



Indiana State University

Board of Trustees Agenda Meeting

Friday, February 19, 2021

Virtual Meeting via Zoom

11:00 a.m.



Board of Trustees Agenda Meeting, February 19, 2021

MEETING AGENDA

1. Call Meeting to Order

Call Meeting to Order
Mr. Taylor

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2. Remarks

Faculty Senate Chairperson
Dr. Brown

Staff Council Chairperson
Mr. LaComba

Student Government Association President
Mr. Tamayo

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

President of the University
Dr. Curtis

Chairperson of the ISU Board of Trustees
Mr. Taylor

3. New Business Items

3a Minutes of the December 11, 2020 Meeting and
Certification of Executive Session
Mr. Taylor

Approval

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3b Finance Committee Report
Mrs. Smith

3b1 Proposed Changes in Academic Program
and Laboratory and Course-Specific Fees
Mrs. McKee and Dr. Licari

Approval

Page 7

3c Policies

3c1 Proposed Modifications to Policy 665 Indiana
State University Naming

Approval

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Mrs. Angel		
3c2 Proposed Modification to Policy 920 Equal Opportunity and Affirmative Action Dr. Licari	Approval	Page 17
3c3 Proposed Modifications to Policy 921 Americans with Disabilities Mrs. McKee	Information	Page 20
3d Naming of the Bill and Toni Biddle Construction Management Lab Mrs. Angel	Approval	Page 23
3e Naming of the Linda Eldred Student Leadership Center Mrs. Angel	Approval	Page 24
3f Naming of the Mike and Amy Alley Student Professional Development Fellows Mrs. Angel	Approval	Page 25
3g Naming of the McKee Family Heritage Lounge Mrs. McKee	Approval	Page 26

4. Items for the Information of the Trustees

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5. Old Business

6. Adjournment

The next meeting will be May 7, 2021

1 Call Meeting to Order -- Board Chair Jeff Taylor

Roll Call:

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

3a Minutes of the December 11, 2020, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 9:30 a.m. on Friday, December 11, 2020 via electronic means.

The Indiana State University Board of Trustees hereby certifies that no subject matter was discussed in the Executive Session other than the subject matter specified in the public notice.

The Trustees met in a regularly scheduled meeting on Friday, December 11, 2020 at 11:30 a.m. via electronic means.

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

Trustees absent: None

Recommendation: Approve the Board Minutes of the December 11, 2020, Meeting and Certification of Executive Session.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3b1 Proposed Changes in Academic Program and Laboratory/Course-Specific Fees¹

Effective for the Fall Semester 2021 unless otherwise stated

Course Specific Fees

Change in Course Fees (Effective Fall 2021)

College	Department	Course(s)	Amount	Purpose
CAS	Art and Design	ARTS 330 ARTS 331	\$30/course to \$120/course	Provide all necessary painting supplies for students to ensure appropriate quality and utilize bulk purchasing and educational discounts.
COT	Aviation Technology	AVT 142 AVT 144 AVT 242 AVT 244 AVT 342 AVT 344	\$350/course to \$300/course	Adjust the cost of using the simulators appropriate for actual time and the reduced per/student cost.
		AVT 367	\$350/course to \$100/course	Adjust the cost of using the simulators appropriate for actual time and the reduced per/student cost.
		AVT 442	\$350/course to \$250/course	Adjust the cost of using the simulators appropriate for actual time and the reduced per/student cost.
COT	Aviation Technology - Unmanned Systems	UMS 281	\$300/course to \$165/course	Reduced costs related to UMS maintenance and supplies as related to this class.

New Course Fees (Effective Fall 2021)

College	Department	Course(s)	Amount	Purpose
BUS	Accounting, Finance, Insurance and Risk Management	ACCT 340	\$75/course	Excel Certification Exam.

COT	Applied Engineering and Technology Management	ENGR 499	\$325/course	Project materials and FE Exam in Senior Capstone class.
COT	Unmanned Systems	UMS 382 UMS 483	\$300/course	Maintain function of the UMS laboratory and consumable supplies and related costs to use of drones.
		UMS 385 UMS 471 UMS 485	\$153/course	Maintain function of the UMS laboratory and consumable supplies and related costs to use of drones.
COT	Aviation	AVT 491	\$27/course	Subscription for an airport online simulation named Simulate.

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

Recommendation: Approval of the proposed Academic Laboratory/Course Specific Fees, effective for the fall semester of 2021 unless otherwise stated.

Change in Program Fee (Effective Fall 2021). Program fee will compensate preceptors, clinics/practices, hospitals, and health systems.

HHS	Master of Physician Assistant Studies	\$1,350/Semester to \$2,000/Semester
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¹Laboratory/course specific fees and program fees are assessed only in conjunction with courses/programs associated with the automated fee assessment process. An exception exists for study abroad courses: IS 396, 397, and 398.

Recommendation: Approval of the proposed Program Fees, effective for the fall semester of 2021.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease

Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3c1 Proposed Modifications to Policy 665 Indiana State University Naming

Rationale: As we prepare for a comprehensive campaign for Indiana State University, a review of the University Naming Policy is a requirement of the campaign plan approved by the campaign steering committee, including the University President and Provost. Modification to specific sections of Policy 665 Indiana State University Naming are requested to follow best practices and ensure transparency. The revisions to the policy for approval include updates to sections 665.3, 665.4, 665.5.1, 665.5.2, 665.6, 665.9, 665.10, and 665.11.

Proposed Modifications.

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

665.1 Purpose

To set out the rules by which University property and other entities will be named.

665.2 Authority to Name

The ISU Board of Trustees, upon the recommendation of the President, has the authority to name all University facilities, properties, and academic entities (i.e. all buildings, major portions of buildings, academic colleges, schools, centers, professorships, University streets or roads, athletic fields, plazas, malls, and other large areas of major assembly or activity). Naming decisions related to a building, a chair or professorship, an academic program or college, will be made subsequent to or concurrent with approval of the establishment of the facility, program or academic entity by the President and his/her cabinet, and in some cases the Board of Trustees. The Board may delegate to the President the authority to name individual rooms, limited areas and individual items or features within buildings, individual landscape items or features, limited outdoor areas and other minor properties. The Board of Trustees, upon recommendation of the President, must approve all proposed names.

Primary consideration for naming or renaming facilities, properties, and academic entities is given in recognition of a significant gift to the Indiana State University Foundation. However, naming in recognition of other significant contributions to the welfare of the University may also be considered. Discussions with potential benefactors for naming opportunities will follow established guidelines for the protection of confidential donor information.

665.3 University Naming Approval Criteria

Recommended names must comply with the following criteria to be considered for naming or renaming facilities, properties and academic entities:

- The proposed name will not conflict with other named facilities or academic entities associated with Indiana State University.
- The proposed name does not call into question the public respect of the University and is consistent with the University's mission and core values.
- The proposed name does not imply the University's endorsement of a partisan political or ideological position or commercial product; provided, however, that the proposed name may be that of an individual who previously held public office or the name of an

individual or a company that manufactures or distributes commercial products. In the case of a proposed academic entity name, the Provost has approved the establishment of the proposed academic entity.

- In the case of a proposed facility name, the University Treasurer has approved the building construction or renovation project, including a financing plan.
- In the case of an existing facility, building or portions of buildings naming, in which renovation is not needed, then upon the recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.
- If the benefactor does not meet the full cost of the facility, property or academic entity, the naming is subject to completion of satisfactory funding arrangements by the University.

665.4 Criteria for Removal of an Approved Name.

Unless otherwise agreed to in the gift agreement and as approved by the President or as set forth in Section 665.10, an approved name will remain in use for the life of the facility, property or academic entity. However, there are situations that could cause the removal of the name either during the planning process or after project completion.

- When the named facility or property is demolished, accidentally destroyed by fire or natural disaster, or is otherwise no longer in existence, the name will not be transferred to a new facility except in such cases when a useful facility is relocated to serve the greater interest of the University. The transfer of the name will be approved by the Board of Trustees.
- The name on an existing or proposed facility, property or academic entity may be removed if its continued use calls into serious question the public trust afforded to the University, is contrary to Indiana State University's mission, vision, and values, or would otherwise reflect adversely upon the University.
- The name of the facility, property or academic entity may be removed if a benefactor ceases payment on a pledged donation for the facility, property or academic entity.
- In the case of corporate donors, the name of the facility, property or academic entity may be changed to reflect a new corporate name resulting from the company's decision to change its name or a corporate merger.
- If the University is unable to complete the project, or establish the program or endowment, the potential benefactor will be entitled to redirect, retract or seek a refund of their contribution.
- In those instances where a building has been razed, property eliminated, accidentally destroyed by fire or natural disaster or an academic entity has been discontinued, the University will make every effort to recognize the individual, family or corporation in question in a manner consistent with the original naming and in consultation with the donor, when possible. With respect to a former building and upon approval by the President, recognition will include an official marker identifying the site for posterity.

Removal of an approved name may be initiated by the President, the Vice President for University Advancement, or a member of the ISU Board of Trustees pursuant to Policy 126 Policies and Procedures of the ISU Board of Trustees. The University Naming Committee will review the name removal and provide a recommendation to the President. The President of the Board of Trustees may seek input from other sources on the removal of an approved name, which requires Board of Trustees approval.

