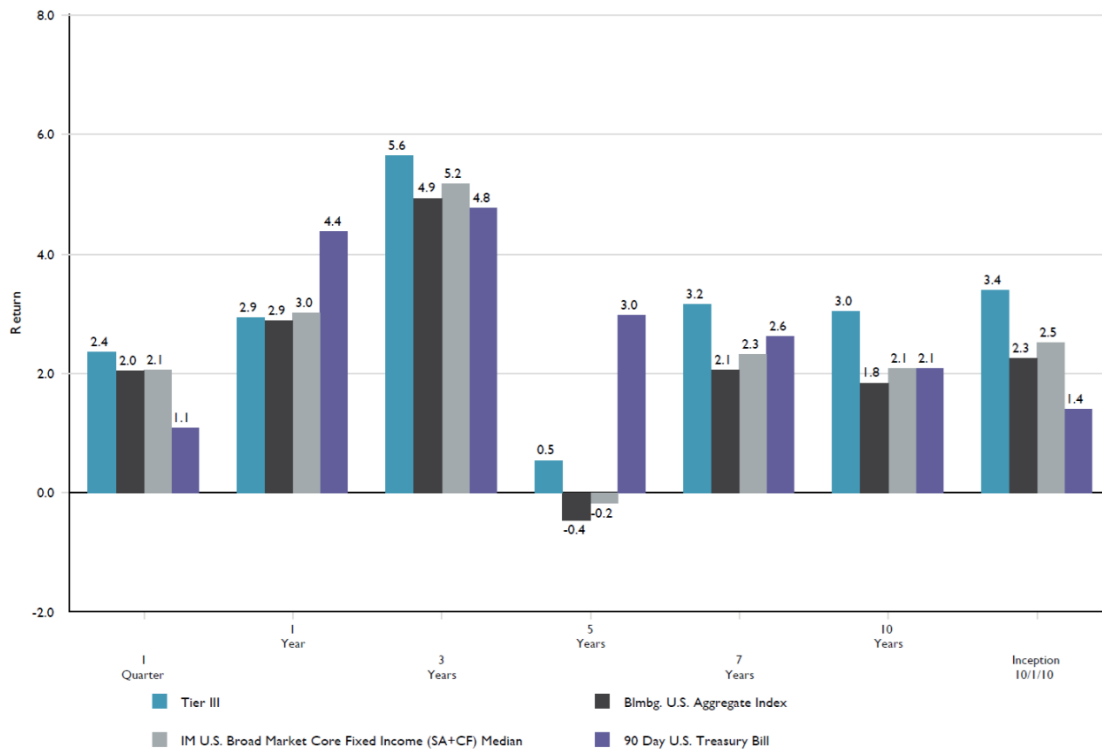
## Tier II Performance - Annualized

As of September 30, 2025



## Tier III Performance - Annualized

As of September 30, 2025



## 4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending September 30, 2025							
				Percent			Percent
	2025-26	2025-26	YTD	of	2024-25	YTD	of
	Base	Adjusted	through	Adjusted	Adjusted	through	Adjusted
	Budget	Budget	9/30/25*	Budget	Budget	9/30/24*	Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 74,062,310	\$ 74,062,310	\$ 17,589,798	23.7%	\$ 77,960,325	\$ 19,490,081	25.0%
Debt Service Appropriation	10,498,370	10,498,371	-	0.0%	11,062,733		0.0%
Sub-Total State Appropriations	84,560,680	84,560,681	17,589,798		89,023,058	19,490,081	
Student Tuition	67,431,191	67,431,191	34,489,279	51.1%	68,096,109	33,672,583	49.4%
Other Fees and Charges	2,755,149	2,755,149	1,161,247	42.1%	2,400,500	800,392	33.3%
Other Income and Transfers	7,141,980	7,141,980	4,635,808	64.9%	7,076,333	4,503,708	63.6%
Program Fees	900,000	599,587	599,587	100.0%	900,000	546,897	60.8%
<b>Total Budgeted Revenue</b>	<b>\$ 162,789,000</b>	<b>\$ 162,488,588</b>	<b>\$ 58,475,719</b>		<b>\$ 167,496,000</b>	<b>\$ 59,013,661</b>	
Encumbrances and Carryforward		6,827,579	6,827,579		8,664,829	8,664,829	
Reimbursements and Income Reappropriated From Other Sources		1,315,748	1,315,748		1,067,418	1,067,418	
<b>Total Revenues</b>	<b>\$ 162,789,000</b>	<b>\$ 170,631,915</b>	<b>\$ 66,619,046</b>	<b>39.0%</b>	<b>\$ 177,228,247</b>	<b>\$ 68,745,908</b>	<b>38.8%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 74,773,048	\$ 74,615,259	\$ 16,611,635	22.3%	\$ 78,454,960	\$ 17,286,741	22.0%
Fringe Benefits	22,109,018	22,097,466	5,520,600	25.0%	22,896,828	5,282,013	23.1%
Sub-Total Compensation	96,882,066	96,712,725	22,132,235	22.9%	101,351,788	22,568,754	22.3%
Departmental Expenses							
Supplies and Related Expenses	13,641,335	14,073,583	6,050,687	43.0%	16,243,061	7,707,012	47.4%
Repairs and Maintenance	5,577,060	5,808,187	5,925,243	102.0%	5,960,971	6,687,909	112.2%
Other Committed Expenses	1,850,616	1,925,616	989,549	51.4%	1,721,537	828,260	48.1%
Sub-Total Departmental Expenses	21,069,011	21,807,386	12,965,479	59.5%	23,925,569	15,223,181	63.6%
Utilities and Related Expenses	10,135,994	10,229,744	4,214,860	41.2%	9,964,556	3,503,218	35.2%
Capital Improvements	4,000,000	4,000,000	766,942	19.2%	4,000,000	-	0.0%
Student Scholarship and Fee Remissions	16,395,559	16,545,377	9,004,097	54.4%	16,436,453	9,258,050	56.3%
Academic Debt Service	11,106,370	11,106,370	9,443,073	85.0%	11,670,732	9,841,319	84.3%
Budgeted Reserve	2,300,000	2,300,000	-	0.0%	2,300,000	-	0.0%
Transfers Out and Program Fees	900,000	3,881,937	3,270,698	84.3%	2,841,888	2,109,952	74.2%