665.5 Benefactor Naming Requirements and Funding Levels

665.5.1 Benefactor Naming Requirements.

Benefactor naming opportunities will be first considered for recognition of a substantial gift to the University when the Vice President of University Advancement and CEO of the ISU Foundation approves the formal initiation of the naming approval process and determines the following requirements have been met:

- The name meets the requirements as presented in the Naming Approval Criteria in Section 665.3.
- The gift meets the funding level requirements as presented in Benefactor Naming Funding Levels in Section 665.5.2.
- The gift is recorded on the Foundation and University Gift Agreement form which summarizes the mutual understanding of the donor(s), and the University regarding the use and terms of the gift and meets the requirements presented in the Naming Policy Operating Procedures.
- The gift commitment is expressed in cash or a written pledge to be paid within five years of the naming of the facility or entity.
- ~~Subject to any necessary approvals required by the State of Indiana, a portion of the gift may be an irrevocable deferred/planned gift provided that:~~
 - ~~a. It represents up to only one-third of the overall gift commitment for a new building.~~
 - b.a. It represents up to one-half (50%) of the overall gift commitment for the naming of individual rooms or wings in an existing building including but not limited to classrooms, auditoriums, lecture halls and lobbies except in the event that renovation is not needed and then upon recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.
 - ~~e.b.~~ All endowments created in connection with any naming opportunities shall be managed and administered by the Indiana State University Foundation in accordance with applicable law and the Foundation's Gift Acceptance, Investment and Spending policies, as may be amended.
 - ~~d.c.~~ It meets the current guidelines established by the ISU Foundation regarding Acceptance of Planned Gifts.

665.5.2 Benefactor Naming Levels.

Endowed funds ~~must may~~ be established within the ISU Foundation, subject to its policies governing the establishment of endowed funds. The minimum amount required, at this time, to establish an endowment is \$25,000.- The minimum amount required to establish an endowment is \$25,000.- The required funding level for specific types of endowments are ~~higher depending on the type of the award as~~ addressed below. Endowed funds are administered subject to the policies established by the ISU Foundation Board of Directors.

665.5.2.1 Faculty Awards Dean's Endowed Chair.

Provides support to enable the University to honor or recruit an outstanding scholar who has demonstrated the potential of making exceptional contributions to his/her discipline and will serve as Dean of a University college.

Minimum Endowment Gift: ~~\$3-5~~ 2.0 million

665.5.2.2 Endowed Chair or Director.

Provides support to enable the University to honor or recruit an outstanding scholar who has demonstrated the potential of making exceptional contributions to his/her discipline. Provides income ~~toward an outstanding faculty member's salary to be used to recruit or retain outstanding faculty members with impressive credentials who will provide intellectual scholarship and leadership, and toward~~ related expenses, including research and professional conferences, and who serves as chair or director of a department or school.

Minimum Endowment Gift: ~~\$2-51.0~~ -million

665.5.2.3 Endowed Professorships.

Provides support for an outstanding scholar with demonstrated excellence in the area of scholarship in his/her discipline. Income from the endowment will provide support for the scholarship of this position.

Minimum Endowment Gift: ~~\$1.0 million~~ \$750,000

665.5.2.4 Endowed Visiting Professorship.

Provides resources to support visiting scholars in an area important to the mission of Indiana State University.

Minimum Endowment Gift: \$500,000

665.5.2.5 Endowed Emerging Faculty Award.

Provides income to apply toward the scholarship (teaching, research and engagement) expenses of an outstanding emerging faculty scholar. These funds will enable ISU to attract and retain the most promising young professors.

Minimum Endowment Gift: \$250,000

665.5.2.6 Endowed Lectureship.

Provides income for distinguished lectures to be brought to campus.

Minimum Endowment Gift: \$100,000

665.5.2.7 Faculty Research and Development Fund. Provides an annual award to enhance a faculty member's teaching and research activities.

Minimum Endowment Gift: \$100,000

665.5.2.8 -Non-Endowed Gifts. A non-endowed gift equal to or greater than the minimum endowment level may be made by a donor. The described above naming opportunity may be secured for non-endowed gifts. Approval of such gift must be received in advance of the gift by the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.

665.6 Facilities and Programs

665.6.1 Entire new buildings.

If a building is to be constructed in total through private funds, the fund raising goal should equal, at least, one hundred percent of the construction cost of the building and naming rights will be awarded for a contribution equal to 40% of that amount. If a building is to be funded through a combination of private funds, and other funding sources, the contribution must equal fifty percent of the private fund raising goal and no less than twenty percent of the total construction costs of the building.

665.6.2 Portions of New Buildings.

The naming of individual rooms or wings in new ~~or existing~~ buildings such as auditoriums, lecture halls and lobbies, will be determined in context of the total facility function. However, in all cases naming will only be awarded if the gift is a minimum of twenty percent of the total construction costs of the new addition to the existing building, ~~except in the event that significant renovation is not needed and then upon recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.~~

665.6.3 Unnamed Existing Buildings or Portions of Buildings.

Currently unnamed buildings may be named ~~with a gift by the establishment of an endowment~~ equivalent to thirty five percent of the value of the building, ~~except in the event that renovation is not needed and then upon recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.~~ ~~—p~~Per 665.5.1.b a portion of the gift may be a planned or deferred gift. (To accommodate unforeseen circumstances, the value of unnamed existing buildings will be determined by the University).

665.6.4 Named Colleges, Schools, Centers and Institutes.

~~Schools, Colleges, Institutes or other academic units may be named for an individual, individuals, corporation, foundation or business entity. The name of an individual, corporation or foundation may be associated with a college, school, center or institute in recognition of a significant financial contribution. —to support the program or area in question.~~

Minimum Endowment Gift will be determined on a case by case basis at the recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.

In the event that renovation is not needed, a minimum endowment or outright gift amount will be determined at the recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.

~~Minimum Endowment Gift: \$15 Million, except in the event that significant renovation is not needed and then upon recommendation of the President.~~

665.7 Non-Benefactor Naming Requirements.

Naming may be awarded in recognition of former members of the University faculty or staff, former University Trustees, former Presidents, former elected officials, or former state employees concerned with the functions, oversight or control of the University. Non-benefactor naming opportunities will be considered by the President when the Vice President of University Advancement has first approved the formal initiation of the naming approval process and the following requirements have been met:

- The individual has achieved distinction in an academic administrative or other exceptional ways which have significantly contributed to the welfare of the University as long as there is no current relationship between the individual and the University.
- The individual, whether they be a University or state employee, Board of Trustee member or state public official has been retired for a minimum of two years.
- The name meets the criteria as presented in the Name Approval Criteria.

665.8 Final Approval for Named Facilities.

Final approval for the names of buildings and other facilities is subject to approval by the Indiana State University Board of Trustees, except for those naming rights delegated to the President. No public statements will be made about a naming opportunity until the President is prepared to recommend the naming opportunity for approval by the Board of Trustees.

665.9 Final Approval for Named Endowed Funds.

Final approval for named endowed funds is subject to approval by the Vice President of University Advancement and CEO of the Indiana State University Foundation, ~~in consultation with the University Provost and President.~~ Endowed funds may be created with gifts of cash, marketable securities, planned gifts or pledge commitments to be paid out over a period of five years. Other endowed funds not listed here may be considered on a case-by-case basis.

665.10 Short-Term Naming of Physical Spaces.

Naming of physical spaces within buildings or campus properties, such as conference rooms, meeting rooms, or other identified spaces may be approved by the Board of Trustees for a period of up to three years only if the following criteria are met:

~~a. The amount of the gift is equal to or greater than the distribution that would be required for an endowment gift made for that same naming opportunity.~~

a. Subject to the approval of the Vice President of University Advancement and CEO of the ISU Foundation and then upon the recommendation of the President.

bb. All other requirements of the naming opportunity are met.

665.11 Naming Policy Administration.

A University Naming Committee, appointed by the President, ~~and~~-chaired by the Vice President of University Advancement and CEO of the ISU Foundation, Vice President of Academic Affairs and Provost and Vice President of Finance and Administration will review, ~~upon the President's request,~~ a proposed naming opportunity, applicable criteria and policies, and then make a recommendation to the President.

Recommendation: Approval of the proposed modifications to Policy 665 Indiana State University Naming.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3c2 Proposed Modification to Policy 920 Equal Opportunity and Affirmative Action

Rationale: As part of the three-year policy review cycle, policy administrators are updating policies and procedures with current information. ISU has recently updated its process for completion of the annual Affirmative Action Program, and as part of that program has identified the Associate Vice President of Inclusive Excellence as the Equal Employment Opportunity Coordinator. The policy modifications seek to reinforce ISU's commitment to affirmative action and equal opportunity in employment.

Current Language of Policy 920 Equal Opportunity and Affirmative Action.

920.1 Purpose

Indiana State University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole.

920.2 Equal Employment Opportunity Statement

In this regard, Indiana State University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications.

920.3 Non-Discrimination

Indiana State University does not discriminate on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. Indiana State University is committed to providing equal opportunity in education and employment for all. Discrimination based upon any protected class is strictly prohibited.

All complaints of discrimination should be directed to:

Equal Opportunity and Title IX Office
Rankin Hall, Room 426
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
Equalopportunity-titleix@indstate.edu

920.4 Affirmative Action Statement

Indiana State University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

920.5 Equal Employment Opportunity/Affirmative Action Clause

The "Equal Employment Opportunity/Affirmative Action Employer" clause will be included in all official University publications, purchase orders, leases, contracts, and documents covered by Executive Order 11246, as amended, and its implementing regulations.

920.6 Communication

The existence of this Equal Employment Opportunity/Affirmative Action Policy will be communicated to present and prospective employees, and such elements of the affirmative action program will be made available as will enable these individuals to know of and avail themselves of its benefits.

Proposed Language:

920.1 Purpose.

Indiana State University is committed to the principles of affirmative action and equal opportunity in its operations and in creating an inclusive environment such in diversity in all of its activities.

920.2 Equal Opportunity.

In this regard, Indiana State University will provide equal opportunity in the recruitment, hiring, promotion, and education of all individuals, regardless of age, disability, genetic profile, national origin, pregnancy, race/color, religion, sex, gender, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes.

920.3 Non-Discrimination and Anti-Harassment.

Indiana State University prohibits discrimination on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. [Policy 923 Non-Discrimination and Anti-Harassment](#) provides more specific information about ISU's commitment to ensuring that the university educational and employment environments are free from discrimination or harassment.

As identified in [Policy 923 Non-Discrimination and Anti-Harassment](#), all reports of discrimination should be directed to:

Equal Opportunity and Title IX Office
Rankin Hall, Room 426
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
Equalopportunity-titleix@indstate.edu

920.4 Affirmative Action in Employment.

Indiana State University will take affirmative action as required by applicable laws, including Executive Order 11426, to ensure that minority group individuals, women, individuals with disabilities and protected veterans are introduced into our workforce and considered for promotional opportunities.

920.5 Equal Employment Opportunity/Affirmative Action Clause.

The "Equal Employment Opportunity/Affirmative Action Employer" clause will be included in all official University publications, purchase orders, leases, contracts and documents covered by Executive Order 11246, as amended, and any implementing regulations.

920.6 Responsibility for Implementation of Policy.

The EEO Coordinator has primary responsibility and accountability for implementing, directing, and monitoring ISU's Affirmative Action Program. This policy will be communicated to current and prospective employees and students annually.

Recommendation:

Approval of the proposed modifications to Policy 920 Equal Opportunity and Affirmative Action.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3c3 Proposed Modifications to Policy 921 Americans With Disabilities (renamed Policy 921 Disability Accommodation)

Rationale:

As part of the three-year policy review cycle, policy administrators are updating policies and procedures with current information. ISU has been in the process of revamping its disability services, forms and procedures. The policy modifications ensure that proper practices are implemented, proper departments are contacted and proper documentation is obtained.

Proposed Modifications:

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

Policy 921 ~~Americans With Disabilities~~ Disability Accommodation

921.1 Policy

~~Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the Indiana Civil Rights Act, and this policy prohibits discrimination in employment and educational programs against qualified individuals with disabilities. It is the policy of Indiana State University to provide reasonable accommodations or academic adjustments for its employees and students upon documentation of the disability and making known the type of accommodation needed. These accommodations and adjustments shall be made in a timely manner and on an individualized and flexible basis, and shall be the result of the dialogue between the requesting individual and designated representatives of the institution.~~

~~**921.1.1 Individual Responsibility.** It is the responsibility of individual students, staff and faculty to identify themselves as individuals with a disability when seeking an accommodation or adjustment. It is also the responsibility of individual students, staff and faculty to document their disability from an appropriate licensed professional, and to demonstrate how the disability limits their ability to complete the essential functions of their job or limits students' participation in programs or services of the university. Medical documentation will be kept confidential as the law permits.~~

~~**921.1.2 Institutional Standards of Performance.** Students, staff and faculty must maintain institutional standards of performance.~~

921.1 Policy Statement. The Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation, the Indiana Civil Rights Act and Indiana State University Policy 923 Non-Discrimination and Anti-Harassment policy prohibit discrimination against qualified individuals with disabilities in employment and educational programs.

Indiana State University is committed to enabling students and employees with disabilities to participate in and benefit from University programs and activities by providing reasonable accommodations, academic adjustments and modifications to policy or procedures unless the modification would fundamentally alter the nature of a University program or activity. These accommodations, adjustments and modifications shall be made in a timely manner and on an individualized and flexible basis, and shall be the result of interactive dialogue between the requesting individual and designated representative of the University.

Indiana State University is committed to providing a campus environment free of both physical barriers and barriers of attitude.

Indiana State University is committed to maintaining websites accessible to individuals with disabilities.

921.2 Requesting an Accommodation. It is the responsibility of individual students, staff and faculty to identify themselves as an individual with a disability when seeking an accommodation, adjustment or modification. It is also the responsibility of individual students, staff and faculty to document their disability from an appropriate licensed professional, and to demonstrate how the disability limits their ability to complete the essential functions of their job or limits participation in programs or services of the University. Medical documentation will be kept confidential consistent with legal requirements and ISU policy.

921.3 Standards of Performance. Students, staff, and faculty members must maintain institutional standards of performance.

921.4 Student Procedures and Resources. Students seeking information regarding accommodations, academic adjustments or other modifications should contact [Accessibility Resource Office](#) to begin the interactive process.

921.5 Employee Procedures and Resources. Faculty, staff, volunteers, and applicants for employment seeking information regarding accommodations should contact the [Office of Human Resource](#) to begin the interactive process.

921.6 Questions about Policy. Questions regarding this Policy should be directed to the University ADA/Section 504 Coordinator, who oversees the University's efforts to comply with the ADA and Section 504 of the Rehabilitation Act:

Students

Dean, University College
Coordinator, Foundational Studies
207 Normal Hall
Indiana State University
Terre Haute, Indiana 47809
(812) 237-3940

Employees

Executive Director, Human Resources
Rankin Hall Room, 300
Indiana State University
Terre Haute, Indiana 47809
(812) 237-4114

921.7 Appeals of Accommodations Decisions.

Appeals of decisions regarding accommodations should be directed to the following:

Students

University College
207 Normal Hall
Indiana State University

Terre Haute, Indiana 47809
(812) 237-3940
Bailey.Bridgewater@indstate.edu

Employees

Executive Director, Human Resources
Rankin Hall Room, 300
Indiana State University
Terre Haute, Indiana 47809
(812) 237-4114
Tami.Weinzapfel-Smith@indstate.edu

921.8 Reports of Discrimination

Reports of disability discrimination should be directed to:

Office of Equal Opportunity and Title IX
Indiana State University
Rankin Hall, Room 426
210 North 7th Street
Terre Haute, Indiana 47809
(812) 237-8954

[Policy 923 Non-Discrimination and Harassment Report Form](#)

Recommendation. This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the May 2021 meeting of the ISU Board of Trustees.

3d Naming of the Bill and Toni Biddle Construction Management Lab

This item requests the Board of Trustees to approve naming Room 237 in the Technology Annex the Bill and Toni Biddle Construction Management Lab in recognition of a \$100,000 gift from Hannig Construction to support an endowed scholarship for construction management students.

The Bill and Toni Biddle Endowed Construction Management Scholarship will provide scholarship support to students majoring in construction management. The owners of Hannig Construction, Troy and Pam Biddle, are honoring Troy's parents, Bill and Toni Biddle, through this gift. In March 1988, Bill W. Biddle became President of Hannig Construction, Inc. and brought much experience to the corporation in the areas of contract management, construction management, design-build, cost estimating, as well as maintenance, labor and equipment management. At that time, the donor, Troy Biddle, joined the company and worked with his father to build the highly regarded firm that Hannig Construction, Inc. has grown into today. This scholarship supports the next generation of construction management professionals.

Hannig Construction is proud of its long-standing partnership with Indiana State University. The leadership of Hannig is honored to support students at ISU through this gift to provide scholarships to the next generation of construction management professionals. Personally, ISU has played a pivotal role in Pam and Troy Biddle's lives as their son Christian graduated from ISU in 2020, and their son Shane is currently a student at ISU.

Recommendation: Because the amount of the gift for this naming opportunity is consistent with the University's policy, leadership recommends naming the Bill and Toni Biddle Construction Management Lab.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3e Naming of the Linda Eldred Student Leadership Center

This item requests the Board of Trustees to approve naming of the Linda Eldred Student Leadership Center in recognition of a \$100,000 gift from Mike and Amy Alley to provide programmatic activities for students centering on leadership development.

Linda Eldred is a 1963 alumna of Indiana State University and served her alma mater for forty years as associate director of student life programs. Linda left a positive impact on the Indiana State University Campus through her leadership and involvement in many campus activities and programs included the Union Board, Sycamore Trike Derby, Sorority Life, Spring Week and Homecoming, just to name a few. She was the co-founder and advisor of Tandem, a tradition that continues to be a favorite among students today, and co-founder of the prestigious student group, the Blue Berets. She believed in the value of identifying, engaging and developing student leaders in collegiate and community life through participation in student organizations and activities. In 1990, she received the Association of College Unions International's (ACUI) most prestigious award, the Butts-Whiting Award, which recognizes an outstanding leader who has dedicated 10 or more years to the college union and student activities movement. Linda received the Distinguished Alumni Award from ISU in 2016.

To honor all Linda provided to the donors, including introducing them to each other while on campus, Mike and Amy Alley provided a gift of \$100,000 to create the Linda Eldred Student Leadership Center in the Hulman Memorial Student Union. The Linda Eldred Student Leadership Center will provide a variety of programmatic activities for students, centering on leadership development, inclusion, personal and professional growth and community service.

Recommendation: Because the amount of the gift for this naming opportunity is consistent with the University's policy, leadership recommends naming Room 143 in the Hulman Memorial Student Union the Linda Eldred Student Leadership Center.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3f Naming of the Mike and Amy Alley Student Professional Development Fellows

This item requests the Board of Trustees to approve naming of the Mike and Amy Alley Student Professional Development Fellows in the Scott College of Business in recognition of a \$152,380 gift from Alley's to support professional development opportunities for students.

Indiana State University is fortunate to have the Alley's involvement with the university since their graduation in 1978. Mike earned his degree from the College of Business and Amy the College of Education. The couple's passion for ISU has not wavered since they became alumni. They have made significant financial contributions and have volunteered their time. Mike is a former ISU Trustee, serving 12 years as a Trustee with four of those years as Chair of the Board of Trustees. Mike served for more than thirty years on the ISU Foundation Board of Directors and is currently an Emeriti member. Mike and Amy served as co-chairs of the first comprehensive campaign for ISU, March On!, and are currently serving on the campaign cabinet for the second comprehensive campaign for the University. Mike and Amy were recognized as Indiana State University Distinguished Alumni in 2000 and received an award from the ISU Foundation for their philanthropic support in 1996.

The Alley's provided a gift of \$152,380.86 to create the Mike and Amy Alley Student Professional Development Fellows (Alley Fellows) in the Scott College of Business. The Alley Fellows will provide students in the Scott College of Business with additional learning experiences and professional development through events such as corporate conferences, business competitions, membership into university and national business organizations, and resources dedicated to help students prepare, polish and become career ready. The students will be selected to receive Alley Fellowships through an application process and review led by the Dean of the Scott College of Business.