Reserve for Revenue Shortfall		4,048,376	-	0.0%	4,737,261	-	0.0%
<b>Total Expenditures</b>	<b>\$ 162,789,000</b>	<b>\$ 170,631,915</b>	<b>\$ 61,797,384</b>	<b>36.2%</b>	<b>\$ 177,228,247</b>	<b>\$ 62,504,474</b>	<b>35.3%</b>
*Includes encumbrances and open commitments							

## **Revenues**

### State Operational Appropriation

Indiana State University's State appropriation was cut 5% or \$3.9 million for 2025-26 and is reflected in the reduced base budget of \$74.1 million down from \$78.0 million in 2024-25. Additionally, the State is withholding 5% or \$3.7 million. This withholding will be covered by the carryforward budget designated as Reserve for Revenue shortfall.

### Student Tuition

Fall Student Tuition of \$31.6 million is above budget by \$0.2 million. Summer school has \$2.9 million recognized in this fiscal year with the remainder to be realized in 2026.

### Other Fees and Charges

Other Fees and Charges are above last year's amount by \$360,855 due to new fees including Business Course, International Fee, and Honors College Fee implemented in the Fall semester.

### Other Income and Transfers

Other Income and Transfers are increased \$132,100 due to increased Residential Life reimbursement for utilities and timing of the IU School of Medicine reimbursement.

### Program Fees

Program fees are above last year's total by \$52,690 due to increased NHHS program fees.

### Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$1.8 million reflecting reduced budget carryforward from 2025.

### Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources increased \$248,330 reflecting OIT transfers from designated funds.

## **Expenses**

### Compensation

Total Compensation decreased by \$436,519 in fiscal year 2026. Salaries and Wages are down by \$675,106 due to decreased instructional, graduate assistants, and student wages. Benefit expense is above last year by \$238,587 reflecting increased retirement incentive payouts.

### Departmental Expenses

Total Departmental Expenses decreased by \$2,257,707. Supplies and Related Expenses decreased by \$1,656,325 reflecting reduced legal fees, travel expenses, and advertising expenses. Repairs and Maintenance decreased by \$762,666, reflecting decreased purchase orders for Facilities Management and reduced computer software costs. Other Committed Expenses grew by \$161,289 as property insurance premiums have increased and growth in Facilities Management non-contractual services.

### Utilities and Related Expenses

Utilities and Related Expenses increased by \$711,642. This is due to timing of purchase orders for water purification and increased electricity costs.

#### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$253,953. This reflects the reduction of the First Year Housing scholarship award amount. The overall budget shortfall for scholarships is estimated at \$1,300,000. A transfer from Residential Life at the end of the fiscal year to cover an estimated \$1,251,000 of Housing scholarships is anticipated.

#### Budgeted Reserve

The Budgeted Reserve of \$2,300,000 will be used to cover any revenue shortfall and operating expense overages.

#### Transfers Out and Program Fees

Transfer Out and Program Fees increased by \$1,160,746 to reflect funding for Marketing support.

#### Reserve for Revenue Shortfall

Reserve for Revenue Shortfall is earmarked to cover the State withholding of \$3.7 million for 2025-26 fiscal year.

## 4c Purchasing Report

Purchase Order Activity for the Period September 1, 2025 through October 31, 2025				
<b>Purchases Over \$50,000</b>				
<b>Sole Sourced - Emergency Basis</b>				
	Johnson Controls Fire Protection LP	P833086	Installation and Commissioning of 60 Telguard Units (Cellular Dialers) to monitor existing Fire Panels	\$ 72,868.00
<b>Sole Sourced - Other</b>				
	Storbeck Search LLC	P0095078	Recruitment services for Provost search firm for University Engagement	\$ 90,000.00
<b>Lowest Bid that Met Specifications</b>				
	Southern Wings Aircraft Sales	P0094970	Cessna C152 from Southern Wings Aircraft Sales for Flight Academy	\$ 94,900.00



## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period July 1, 2025 to September 30, 2025 (Fiscal Year 2026) in excess of \$250,000:

Delta Dental Plan of Indiana	\$ 255,745	Dental Claims Reimbursements
Epic Insurance Midwest	\$ 262,983	Commercial Property, Flight Academy Liability , Fine Arts, Media and Workman's Comp Overage Insurance Policies
HM Life Insurance Company	\$ 264,173	Employee Life Insurance
CDI Inc	\$ 271,014	National Road Plaza Restoration
Associated Roofing Professionals Inc	\$ 272,495	Replacement Roof Facilities Management and Purchasing Building, Various Roof Repairs
Strode Construction LLC	\$ 276,412	Sycamore Baseball Field Right Field Deck, New Theater Dressing/Restrooms, Fencing
RJE Interiors Inc	\$ 277,178	Furniture for Early Childhood Education Center, Union Conference Center
EAB Global Inc	\$ 279,343	Enrollment Solutions
Otis Elevator	\$ 331,483	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Johnson Controls Fire Protection LP	\$ 339,717	Fire Alarm/Sprinkler Maintenance/Repairs
Bell Technlogix Inc	\$ 339,796	Microsoft Maintenance Licenses and Software
CDW Government Inc	\$ 354,562	Laptop Purchases & Other Computer Related Products
Sycamore Engineering Inc	\$ 369,054	Electrical Services Various Repairs & Small Projects
Computershare Trust Company	\$ 383,760	Monthly rent 500 Wabash student housing
De Lage Landen Financial Services Inc	\$ 544,151	Networking costs - Actual payment went to @00201485 Cisco
Ellucian Company LP	\$ 544,323	Banner Software Maintenance
Shorts Travel Management Inc - NCAA	\$ 550,609	Transportation for Athletic Teams
City of Terre Haute	\$ 560,210	Sewage Utility Payments
AmWins/NEBCO Group Benefits	\$ 621,774	Retiree Insurance Coverage
TIAA CREF	\$ 1,665,872	Retirement Contributions
CVS Pharmacy Inc	\$ 1,787,382	Prescription Drug Coverage
Duke Energy	\$ 2,060,003	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 2,552,421	Dining and Catering Services
Anthem Life Insurance Company	\$ 3,511,143	Health Care Benefits and Reimbursements of Medical Claims
C H Garmong and Son Inc	\$ 7,427,037	Technology Building Renovations

## 4e Faculty Personnel

### FACULTY

#### Appointments

Steven Gunderson; Assistant Professor, Department of Applied Medicine and Rehabilitation; M.S.P.A., Lincoln Memorial University; salary \$95,000 per fiscal year; effective November 3, 2025.

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

Todd Alberts; Senior Instructor, Department of Applied Engineering and Technology Management; reappointment as Mechanical Engineering Technology Program Coordinator, Department of Applied Engineering and Technology Management; supplement of \$3,000; for the 2025-2026 academic year.

Troy Allen; from Professor, Department of Aviation Technology to Professor and Aviation Management Program Degree Coordinator, Department of Aviation Technology; stipend of \$1,500 for the period of August 1, 2025 through December 31, 2025.