Recommendation: Because the amount of the gift for this naming opportunity is consistent with the University's policy, leadership recommends naming Mike and Amy Alley Student Professional Development Fellows in the Scott College of Business.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3g Naming of the McKee Family Heritage Lounge

This item requests the Board of Trustees to approve naming the existing Heritage Lounge in Tirey Hall as the “McKee Family Heritage Lounge” in recognition of a \$250,000 family gift to support Indiana State University’s President’s Scholar program.

The funding will create an endowed fund to provide annual awards to one of more exceptional Indiana State University President’s Scholars to support academic, creative, and/or professional activity or development. The students receiving the award will participate in a competitive application process and will be selected by a committee of university faculty and academic leaders. The successful applicants will earn designation as McKee Fellows and be eligible for funding to support research or creative activity beyond existing funding and will support travel or living costs and other expenses connected to extraordinary research or internship opportunities.

The family’s connection to Indiana State University dates to the early 1930s when Clyde Morris McKee of Merom, Indiana became the first member of the family to attend an institution of higher learning at Indiana State Teachers College. Clyde was an elementary teacher and administrator in Indiana public schools for more than 40 years. His son, Dale F. McKee, earned two degrees at Indiana State. He later served as Indiana State’s alumni director and as executive vice president of the ISU Foundation during a university career from 1965 until his retirement in 1998. Dale’s late wife, Nancy, taught in the University’s School of Nursing where she served in a number of teaching and administrative capacities from 1966 until her 1998 retirement when she was serving as Acting Dean.

All of Dale and Nancy’s children earned degrees at ISU: Their daughter, Elizabeth A. McKee, earned her B.S. degree *summa cum laude* from the School of Business in 1983. Their son, Christopher J. McKee, earned a baccalaureate degree in the School of Business in 1987. Their son, Craig M. McKee and his wife, Diann E. McKee, both are ISU alumni. Craig earned his B.S. in 1979 from the College of Arts and Sciences. Diann earned both baccalaureate (School of Business) and master’s degrees (College of Arts and Sciences) at ISU in 1982 and 1993.

In making their gifts to ISU, the family emphasized the importance of legacy as well as the importance of recognizing decades and generations of engagement with Indiana State in life-transforming ways. Moreover, the Heritage Lounge has been the venue for many events in their lives—ranging from undergraduate student activities and events to the celebration of Dale and Nancy’s 50th wedding anniversary in 2006. In a space where Indiana State’s presidents are honored by the display of official portraits, the family can trace close ties to several of those presidents. While only Dale knew Dr. Raleigh Holmstedt, all others in the family claim a warm connection to all of his successors.

“Our gifts are intended to recognize longstanding connection and loyalty to ISU,” Dale said. “Each of us has his or her own list of ISU memories, but all of us can trace whatever achievements we have had in our lives to the education that we received at Indiana State. That we can encourage and support some of ISU’s best students with this gift and recognize a connection that dates back nearly 90 years means a great deal to all of us.”

Recommendation: Because the amount of the gift for this naming opportunity is consistent with the University’s policy, leadership recommends approval of naming the McKee Family Heritage Lounge in Tirey Hall.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello

Robert Casey

Tanya McKinzie

Randall Minas

Edward Pease

Casey Phillips

Cynthia Powers

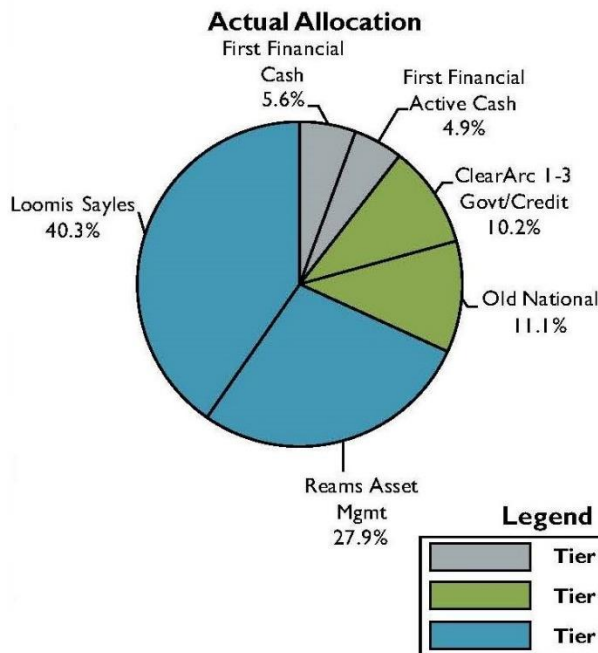
Kimberly Smith

Jeff Taylor

4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending December 31, 2020.

Indiana State University Operating Funds Plan Summary Period Ended December 31, 2020



Manager	Market Value
ISU-First Financial Cash	\$8,619,865
ISU-First Fincl. Active Cash	\$7,611,960
ISU-ClearArc	\$15,773,858
ISU-Old National	\$17,149,237
ISU-Reams Asset Mgmt.	\$43,032,783
ISU-Loomis Sayles	\$62,296,517
ISU-Total Fund	\$154,484,220

December 31, 2020			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$8,619,865	5.6%	\$10mm - \$25mm
First Financial Active Cash	\$7,611,960	4.9%	
	\$16,231,825	10.5%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$15,773,858	10.2%	\$25mm - \$30mm
Old National Intermediate	\$17,149,237	11.1%	
	\$32,923,095	21.3%	
Tier III			
Reams Asset Management Core	\$43,032,783	27.9%	Remaining Balance
Loomis Sayles Core Plus	\$62,296,517	40.3%	
	\$105,329,300	68.2%	
	\$154,484,220	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED DECEMBER 31, 2020

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$8,620,143	(\$2,987)	\$2,709	\$8,619,865
ISU-First Fincl. Active Cash	\$7,610,785	(\$3,135)	\$4,310	\$7,611,960
ISU-ClearArc	\$15,733,282	(\$6,531)	\$47,107	\$15,773,858
ISU-Old National	\$17,088,378	(\$9,870)	\$70,730	\$17,149,237
ISU-Reams Asset Mgmt.	\$42,451,515	(\$37,054)	\$618,322	\$43,032,783
ISU-Loomis Sayles	\$60,991,092	(\$60,639)	\$1,366,063	\$62,296,517
ISU-Total Fund	\$152,495,195	(\$120,216)	\$2,109,241	\$154,484,220

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

FISCAL YEAR TO DATE ENDED DECEMBER 31, 2020

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$9,621,991	(\$1,008,190)	\$6,064	\$8,619,865
ISU-First Fincl. Active Cash	\$7,607,733	(\$6,251)	\$10,479	\$7,611,960
ISU-ClearArc	\$15,672,993	(\$13,055)	\$113,921	\$15,773,858
ISU-Old National	\$16,989,525	(\$19,574)	\$179,285	\$17,149,237
ISU-Reams Asset Mgmt.	\$41,889,883	(\$73,258)	\$1,216,158	\$43,032,783
ISU-Loomis Sayles	\$59,971,422	(\$120,165)	\$2,445,260	\$62,296,517
ISU-Total Fund	\$151,753,547	(\$1,240,493)	\$3,971,166	\$154,484,220

INVESTMENT MANAGER RETURNS

The table below details the rates of return for the investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized.

Returns for Periods Ended December 31, 2020

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
ISU-Tier 1	0.04	0.75	1.67	1.28	1.01	0.83	0.82
ISU-First Financial Cash	0.03	0.49	1.49	1.23	0.94	0.74	0.73
3 Month T-Bill	0.03	0.67	1.60	1.20	0.87	0.64	0.62
ISU-First Fincl. Active Cash	0.06	1.21	1.87	1.38	1.12	1.00	0.98
FTSE:Treas BM OTR 1 Yr	0.07	1.88	2.23	1.61	1.20	0.96	0.94
ISU-Tier 2	0.36	5.23	4.04	3.13	2.74	2.57	2.42
ISU-ClearArc	0.30	3.73	3.30	2.57	2.10	1.90	1.84
ClearArc:1-3 Yr G/C Comp	0.32	3.77	3.29	2.54	2.05	1.88	1.84
Blmbg:Gov/Cred 1-3 Yr	0.21	3.33	2.98	2.21	1.78	1.60	1.55
ISU-Old National	0.41	6.64	4.74	3.66	3.36	3.22	2.99
Old Nat'l: Interm Comp	0.35	6.63	4.78	3.71	3.45	3.35	3.10
Blmbg:Intmtdt Gov/Credit	0.48	6.43	4.67	3.64	3.19	3.11	2.88
ISU-Tier 3	1.89	12.33	6.99	6.10	5.05	5.14	4.93
ISU-Reams Asset Mgmt.	1.37	14.21	7.75	5.78	4.97	4.80	4.57
Reams:Core Comp	1.12	16.44	8.52	6.28	5.17	5.01	4.79
Blmbg:Aggregate	0.67	7.51	5.34	4.44	4.09	3.84	3.61
ISU-Loomis Sayles	2.26	11.07	6.74	6.62	5.27	5.65	5.45
Loomis:Core Plus Comp	2.19	11.49	6.84	6.68	5.30	5.64	5.46
Blmbg:Aggregate	0.67	7.51	5.34	4.44	4.09	3.84	3.61
ISU-Total Fund	1.36	9.22	5.65	4.94	4.06	3.98	3.82
ISU-Total Fund-Net	1.28	8.87	5.31	4.60	3.73	3.65	3.50
Total Fund Target*	0.46	5.39	4.18	3.40	3.04	2.81	2.66

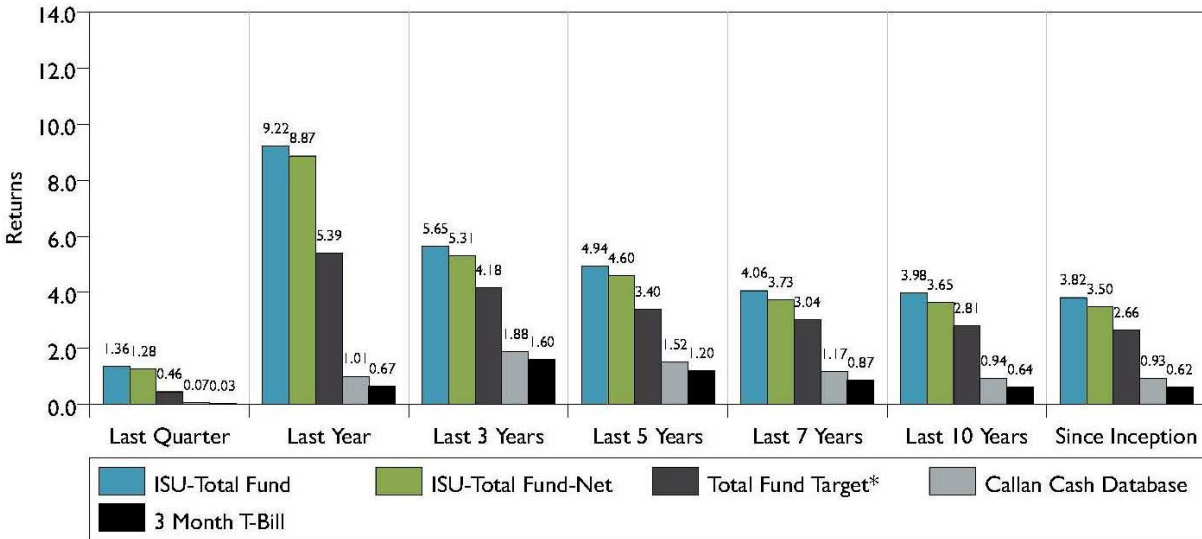
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED DECEMBER 31, 2020

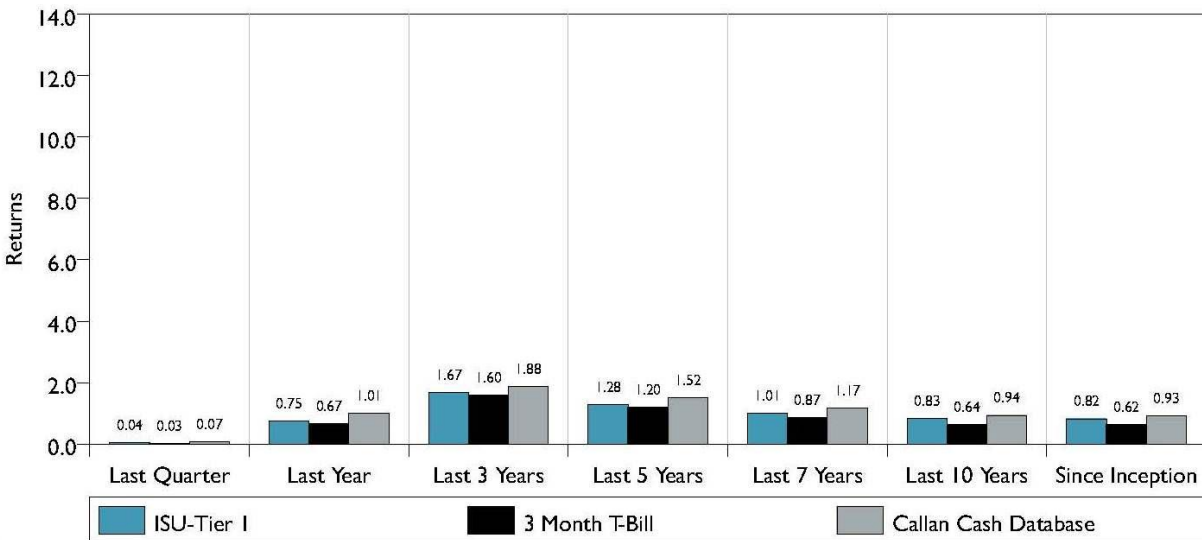
Total Fund Performance

The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.

ISU Total Fund Returns
for Various Time Periods
Current Quarter Ending December 31, 2020
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending December 31, 2020
Inception Date: October 1, 2010

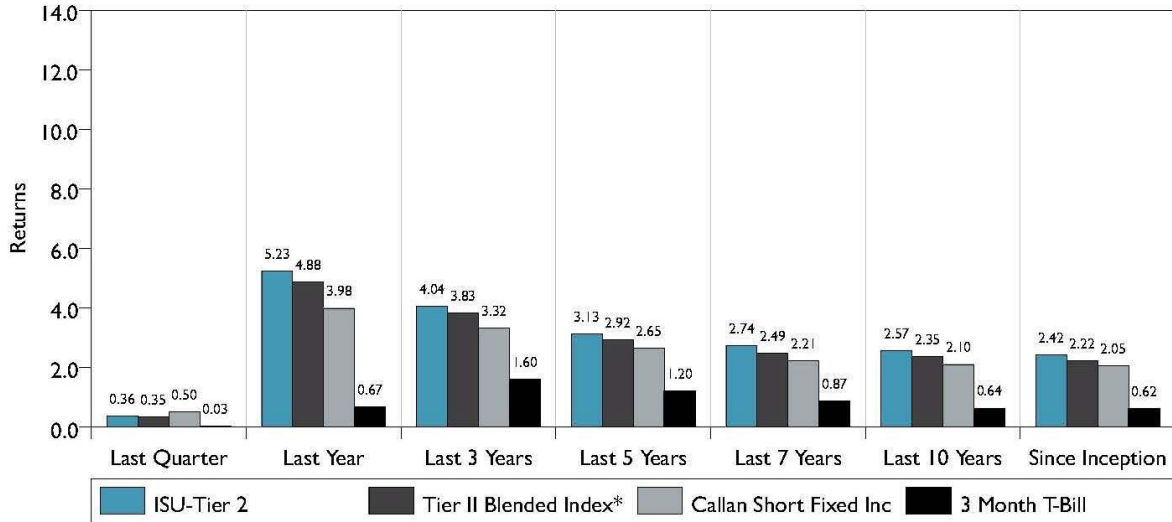


RETURN SUMMARY PERIOD ENDED DECEMBER 31, 2020

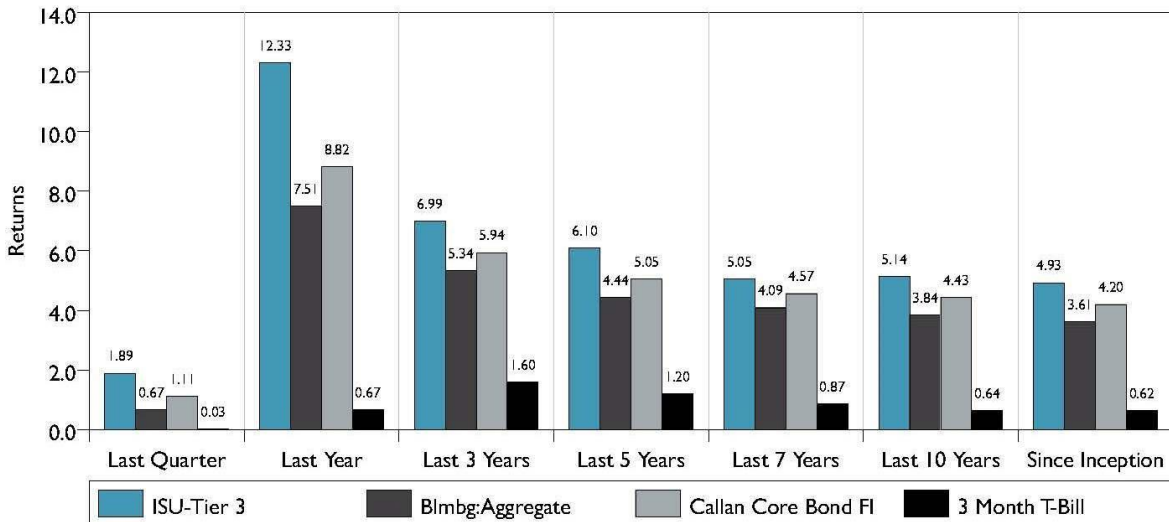
Total Fund Performance

The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.

ISU Tier 2 Returns
for Various Time Periods
Current Quarter Ending December 31, 2020
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending December 31, 2020
Inception Date: October 1, 2010



Tier II Blended Index* = 50% Barclays Govt/Credit 1-3 Year Index, 50% Barclays Govt/Credit Intermediate Index