Courtney Coleman; from Instructor, Department of Applied Clinical and Educational Sciences to Instructor and Program Director of Human Development and Family Science, Department of Applied Clinical and Educational Sciences; for the 2025-2026 academic year; no change in salary.

Alyce Hopple; from Associate Professor, Department of Applied Clinical and Educational Sciences to Associate Professor and School Psychology Program Coordinator, Department of Applied Clinical and Educational Sciences; for the 2025-2026 academic year; no change in salary.

Matthew Hutchins; from Professor, Department of Teaching and Learning to Professor and Education Student Services Graduate Fellow; for the 2025-2026 academic year; no change in salary.

Matthew Hutchins; from Professor, Department of Teaching and Learning to Professor and Master of Education Program Coordinator, Department of Teaching and Learning; for the 2025-2026 academic year; no change in salary.

Brian James; from Senior Instructor, Department of Applied Engineering and Technology Management to Senior Instructor and Packaging Engineering Technology Program Coordinator, Department of Applied Engineering and Technology Management; supplement of \$1,600; for the 2025-2026 academic year.

Debra Knaebel; from Assistant Professor, Department of Teaching and Learning to Assistant Professor and Elementary Education Program Coordinator, Department of Teaching and Learning; for the 2025-2026 academic year; no change in salary.

Winnie Ko; from Professor, Department of Mathematical Sciences to Acting Chairperson and Professor, Department of Mathematical Sciences; supplement of \$7,500; for the appointment period of January 1, 2026 through May 31, 2026.

Myung-Ah Lee; from Professor, Department of Teaching and Learning to Professor and Physical Education Program Coordinator, Department of Teaching and Learning; for the 2025-2026 academic year; no change in salary.

Chris MacDonald; Chair and Professor, Department of Applied Clinical and Educational Sciences; reappointment as Dean's Fellow for Strategic Initiatives, Bayh College of Education; for the 2025-2026 academic year; no change in salary.

Frank Manderino; Senior Instructor, Department of Aviation Technology; reappointment as Professional Aviation Flight Technology Program Coordinator, Department of Aviation Technology; supplement of \$4,000; for the 2025-2026 academic year.

Linda McQuiston; Professor, School of Nursing; reappointment as Undergraduate Campus Coordinator, School of Nursing; for the 2025-2026 academic year; no change in salary.

Charmaine Mullins-Jaime; from Assistant Professor, Department of Built Environment to Assistant Professor and Occupational Safety Management Program Coordinator, Department of Built Environment; supplement of \$1,600; for the 2025-2026 academic year.

Whitney Nesser; Professor, Department of Applied Clinical and Educational Sciences; reappointment as Faculty Fellow, Honors College; stipend of \$9,000 per academic year; for the 2025-2026 academic year.

Yong Joon Park; Professor, Department of Teaching and Learning; reappointment as Dean's Fellow of East Asian Exchange, Bayh College of Education; for the 2025-2026 academic year; no change in salary.

Keith Perry; Senior Instructor, Department of Built Environment; reappointment as Undergraduate Safety Management Coordinator, Department of Built Environment; supplement of \$1,600; for the 2025-2026 academic year.

Randy Peters; from Professor, Department of Applied Engineering and Technology Management to Professor, Program Lead and Bailey Faculty Fellow, Department of Applied Engineering and Technology Management; stipend of \$8,000; for the 2025-2026 academic year.

Shawn Phillips; 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.

Matthew Rivera; from Associate Professor, Applied Medicine and Rehabilitation to Associate Professor, Applied Medicine and Rehabilitation and Faculty Fellow for Indiana State Online; salary \$2,500 for the period of August 1, 2025 through December 31, 2025.

Heather Roberts; Senior Instructor, Department of English to Senior Instructor and Teaching Mentor for Graduate Student Teaching Assistants, Department of English; for the appointment period of January 1, 2026 through May 31, 2026; no change in salary.

Bridget Roberts-Pittman; from Professor, Department of Applied Clinical and Educational Sciences to Professor and Counseling Clinic Director, Department of Applied Clinical and Educational Sciences; for the 2025-2026 academic year; no change in salary.

Riem Rostom; Associate Professor, Department of Applied Engineering and Technology Management; reappointment as Engineering Program Coordinator, Department of Applied Engineering and Technology Management; supplement of \$1,200 for the appointment period of August 1, 2025 through December 31, 2025.

Lynn Scott; from Assistant Professor, Department of Teaching and Learning to Assistant Professor and Special Education Program Coordinator, Department of Teaching and Learning; for the 2025-2026 academic year; no change in salary.

Kimberly Smith; Assistant Professor, Department of Built Environment; reappointment as Interior Architecture and Design Program Coordinator, Department of Built Environment; supplement of \$2,400; for the 2025-2026 academic year.

Amanda Solesky; from Senior Instructor, Department of Applied Clinical and Educational Sciences to Senior Instructor and Director of Grosjean Clinic and Rowe Center, Department of Applied Clinical and Educational Sciences; for the 2025-2026 academic year; no change in salary.

Amanda White; from Instructor, Department of Applied Clinical and Educational Sciences to Instructor and Counseling Program Coordinator, Department of Applied Clinical and Educational Sciences; for the 2025-2026 academic year; no change in salary.

### **Retirements**

Edith Campbell; Librarian, Department of Library and Information Services; effective November 26, 2025.

Melissa Nail; Professor, Department of Teaching and Learning; effective May 31, 2026.

### **Emeriti**

Edith Campbell; Librarian, Department of Library and Information Services; effective November 27, 2025.

Melissa Nail; Professor, Department of Teaching and Learning; effective June 1, 2026.

### **Separations**

Shawn Davis; Instructor, Department of Psychology; effective December 31, 2025.

Elizabeth Smith; Assistant Professor, Department of Psychology; effective May 31, 2026.

## 4f Other Personnel

<b>NON-EXEMPT</b>				
<b><u>Appointments</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Carter, Dustin	Custodian I	Sycamore Housing	\$13.52	September 27, 2025
Cotton, Britney	Early Childhood Education Center Teacher	Early Childhood Education Center	\$17.64	November 8, 2025
Gordon, Shena	Early Childhood Education Center Teacher	Early Childhood Education Center	\$17.64	October 11, 2025
Harris, Brittany	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30	November 8, 2025
Isabell, Darlisha	Custodian I	Sycamore Housing	\$13.52	October 11, 2025
James, Angela	Custodian I	Sycamore Housing	\$13.52	October 11, 2025
McGowan, Morgan	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30	November 8, 2025
Morris, Anthony	Scholarship Processing Specialist	Student Financial Aid	\$15.30	October 11, 2025
Nicoson, Amber	Administrative Assistant III	Dean, College of Engineering & Tech	\$17.64	September 27, 2025
Ornelas, Cristina	Lead Events Setup Technician	HMSU-Operations	\$13.94	November 8, 2025
Owens, KasSandra	Facility Operations Assistant - Student Recreation Center	Student Rec Center	\$14.56	September 13, 2025
Pridemore, Janice	Custodian I	Sycamore Housing	\$13.52	November 8, 2025
Rivera, Onix	Custodian II	Sycamore Housing	\$13.87	October 11, 2025
<b><u>Promotions / Transfers</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Carter, Dustin	Custodian II	Sycamore Housing	\$13.87	October 11, 2025
Ditz, Meredith	Technical Services Supervisor	Hulman Center	\$26.31	September 13, 2025
Harney, Joie	Administrative Assistant III	Dean, College of Arts & Sciences	\$20.00	October 11, 2025
Jeffers, Angela	Early Childhood Education Center Teacher	Early Childhood Education Center	\$18.56	November 8, 2025
Singer, Hannah	Administrative Assistant III	Early Childhood Education Center	\$21.56	October 25, 2025
<b><u>Retirements</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Woods, Myla	Administrative Assistant III	Dean, College of Arts & Sciences		September 26, 2025
<b><u>Separations</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Adams, Abby	Custodian I	Sycamore Housing		September 15, 2025
Allen, Melisa	Chief of Police's Assistant	Public Safety Department		October 17, 2025
Edington, Kenneth	Custodial Supervisor	Custodians		October 21, 2025
Gallegos, Andrea	Lead Events Setup Technician	HMSU-Operations		September 17, 2025
Kolp, Kenneth	Custodian I	Custodians		October 3, 2025
McCollough, Wendell	Police Corporal	Public Safety Department		October 26, 2025
Myers, Haylee	Custodian I	Sycamore Housing		October 10, 2025
Owens, KasSandra	Facility Operations Assistant - Student Recreation Center	Student Rec Center		November 4, 2025
Rivera, Onix	Custodian II	Sycamore Housing		October 28, 2025
Thames, Artiesha	Collections/Billing Specialist	Assoc VP University Controller		September 30, 2025
West, Billi	Enrollment Management Communication Center Representative	Undergraduate Admissions		October 10, 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>
Hawkins, Madison	Credentialing Coordinator and Immigration Advisor	Undergraduate Admissions	\$17.64	October 25, 2025
John, Andrea	Assistant Registrar - Records Management	Office of the Registrar	\$21.63	October 25, 2025
Llamas, Alma	Research Assistant Director	ISU Foundation Operations	\$26.00	October 11, 2025
Mitchell, Olivia	Indiana Small Business Development Center Specialist and Business Advisor	ISU/Wabash Vally Small Business Development Center	\$23.00	October 11, 2025
Reith, Alexandra	Financial Aid Counselor	Student Financial Aid	\$20.52	September 13, 2025
Rigney, Tyler	Enrollment Management Systems Coordinator	Student Financial Aid	\$20.17	October 25, 2025
<b><u>Promotions / Transfers</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Rate</b>	<b>Date</b>
Casey, Jason	Hulman Center Facilities Assistant Director	Hulman Center	\$31.87	September 13, 2025
Crouse, Sean	Senior IT Support Specialist	Office of Information Technology	\$25.64	October 25, 2025
Leslie, Daniel	Senior Information Center Consultant	Office of Information Technology	\$29.69	September 13, 2025
Malone, Pamela	Senior Information Center Consultant	Office of Information Technology	\$34.57	September 13, 2025
Moghadam, Christopher	Assistant Director of First-Year Undergraduate Admissions	Undergraduate Admissions	\$24.24	October 11, 2025
Vincent, Andrew	Senior Information Center Consultant	Office of Information Technology	\$33.84	September 27, 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	October 11, 2025
Hollowell, Perry	IT Support Specialist	Office of Information Technology	\$29.82	November 8, 2025
<b><u>Retirements</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Knott, Donald	Hulman Center Facilities Assistant Director	Hulman Center		September 2, 2025
<b><u>Separations</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Gallagher, Rowan	Financial Aid Counselor	Student Financial Aid		September 5, 2025
Granato, Julia	Assistant Anthropology Collections Manager and NAGPRA Coordinator	Earth & Environmental Systems		September 24, 2025
Thomas, Matthew	Admissions Counselor	International & Graduate Admissions		September 19, 2025
Vecellio, Alex	Information Center Consultant	Office of Information Technology		October 3, 2025