4b Financial Report

INDIANA STATE UNIVERSITY GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY For the Period Ending December 31, 2020							
	2020-21 Base Budget	2020-21 Adjusted Budget	YTD through 12/31/20*	Percent of Adjusted Budget	2019-20 Adjusted Budget	YTD through 12/31/19*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 33,509,745	46.5%	\$ 71,009,278	\$ 35,504,639	50.0%
Debt Service Appropriation	13,934,387	13,934,387	12,850,672	92.2%	11,574,682	9,266,026	80.1%
Sub-Total State Appropriations	85,998,355	85,998,355	46,360,417		82,583,960	44,770,665	
Student Tuition	91,271,096	91,271,096	48,807,693	53.5%	97,808,697	52,263,160	53.4%
Other Fees and Charges	1,387,903	1,387,903	712,063	51.3%	1,387,903	935,558	67.4%
Other Income and Transfers	6,749,046	6,765,686	4,850,470	71.7%	7,165,468	5,248,633	73.2%
Program Fees	900,000	921,200	921,200	100.0%	938,276	938,276	100.0%
Total Budgeted Revenue	\$ 186,306,400	\$ 186,344,240	\$ 101,651,843		\$ 189,884,304	\$ 104,156,292	
Encumbrances and Carryforward		12,195,145	12,195,145		9,881,336	9,881,336	
Reimbursements and Income Reappropriated From Other Sources		2,160,431	2,160,431		2,121,806	2,121,806	
Total Revenues	\$ 186,306,400	\$ 200,699,816	\$ 116,007,419	57.8%	\$ 201,887,446	\$ 116,159,434	57.5%
Expenditures							
Compensation							
Salaries and Wages	\$ 87,115,486	\$ 87,734,463	\$ 42,102,706	48.0%	\$ 91,993,498	\$ 43,820,106	47.6%
Fringe Benefits	25,652,424	25,720,360	12,333,997	48.0%	27,130,142	12,767,977	47.1%
Sub-Total Compensation	112,767,910	113,454,823	54,436,703	48.0%	119,123,640	56,588,083	47.5%
Departmental Expenses							
Supplies and Related Expenses	15,763,831	20,283,440	6,665,683	32.9%	21,620,104	9,146,980	42.3%
Repairs and Maintenance	4,652,428	5,435,338	5,901,292	108.6%	5,487,895	6,282,534	114.5%
Other Committed Expenses	1,408,582	1,408,372	989,356	70.2%	1,360,348	712,447	52.4%
Sub-Total Departmental Expenses	21,824,841	27,127,150	13,556,331	50.0%	28,468,347	16,141,961	56.7%
Utilities and Related Expenses	10,714,556	11,095,299	5,336,157	48.1%	11,219,745	5,804,892	51.7%
Equipment and Other Capital							
Operating Equipment	1,091,882	2,644,944	330,665	12.5%	2,487,983	555,019	22.3%
Capital Improvements	4,600,000	4,604,411	241,562	5.2%	4,600,000	1,215,335	26.4%
Sub-Total Equipment & Other Capital	5,691,882	7,249,355	572,227	7.9%	7,087,983	1,770,354	25.0%
Student Scholarship and Fee Remissions	14,449,824	14,875,021	16,376,654	110.1%	14,502,701	16,513,642	113.9%
Sycamore Technology Award	1,415,000	1,415,000	501,490	35.4%	1,415,000	978,900	69.2%
Academic Debt Service	14,542,387	14,542,387	13,309,972	91.5%	12,182,682	9,704,035	79.7%
Budgeted Reserve	4,000,000	4,000,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	3,954,386	3,077,676	77.8%	3,887,348	3,040,429	78.2%
Reserve for State Appropriation		2,986,395	-	0.0%			
Total Expenditures	\$ 186,306,400	\$ 200,699,816	\$ 107,167,210	53.4%	\$ 201,887,446	\$ 110,542,296	54.8%
*Includes encumbrances and open commitments							

Revenues

State Appropriations

The State of Indiana due to loss of tax revenues related to COVID-19 placed a reserve of 7 percent on the University operating and line item appropriations for fiscal year 2020-21. This amounts to \$5,044,478 reduction of operating appropriation. The University has reserved \$3 million of carry-forward budget to help offset this loss.

Student Tuition

Fall semester of \$41.1 million is below budget by \$1.6 million prior to program revenue sharing transfers. This shortfall will also be reflected in the Spring semester due to decreased

enrollment. The University has budgeted \$4.0 million as a reserve to offset this shortfall. Summer school tuition totals \$3.5 million which reflects only the second half of summer as this crosses the fiscal year. Through December 31, 2020, \$4.2 million Spring tuition has been recognized. This compares to \$4.8 million that had been recognized at December 31, 2019.

Other Fees and Charges

Other Fees and Charges are below last year by \$223,495. This is a result of reduced undergraduate and graduate admission application fees and change of course fees and timing difference on distance delivery fees.

Other Income and Transfers

Other Income and Transfers are down from the prior year by \$398,163. This is a result of the reduction of Residential Life Utility reimbursement due to taking Lincoln Quad off-line and reduced cost-recovery on federal and private grants.

Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$2,313,809 from the prior year. Encumbrance decreased by \$596,795 while carryforward increased by \$2,910,604. This increase in carryforward is due to reduced student wages, travel and office supplies as the result of reduced operation resulting from response to COVID-19. The University has reserved \$3 million of this to help offset the loss of state appropriation.

Expenses

Compensation

Compensation Expense is below last year's total by \$2.2 million. Salaries and Wages are down \$1.8 million due to reduced administrative, instructional, overtime, and student wages. Fringe benefits decreased by \$0.4 million due to reduced medical, retirement, and Medicaid costs.

Departmental Expenses

Departmental Expenses decreased by \$2.6 million. Supplies and Related Expenses decreased by \$2.5 million due to reduced costs in travel, marketing, and other supplies. Repairs and Maintenance Expenses are down by \$0.4 million on reduced purchase order amounts in Facilities Management. Other Committed are up by \$0.3 million due to increased property insurance costs.

Utilities and Related Expenses

Utilities and Related Expenses are below last year's total by \$0.5 million reflecting lower sewage and electrical costs.

Equipment and Other Capital

Equipment and Other Capital expenditures are down \$1.2 million. Operating Equipment expenses are down \$0.2 million and Capital Improvements are down \$1.0 million due to timing of transfers.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$0.1 million. The overall scholarship shortfall is projected to be \$2.4 million. The Sycamore Technology award is down by \$0.5 million that reflects lower enrollment. The expected \$0.9 million reversion will be used and is reflected in the overall scholarship shortfall.

Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The increase of \$3,605,937 includes the balloon payment of Series P and the addition of Series T.

Budgeted Reserve

The Budgeted Reserve of \$4,000,000 will be used to cover tuition revenue shortfalls.

Transfers Out and Program Fees

Transfers Out and Program Fees increased by \$37,247.

Reserve for State Appropriation

Reserve for State Appropriation reflects the \$2,986,395 set aside to help offset the reduction in state operating appropriation revenues.

4c Purchasing Report

Purchase Order Activity for Period November 18, 2020 to January 28, 2021

Purchases Over \$50,000

Lowest Bid To Meet Specifications

Misco Crane Services Inc	P0088399	Cooling Tower Replacement & Fabrication	\$95,000.00
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4d Vendors Report

The following vendors have accumulated purchases from the University for the time period November 1, 2020 to January 31, 2021 (Fiscal Year 2021) in excess of \$250,000:

Ebsco Subscription Services	\$ 275,153	Library Electronic Database Subscriptions
Ratio Architects Inc	\$ 277,780	Hulman Center Renovation; Sycamore Dining Renovation
Indiana-American Water Company	\$ 299,903	Water Utility Payments
Rural Health Innovation Collaborative	\$ 310,840	Partner Contribution for Simulation Center Operational Expenses
HEF Services Inc	\$ 337,015	Exterior Lighting & Camera Projects; Telecommunications Upgrades
Browning Day Mullins Dierdorf Inc	\$ 349,302	Architectural Services for Dreiser Hall Renovation
Williams Aviation LLC	\$ 394,556	Maintenance & Repairs of Airplanes for Flight Academy
EDF Energy Services LLC	\$ 506,455	Natural Gas Purchases
Epic Insurance Midwest	\$ 946,585	Commercial Property Insurance Policy

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2021:

Otis Elevator	\$ 293,773	Maintenance Agreement for Campus Elevators; Elevator Repairs
Blackboard Inc	\$ 330,755	Blackboard Software Maintenance & Storage
EAB Global Inc	\$ 341,315	Student Marketing Programs
Ellucian Company LP	\$ 343,041	Banner Software Maintenance
Key Government Finance Inc	\$ 386,000	Networking Software Maintenance Agreement
Bob McCloskey Insurance	\$ 444,400	Student Athlete Medical Insurance
Delta Dental Plan of Indiana	\$ 468,534	Dental Claims Reimbursements
Unum Life Insurance Company of America	\$ 578,803	Life and Long Term Disability Insurance
Dell Inc	\$ 588,482	Laptop Scholarships; General Campus Computer Equipment
Pepper Construction Co of Indiana LLC	\$ 667,252	Sycamore Dining Renovation
500 Wabash Housing LLC	\$ 767,670	500 Wabash Lease Payments
City of Terre Haute	\$ 831,992	Sewage Utility Payments; Campus Fire Protection
AmWins/NEBCO Group Benefits	\$ 1,092,378	Retiree Insurance Coverage
Associated Roofing Professionals Inc	\$ 1,214,398	Various Roof Repairs; Root Hall Roof Replacement; Burford Hall Roof Replacement
CVS Pharmacy Inc	\$ 2,979,732	Prescription Drug Coverage
Duke Energy	\$ 3,627,685	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 5,626,698	Dining and Catering Services
TIAA CREF	\$ 5,934,681	Retirement Contributions
Anthem Life Insurance Company	\$ 8,507,015	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 12,178,184	Hulman Center Renovation; Dreiser Hall Renovation; Parking Lot Repavement

4f Faculty Personnel

FACULTY

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

(Effective August 1, 2020 unless otherwise noted)

Christen Schmidt; Instructor, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; salary \$90,000 per fiscal year, prorated from the effective date of January 1, 2021.

Change of Status and/or Pay Rate

Kuntal Bhattacharyya; from Chairperson and Associate Professor, Department of Marketing and Operations, to Chairperson and Associate Professor, Department of Marketing and Operations and Executive Director of Graduate Programs, Scott College of Business; Executive Director supplement of \$1,500 per month; effective January 1, 2021.

Jin Park; from Acting Chairperson and Associate Professor, Department of Accounting, Finance, Insurance and Risk Management, to Chairperson and Associate Professor, Department of Accounting, Finance, Insurance and Risk Management; effective January 1, 2021.

Natasha Rascon; from Instructor, Department of Communication, to Assistant Professor, Department of Communication; salary \$59,000 per academic year, prorated from the effective date of January 1, 2021.

Jennifer Todd; Assistant Professor, Department of Social Work; salary adjustment to \$60,580, prorated from the effective date of August 1, 2020.

Leave of Absence with Pay – Spring 2021

Ryan Donlan; Associate Professor, Department of Educational Leadership.

Retirements

H. Kathleen Dannelly; Associate Professor, Department of Biology; effective May 31, 2021.

Jeffrey Harper; Professor, Department of Management, Information Systems and Business Education; effective December 31, 2020.

Marylin Leinenbach; Associate Professor, Department of Teaching and Learning; effective May 31, 2021.

Terry McDaniel; Professor, Department of Educational Leadership; effective May 31, 2021.

Emeriti

H. Kathleen Dannelly; Associate Professor Emerita; effective June 1, 2021.

Jeffrey Harper; Professor Emeritus, Department of Management, Information Systems and Business Education; effective June 1, 2021.