<b>EXEMPT</b>				
<b><u>Appointments</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Brooks, Charles	Associate Director of International Engagement	International & Graduate Admissions	\$62,732	November 17, 2025
Gowrylow, Cristina	University Advisor	University Student Success & Advising	\$40,000	September 8, 2025
Harris, Joshua	University Advisor	University Student Success & Advising	\$40,000	October 13, 2025
Jones, Sulpicia	Executive Associate - Office of the President	President's Office	\$53,000	September 10, 2025
Mulligan, Tiffany	Assistant General Counsel	Office of General Counsel	\$100,000	September 15, 2025
Noble, Michael	University Advisor - Requires Reappointment	University Student Success & Advising	\$40,000	September 8, 2025
Ponce, Jose Roberto	Executive Director of University Marketing	University Marketing	\$110,000	September 29, 2025
Susens, Steven	Chief Public Relations Officer	University Communications	\$100,000	November 3, 2025
Thompson, Jennifer	College of Arts and Sciences Marketing and Public Relations Coordinator	Dean, College of Arts & Sciences	\$56,316	October 27, 2025
Tweedy, Marlene	University Advisor	University Student Success & Advising	\$42,000	September 8, 2025
<b><u>Promotions / Transfers</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Bai, Yihua	Senior Programmer Analyst	Office of Information Technology	\$70,000	September 1, 2025
Gaunt, Adam	Business Systems Analyst	Budget & Payroll	\$62,551	November 1, 2025
Green, Richard	Director of Radio, Digital Content, and Esports	Student Media	\$76,023	September 1, 2025
Harwood, Russell	Senior Programmer Analyst	Office of Information Technology	\$70,000	October 1, 2025
Ramos, Leslie	Social Media Manager	University Communications	\$57,500	October 11, 2025
Vaillancourt, Alivia	University Advisor	University Student Success & Advising	\$40,000	November 8, 2025
Wampler, Emily	Associate Director of Scholarships	Student Financial Aid	\$53,245	October 1, 2025
<b><u>Title Changes</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Fischer, Christopher	Associate Dean for Curriculum, Graduate Studies and Strategic Initiatives	Dean, College of Arts & Sciences		September 1, 2025
Hall, Brenda	Student Financial Aid Associate Director of Outreach and Training	Student Financial Aid		September 1, 2025
Lotz, John	Assistant Director of Career Innovation	Career Center		October 1, 2025
<b><u>Stipends</u></b>				
<b><u>End</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Monthly Salary</b>	<b>Date</b>
Campbell, Tony	Sti Additional Duties	University Marketing	\$1,000	October 1, 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>
Gustafson, Melissa	University Librarian	Library Services	\$122,500	September 1, 2025
<b><u>Separations</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Johnson, Erik	Tier 3 IT Support Specialist	Office of Information Technology		October 24, 2025
Jones, Daniel	Broadcast Engineer	Office of Information Technology		October 24, 2025
Lakstins, Lucy	Business Systems Analyst	Budget & Payroll		September 24, 2025
Nyx, Kiran	Therapist	Student Counseling Center		September 26, 2025
Pond, James	University Advisor	University Student Success & Advising		September 15, 2025
Rice, Stacey	Director of Financial Services	Assoc VP University Controller		October 9, 2025
<b>ATHLETICS</b>				
<b><u>Appointments</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Salary</b>	<b>Date</b>
Williams, Mollie	Assistant Coach, Women's Basketball	Athletics-Womens Basketball	\$55,130	September 9, 2025
<b><u>Separations</u></b>				
<b>Name</b>	<b>Title</b>	<b>Department</b>		<b>Date</b>
Banks, Jalen	Assistant Coach, Football	Athletics-Football		October 13, 2025