Marylin Leinenbach; Associate Professor Emerita, Department of Teaching and Learning; effective June 1, 2021.

Separations

Stephanie Brown; Assistant Professor, School of Nursing; effective 12/31/2020.

Nicole Heck; Associate Professor, Department of Applied Medicine and Rehabilitation; effective May 26, 2021.

Jon Musgrave; Instructor, Department of Human Resource Development and Performance Technologies; effective 12/31/2020.

4f Other Personnel

NON-EXEMPT Appointments

Stephanie Benko; Custodian I, Reeve Hall Housing; \$11.40 per hour; effective December 1, 2020.

Matthew Fash; Administrative Assistant I, Mgt, Info Systems and Bus Ed; \$13.35 per hour; effective November 30, 2020.

Micah Gallion; Administrative Assistant III, Campus Recreation; \$17.79 per hour; effective January 11, 2021.

Matthew Pruiett; Custodian I, Custodians; \$11.40 per hour; effective January 4, 2021.

Cody Pruiett; Events Setup Technician I, HMSU-Operations; \$11.40 per hour; effective January 4, 2021.

Marcus Roberts; Student Services Asst II – RR, Extended Learning; \$15.00 per hour; effective January 4, 2021.

Change in Status and/or Pay Rate Promotion

Richard Boatman; from Senior Maintenance Mechanic, Housing Facilities Operations to Maintenance Supervisor, Maehling Terrace Univ Apartments; \$21.42 per hour; effective December 12, 2020.

Christopher Heleine; from Police officer to Police Corporal, Public Safety Department; \$24.61 per hour; effective December 2, 2020.

Andrew Piske; from Police Officer to Police Corporal, Public Safety Department; \$24.61 per hour; effective December 2, 2020.

James Pruiett; from Maintenance Mechanic, Sycamore Housing; to Senior Maintenance Mechanic, Housing Facilities Operations; \$18.17 per hour; effective January 9, 2021.

Jacki Vandivier; Collections/Perkins Loan Spec to Collections/Perkins Loan Supv, Assoc VP Finance Asst Treasurer; \$24.36 per hour; effective January 4, 2021.

Transfers

Morgan Leek; Nursing Testing Assistant, School of Nursing, to Registrar Coordinator, Office of Registration & Records; \$16.21 per hour; effective November 23, 2020.

Anita Sharpe; Accounts Payable Specialist, Foundation Financial Svcs to Student Services Assistant III, Applied Medicine & Rehabilitation; \$16.74 per hour; effective January 8, 2021.

Reclassification

Nese Basaran Akgul; from Laboratory Research Assistant to Research Associate-IUSM-TH; IU School of Medicine-Terre Haute; \$20.51 per hour; effective December 26, 2020.

Julie Manson; from Special Events Coordinator, to Bdgt Spec/Special Evnts Coord; \$21.12 per hour; effective October 31, 2020.

Other

Brandi Overton; Student Services Assistant II, Online; equity adjustment from \$14.77 to \$15.00 per hour; effective December 26, 2020.

Reilly Teal; Police Officer, Public Safety Department; skill assessment from \$18.49 to \$19.23 per hour; effective November 13, 2020.

Retirements

Rita Anderson; Administrative Assistant III, President's Office; effective December 11, 2020.

Ricky Wood; Custodian II, Custodians; effective January 8, 2021.

Separations

Molly Clark; Student Services Assistant III, Applied Medicine & Rehabilitation; effective December 2, 2020.

Matthew Fash; Administrative Assistant I, Mgt, Info Systems and Bus Ed; effective January 15, 2021.

Michael Hall; Custodian I, Custodians; effective January 4, 2021.

Misty Hess; Residential Life Office Coord, Residential Life Programming; effective January 4, 2021.

Denise Kassis; Student Services Assistant I, Kinesiology Recre & Sport; effective December 18, 2020.

John Moeller; Custodian I, Custodians; effective January 22, 2021.

Marcia Rooksberry; Custodian I, Custodians; effective January 8, 2021.

Andrew Thomas; Police Officer, Public Safety Department; effective January 1, 2021.

Cole Weathers; Custodian I, Custodian; effective January 22, 2021.

Kerri Wilhelm; Student Services Assistant II, Assoc VP Finance Asst Treasurer; effective December 14, 2020.

Others

John Keegan; Custodian I, Custodians; deceased December 11, 2020.

NON-EXEMPT PROFESSIONAL

Appointments

Kelsey Fagg; Admissions Communications Spec, Admissions and High Schl Relations; B.S., Indiana State University; \$16.50 per hour; effective January 4, 2021.

Kimberly Lund; Transfer & Veterans Svcs Coord, Admissions and High Schl Relations; M.A., Wilmington University; \$17.79 per hour; effective January 4, 2021.

Alysa Morley; Marketing Specialist, University Marketing; M.A., Indiana State University; \$20.30 per hour; effective November 30, 2020.

Separations

Kaela Harris; Res Life Hall Coord Req Reap, Residential Life Programming; effective December 18, 2020.

Anthony Hernandez; Graduate Admissions Coord, College of Grad & Professional Stds; effective November 30, 2020.

Catherine Kennedy; Graphic Designer, Office of Information Technology; effective January 21, 2021.

Change in Status and/or Pay Rate Promotion/Transfer

Tyler Ratliff; from Info Ctr Consultant Trainee RR to IT Systems Technician, Office of Information Technology; \$18.49 per hour; effective December 21, 2020.

ATHLETICS

Reclassifications/Title Changes

Tonya Sawyer; NCAA Compliance Coordinator to NCAA Compliance Asst Dir, Athletics-Administration; \$23.60 per hour; effective December 26, 2020.

EXEMPT

Appointments

Daniel Barwick; Development Director, Advancement; Ph.D., SUNY College at Buffalo; salary \$74,000 per fiscal year; effective January 4, 2021.

Alexander Chihara; Network Engineer, Telecommunications; M.S., Indiana State University; salary \$55,000 per fiscal year; effective February 1, 2021.

Temporary Appointments

William Croft; Academic Advisor Req Reapt, Built Environment; Ph.D., Indiana University; salary \$38,415 per fiscal year; effective January 4, 2021 through June 30, 2021.

Change in Status and/or Pay Rate
Others

Robert Barley; Tech Infrastructure Svs Dir, Telecommunications to Intrm Chief Info Officer, Office of Information Technology; salary \$130,000 per fiscal year; effective December 5, 2020.

Julie Cuffle; Applications Systems Manager, Office of Information Technology; equity adjustment \$75,000 per fiscal year; effective December 7, 2020.

Britany Dean; Prob & Mentoring Prog Coord to University College Adviser, Dean University College; salary \$39,929 per fiscal year; effective January 1, 2021.

Promotion/Transfers

Justin Hart; from Unified Communication Engineer, Office of Information Technology to Unified Comm Svs Asst Dir, Telecommunications; salary \$75,000 per fiscal year; effective December 7, 2020.

Daniel Zakka; from Marketing Assistant to Web Architect, University Marketing; salary \$52,483 per fiscal year; effective November 28, 2020.

Reclassifications/Title Changes

Katherine Abernathy; from Budget/Accounting Manager to Budget/Audit Manager, Budget, Payroll & Risk Mgt; salary \$70,316 per fiscal year; effective January 15, 2021.

Niki Fjeldal; from New Student Prog & Testing Dir to Transitions & Stu Impact Dir, New Student Transition Programs; salary \$60,189 per fiscal year; effective January 7, 2021.

Stephen Galvan; from Athletic Trainer I to Head Football Athletic Trainer, Ctr for Sports Medicine & Perform; salary \$47,483 per fiscal year; effective January 1, 2021.

Retirements

Timothy Cottom; Telecommunications Asst Dir, Telecommunications; effective December 4, 2020.

Sally Hunter; Internal Audit Director, Internal Audit; effective January 4, 2021.

Separations

Shantrice Bradley; Campus Life Assistant Director, Student Activities & Organizations; effective January 4, 2021.

Anthony Bradshaw; Info Tech Security Analyst, Office of Information Technology; effective January 8, 2021.

Andrew Brisbin; Devel Math Educator 10 Mon RR, Remedial Math; effective December 31, 2020.

Jennifer Christian; Community Engagement Asst Dir, Center for Community Engagement; effective December 8, 2020.

Patrick Dugan; Web Services Assc Director, University Marketing; effective December 1, 2020.

Michael Licari; VP Academic Affairs & Provost, VP and Provost Office; effective February 28, 2021.

Elise Lima; Marketing Assistant Director, University Marketing; effective January 22, 2021.

Stipend

William Bennett; Sti Tech Infrastruct Intrm Dir, Office of Information Technology; stipend of \$14,400 per fiscal year; effective January 1, 2021 through June 30, 2021.

Patrick Dugan; Sti Intrm Web Director, University Marketing; stipend of \$6,600 per fiscal year; effective September 1, 2020 through December 1, 2020.

Ashley Layman; from Sti Intrm Dir Graduate Program to Sti Assessment & Accred Coord, MBA Program; stipend of \$12,000 per fiscal year; effective January 1, 2021 through June 30, 2021.

Michael Lowry; Sti Tech Supp System Intrm Dir, Office of Information Technology; stipend of \$9,600 per fiscal year; effective January 1, 2021 through June 30, 2021.

Carrie Lutz; Sti Ex Dir/Chief Mkt Officer, University Marketing; stipend of \$24,000 per fiscal year; effective November 1, 2020 through June 30, 2021.

J Moore; Sti Student Union Director, HMSU-Operations; stipend of \$12,000 per fiscal year; effective November 1, 2020 through June 30, 2021.

ATHLETICS **Appointments**

Kyler Ludlow; Assc Ath Dir - Comm/Dig Conten, Athletics-Sports Information; M.S., Palm Beach Atlantic University; salary \$55,000 per fiscal year; effective December 14, 2020.