## 4g Grants and Contracts

1. Indiana Academy of Science, Fund No. 549625, Proposal 26-021  
An agreement in the amount of \$5,000.00 has been received from Indiana Academy of Science for the project entitled, "Elucidate the Impact of Biomechanical Force on Epithelial-Mesenchymal Transition During Tumor Progression," under the direction of Takuya Akiyama, Department of Biology, for the period October 17, 2025 through December 31, 2026.
2. Indiana Academy of Science, Fund No. 549626, Proposal 26-026  
An agreement in the amount of \$4,986.52 has been received from Indiana Academy of Science for the project entitled, "Trithorax (trx) Group and Polycomb (Pc) Group Regulation of Seven Up (svp) Cardiac Progenitor Cell Division and Patterning," under the direction of Sumaiya Islam, Department of Biology, for the period October 17, 2025 through December 14, 2026.
3. Indiana Academy of Science, Fund No. 549627, Proposal 26-027  
An agreement in the amount of \$4,894.50 has been received from Indiana Academy of Science for the project entitled, "Modification and Chemical Regulation of Inflammatory Mediators LTA4 Hydrolase and Lactoferrin," under the direction of Michael Thompson, Department of Biology, for the period October 22, 2025 through December 31, 2026.
4. U.S. Department of Education, Fund No. 549624, Proposal 26-023  
An agreement in the amount of \$228,772.00 has been received from U.S. Department of Education for the project entitled, "The Indiana Deaf-Blind Services Project," under the direction of Lisa Poff, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2025 through September 30, 2026.
5. Indiana University, Fund No. 549612, Proposal No. 25-076  
A sub agreement under the Indiana Department of Health in the amount of \$216,748.00 has been received from Indiana University for the project entitled, "FY 2025-26 Area Health Education Centers (AHEC) Network: All Sites Indiana AHECs Operating Support," under the direction of Matthew Ford, Dean, College of Health and Human Services, for the period July 1, 2025 through June 30, 2026.
6. Indiana University, Fund No. 549623, Proposal No. 26-025  
Additional appropriations in the amount of \$4,125.00 have been received from Indiana University, from a sub agreement under the Indiana Family and Social Services Administration – U.S. Department of Treasury for the project entitled, "Behavioral Health Workforce Recruitment & Retention Innovation Grant Program," under the direction of Matthew Ford, Dean, College of Health and Human Services, for the period July 1, 2025 through June 30, 2026.
7. City of Terre Haute, Indiana, Fund No. 549620, Proposal No. 26-003  
An agreement in the amount of \$27,500.00 has been received from City of Terre Haute, Indiana for the project entitled, "West Central Indiana Small Business Development Center 2025" under the direction of Courtney Richey-Chipol, West



Central Indiana Small Business Development Center, for the period July 1, 2025 through December 31, 2025.

8. Indiana Department of Education, Fund No. 549622, Proposal 26-019  
Additional appropriations in the amount of \$1,005,788.00 have been received from Indiana Department of Education for the project entitled, "Individualized Education Program (IEP) Technical Assistance," under the direction of Jolly Piersall, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2022 through September 30, 2026.
9. Indiana University, Fund No. 549591, Proposal No. 26-020  
Additional appropriations in the amount of \$29,306.00 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, 2022 through September 30, 2025.

## 4h Agreements

Signed Contracts 9/01/25 - 10/31/25

Title	Type	Date Signed
Bluffton Jasper Volunteers in Medicine	Clinical Affiliation	9/2/2025
South Newton School Corporation	School District Agreement	9/2/2025
Tri Township Schools	School District Agreement	9/2/2025
Lake Station Community Schools	School District Agreement	9/2/2025
Cruz Clinic	Clinical Affiliation	9/2/2025
Brownsburg Community School Corp	School District Agreement	9/3/2025
East Allen Conty Schools	School District Agreement	9/4/2025
Loogootee Community School District	School District Agreement	9/4/2025
VA Richard Roudebush Indianapolis	Clinical Affiliation	9/10/2025
NaphCare Cancellation	Clinical Affiliation	9/11/2025
Cooperman Barnabas Healthcare	Clinical Affiliation	9/12/2025
12th Street Internal Medicine and Peds	Clinical Affiliation	9/12/2025
Mason District Hospital	Clinical Affiliation	9/16/2025
Putnam County Hospital	Clinical Affiliation	9/17/2025
Union Township School Corp	School District Agreement	9/17/2025
Crown Point Community School Corp	School District Agreement	9/18/2025
Spencer Owen School Corporation	School District Agreement	9/18/2025
Suburban Behavioral Health	Clinical Affiliation	9/22/2025
Florida Woman Care	Clinical Affiliation	9/22/2025
Marshall Community Unit School C-2	School District Agreement	9/26/2025
Goodman Campbell Brain and Spine	Clinical Affiliation	10/1/2025
New Castel Community Schools	School District Agreement	10/2/2025
MSD of Shakamak	School District Agreement	10/6/2025
Bloomington Pediatric Speech Therapy	Clinical Affiliation	10/6/2025
Danville Community School Corp	School District Agreement	10/6/2025
Bloomington Pediatric Speech Therapy	Clinical Affiliation	10/6/2025
Southwestern Jefferson County CSC	School District Agreement	10/7/2025
WBB Austin Peay 2025	Athletics	10/7/2025
Greene Sullivan Special Ed Cooperative	School District Agreement	10/8/2025
Franklin Township Community School	School District Agreement	10/9/2025
St. Casimir School	School District Agreement	#####
Baseball Wright State 2026	Athletics	#####
Bartholomew Consolidated School Corp	School District Agreement	#####
Crawfordsville Community School Corp	School District Agreement	#####
Continuum Therapy Partners	Art Loan Agreement	#####
New Albany Floyd County Schools	School District Agreement	#####
Portage Township Schools	School District Agreement	#####
Daviess Martin Special Education Coop	School District Agreement	#####

School Town of Speedway	School District Agreement	#####
Johnson Memorial Hospital	Clinical Affiliation	#####
Johnson Memorial Hospital	Clinical Affiliation	#####
Carle Foundation	Clinical Affiliation	#####
Linton Stockton School Corporation	School District Agreement	#####
Plastic Surgery Center or Nashville	Clinical Affiliation	#####
University of Chicago Medical Center	Clinical Affiliation	#####
Leaps and Bounds Inc.	Clinical Affiliation	#####
Therapy Abroad	Clinical Affiliation	#####
Valley Health	Clinical Affiliation	#####

## 4i Board Representation at University Events

### **Events Requiring Board Representation**

January 22, 2026	Founders Day
February 20, 2026	Board of Trustees Meeting

### **Optional Events**

January 23, 2026	Indiana State University Athletics Hall of Fame Ceremony
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If you are planning to attend any of these events, please contact Sulpicia Jones at (812) 237-7768 or [sulpicia.jones@indstate.edu](mailto:sulpicia.jones@indstate.edu) so that the appropriate arrangements can be made.

## 4j In Memoriam

### IN MEMORIAM: Richard Antes

WHEREAS, Richard Antes, a retired Professor from the Department of Counseling Psychology of Indiana State University, died on the 20th day of June two thousand and twenty-five; and

WHEREAS, Richard Antes, had given loyal and devoted service to Indiana State University for 30 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.