Renewals **(Effective January 1, 2021 through December 31, 2021 unless otherwise noted)**

Kathryn Adams; Asst Coach, Volleyball, Athletics-Volleyball; salary \$37,497.

Lindsay Allman; Head Coach, Volleyball, Athletics-Volleyball; salary \$79,924.

Tyler Funk; Asst Coach, Football, Athletics-Football; salary \$46,613.

Julie Hanley; Head Coach, Women's Soccer, Athletics-Womens Soccer; salary \$62,278.

Jeffrey Kastl; Asst Coach, Football, Athletics-Football; salary \$60,000.

Adam Kleman; Asst Coach, Women's Soccer, Athletics-Womens Soccer; salary \$38,055.

Marcus Knight; Asst Coach, Football, Athletics-Football; salary \$52,000.

Curt Mallory; Head Coach, Football, Athletics-Football; salary \$217,694.

Desmond Morgan; Asst Coach, Football, Athletics-Football; salary \$40,000.

Mark Smith; Asst Coach, Football, Athletics-Football; salary \$74,000.

Ryan Stokes; Asst Coach, Football, Athletics-Football; salary \$40,000.

David Stuckman; Asst Coach, Football, Athletics-Football; salary \$40,000.

Michael Switzer; Asst Coach, Football, Athletics-Football; salary \$79,110.

Bradley Wilson; Asst Coach, Football, Athletics-Football; salary \$84,110.

Aaron Young; Asst Coach, Football, Athletics-Football; salary \$40,000 per fiscal year; effective January 1, 2021 through December 31, 2021.

Reclassifications/Title Changes

Joel McMullen; from Asst Athletic Dir Compli to Assc Athletic Dir Compliance, Athletics-Administration; salary \$61,451.

Stipend

Dennis Darke; Sti Additional Duties, Athletic Operations; stipend of \$24,000 per fiscal year; effective December 1, 2020 through February 28, 2021.

4g Grants and Contracts

1. Vigo County Local Coordinating Council, Fund No. 549389, Proposal 20-058
An agreement in the amount of \$3,000.00 has been received from Vigo County Local Coordinating Council for the project entitled, "Indiana State University 2020 Homecoming Activities," under the direction of Michele Barrett, Department of Public Safety, for the period January 1, 2020 through December 31, 2020.
2. Indiana Arts Commission, Fund No. 549390, Proposal 20-086
An agreement in the amount of \$4,232.00 has been received from Indiana Arts Commission for the project entitled, "Indiana State University Creative Writing Program," under the direction of Amy Ash, Department of English, for the period July 1, 2020 through June 30, 2021.
3. American Medical Society for Sports Medicine Foundation, Fund No. 549395, Proposal 21-033
An agreement in the amount of \$5,000.00 has been received from American Medical Society for Sports Medicine Foundation for the project entitled, "Sport Specialization and Mental Health in Youth Softball," under the direction of Eric Post, Department of Applied Medicine and Rehabilitation, for the period November 1, 2020 through October 31, 2021.
4. Cardno, Inc., Fund No. 549404, Proposal 21-041
An agreement in the amount of \$14,450.00 been received from Cardno, Inc. for the project entitled, "Michael H Miller: Old Union Cemetery" under the direction of Alex Badillo, Department of Earth and Environmental Systems, for the period November 1, 2020 through March 31, 2021.
5. Witham Health Services, Fund No. 549407, Proposal 21-032
An agreement in the amount of \$42,374.00 has been received from Witham Health Services for the project entitled, "Clinical Affiliation and Graduate Assistantship" under the direction of Kenneth Games, Department of Applied Medicine and Rehabilitation, for the period August 1, 2021 through July 31, 2023.
6. Indiana Arts Commission, Fund No. 549392, Proposal 20-087
An agreement in the amount of \$4,232.00 has been received from Indiana Arts Commission for the project entitled, "Rock Camp 2021" under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period July 1, 2020 through June 30, 2021.
7. Indiana Department of Education, Fund No. 549405, Proposal 20-108
An agreement in the amount of \$125,000 has been received from Indiana Department of Education for the project entitled, "Indiana Principal Leadership Institute" under the direction of Kelly Andrews, Dean's Office, Bayh College of Education, for the period July 1, 2020 through June 30, 2021.
8. US Department of Education, Fund No. 549363, Proposal NA
Additional appropriations in the amount of \$5,464.00 have been received from US Department of Education for the project entitled, "Education Stabilization Fund – Indiana State University's Certification and Agreement for Institutional Portion of

Higher Education Emergency Relief Fund,” under the direction of Diann McKee, Vice President – Finance and Administration, for the period May 7, 2020 through May 6, 2021.

4h Agreements

Signature Date	Contract Type	Name	State
02/09/21	Affiliation Agreement	Deaconess Hospital Inc.	Indiana
02/09/21	Affiliation Agreement	Illinois Bone and Joint Institute LLC	Illinois
02/05/21	Affiliation Agreement	Baylor Scott & White	Texas
02/03/21	Affiliation Agreement	Ortho Illinois (Rockford Orthopedics)	Illinois
02/03/21	Affiliation Agreement	Board of Trustees of Eastern Illinois University	Illinois
02/02/21	Affiliation Agreement	Puget Sound Kidney Centers	Washington
02/02/21	Affiliation Agreement	University of Washington Medical Center	Washington
02/02/21	Affiliation Agreement	Womack Army Medical Center	North Carolina
02/02/21	Affiliation Agreement	Navicent Health	Georgia
02/02/21	Affiliation Agreement	Kindred Healthcare	Kentucky
01/29/21	Affiliation Agreement	Deaconess Hospital INC	Indiana
01/29/21	Affiliation Agreement	Regional Hospital Healthcare Partners LLC	Indiana
01/28/21	Affiliation Agreement	Seven Hills OB-GYN Associates LLC	Indiana
01/27/21	Affiliation Agreement	Results Physiotherapy	Tennessee
01/25/21	Affiliation Agreement	Healthcare Therapy Services	Indiana
01/21/21	Affiliation Agreement	Hannibal Regional Healthcare System	Missouri
01/21/21	Affiliation Agreement	Cruz Clinic	Michigan
01/19/21	Affiliation Agreement	White Oak Health Campus	Indiana
01/06/21	Affiliation Agreement	Margaret Mary Health	Indiana
12/22/20	Affiliation Agreement	The University of Texas M.D. Anderson Cancer Center	Texas

4i Board Representation at University Events

Events Requiring Board Representation

May 7 & 8, 2021 Board of Trustees Meeting & Spring Commencement, TBA

Optional Events

March 3, 2021 Give to Blue Day

Please find a full listing of University events at the following link:

<http://www.indstate.edu/all-events>

If you are planning to attend any of these events, please contact Kay Ponsot at (812)237-7768 or kay.ponsot@indstate.edu so that the appropriate arrangements can be made.

4j In Memoriam

IN MEMORIAM: Mr. Larry Craft

WHEREAS, Mr. Larry Craft, Retired Utility Worker, died on the tenth day of October two thousand and twenty and;

WHEREAS, Larry Craft, had given loyal and devoted service to Indiana State University for 22 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mrs. Patricia White

WHEREAS, Mrs. Patricia White, Retired Custodian Worker II, died on the third day of November two thousand and twenty; and

WHEREAS, Mrs. Patricia White had given loyal and devoted service to Indiana State University for twenty one years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Dr. David Watkins

WHEREAS, Dr. David Watkins, Professor Emeritus of Music Department of Indiana State University, died on the 26th day of November two thousand and twenty; and

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

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

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

IN MEMORIAM: Ms. Deborah Barnhart

WHEREAS, Ms. Deborah Barnhart, retired Associate Professor in the Baccalaureate Nursing Department, died on the ninth day of December two thousand and twenty;

WHEREAS, Ms. Deborah Barnhart had given loyal and devoted service to Indiana State University for thirty four years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. John Keegan

WHEREAS, Mr. John Keegan, Custodian I, died on the 12th day of December two thousand and twenty and;

WHEREAS, John Keegan, had given loyal and devoted service to Indiana State University for 29 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. Richard Faulkner

WHEREAS, Mr. Richard Faulkner, retired Custodian I, died on the 14th day of December two thousand and twenty and;

WHEREAS, Mr. Richard Faulkner, had given loyal and devoted service to Indiana State University for 42 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. James Buck

WHEREAS, Mr. James Buck, retired Animal Caretaker, died on the 17th day of December two thousand and twenty and;

WHEREAS, Mr. James Buck, had given loyal and devoted service to Indiana State University for 22 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. William Dando

WHEREAS, Dr. William Dando, retired Chairperson Professor of Geography and Geology Department of Indiana State University, died on the 1st day of January two thousand and twenty one; and

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

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

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

N MEMORIAM: Mr. Floyd Cheesman

WHEREAS, Mr. Floyd Cheesman, retired Custodial Training Supervisor, died on the 5th day of January two thousand and twenty one and;

WHEREAS, Mr. Floyd Cheesman, had given loyal and devoted service to Indiana State University for 23 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. Charles Marsolf

WHEREAS, Mr. Charles Marsolf, retired Public Safety Sergeant, died on the 19th day of January two thousand and twenty one and;

WHEREAS, Mr. Charles Marsolf, had given loyal and devoted service to Indiana State University for 31 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. Harley Denny

WHEREAS, Mr. Harley Denny, retired Painter, died on the 20th day of January two thousand and twenty one and;

WHEREAS, Mr. Harley Denny, had given loyal and devoted service to Indiana State University for 28 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. Joseph Thomas

WHEREAS, Mr. Joseph Thomas , retired Custodial worker I, died on the 23rd day of January two thousand and twenty one and;

WHEREAS, Mr. Joseph Thomas , had given loyal and devoted service to Indiana State University for 10 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. O. Gene Norman

WHEREAS, Mr. O. Gene Norman, retired Librarian from Library of Indiana State University, died on the 28th day of January two thousand and twenty one; and

WHEREAS, Mr. O. Gene Norman had given loyal and devoted service to Indiana State University for forty 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.