

Indiana State University

Board of Trustees Agenda Meeting Minutes

February 20, 2026

State Room, Tirey Hall

Board of Trustees Agenda February 20, 2026 - Meeting Minutes

Meeting Agenda

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6. Old Business

No old business to report.

7. Adjournment

The Indiana State University Board of Trustees adjourned at 2:39 p.m. The next meeting of the Board of Trustees will take place on May 8, 2026.

1. Call Meeting to Order – Board Chair John Pratt

Roll Call:

Robert Casey, present
Rob Carter, present
Lori Danielson, present
Jon Ford, present
Carolene Mays, present
John Pratt, present
Cheryl Roberson, present
Christian Roembke, present
Troy Woodruff, present

With a quorum being met, Board Chair John Pratt called the meeting to order at 1:32 p.m.

2 Remarks

Faculty Senate Chairperson, Dr. Liz Brown

Staff Council Chairperson, Vice Chair Christi Burt for Roxane Torrence

Student Government Association President, Chase Witsman

President of the University, Dr. Mike Godard

Chairperson of the Board of Trustees, John Pratt

Report of the Faculty Senate Chairperson – Dr. Liz Brown

Thank you. I wanted to start by thanking all the members of the board that were able to attend the reception yesterday with the Faculty Senate. I thought it was a great event, and we were all happy to be able to interact with you all and get to know you a little better. So, thank you for that.

One of the big things on the mind of the faculty right now, of course, is our budget concerns. And right now, what we've been thinking about and talking about is that 5% withhold that is continuing over the year. Now I know that it's the positive things like you know we have to stop funding crossroads, repertory theater, you know things like that, that actually impact the community. I don't know if you all have any kind of poll with the governor or with the legislature that you could maybe talk to him and convince him that Indiana State is uniquely positioned in a way that IU was not. They only get about 18% of their budget from tax dollars. So, a 5% withhold for them doesn't matter, right? But Indiana State, we serve Hoosier students.

And so, we don't have that same kind of out-of-state tuition that is generated at some of the bigger schools like Ivy and Purdue. That 5% withhold has a big impact on what we can do here in Indiana State. So, if you have any kind of hold. I appreciate it. Thanks.

Report of the Staff Council Vice Chair – Christi Burt

Good afternoon. Staff Council's annual representative elections are currently underway. There are 10 open seats after election and new elected representatives will be announced probably like next week. We look forward to welcoming our new members and maybe sign current members.

We are continuing our work to support and strengthen our staff and support community. The Administrative Professionals and Networking Group officially launched on February the 5th. This initiative is designed to provide peer support and mentorship, as well as foster collaboration to serve as a platform for sharing ideas and advocating for staff needs.

We're planning a series of workshops where staff can exchange practical tips and strategies to enhance productivity and improve time management. We are also in the process of organizing a canvas painting event to honor Rex Kendall. All proceeds from the event will benefit the Rex Kendall Memorial Scholarship. The event is scheduled for Monday, April 27th at 6:00 PM. More information on the registration details should go out next week. This event will be open to staff, students, faculty and community. We also appreciate the library sponsorship and professionals for this event.

Report of the Student Government Association President— Chase Witsman

Good afternoon, ladies and gentlemen. I'd like to begin by congratulating our new Trustee, Carolene Mays appointment to the Board. The Student Government Association is incredibly excited to welcome Trustee Mays. We're looking forward to the leadership experience and knowledge that she'll bring to this position.

As we are near the end of the academic year, I'm very pleased with the acknowledgements to the 63rd SGA administrators. We describe greatly ensuring permission of financial resources from our three-government alumni base to work with the Foundation. We're optimistic over the efforts of this administration.

The way SGA's dollars to funding will remain improved for years to come. To close the semester, SGA is committed to finishing up a few more items that are critical to our agenda. Working with the remaining programming budget, we are identifying events that will help promote the Sycamore culture among our entire community.

We're working hard to show prospective students why we love this institution and provide for our non-college ACE community members the opportunity to experience campus in new and exciting ways.

As I end my term, I will be dedicated to the connection among our students written to my role and fostering the intent this culture lasted long beyond my kinder that I've felt implemented. I'm looking forward to introducing you to my successor, who will be elected in the coming weeks at our next meeting. I have no doubt our Sycamore community will be in good hands. Thank you.

Report of the President – Mike Godard

Thanks, Chairman Pratt. And you know, it's so heartening to kind of hear some of the things that are going on with our different governance groups. And just for the record, I did not put Doctor Liz Brown up to what she said about the 5% revenue. So back when staff were all on her own. But it goes to the level of conversations that we're able to have collectively as a campus community about where we find ourselves, where we're going.

Staff council, thank you for everything that you do. We really appreciate the relationship that we have, the thoughtful nature in which you look for ways to continuously give back to the campus community. Your tribute to Rex Kendall is just one prime example of that.

And then certainly Chase and I have got to spend quite a bit of time together, more so maybe than Chase wants on a week-to-week basis. But we were together even this week at the Statehouse where we had Indiana State University Day in the Statehouse and Chase was there with some of his colleagues representing the university in such a positive way. So many comments that I got from our legislators on the impact that our students have not only in our community here in Terre Haute in the Wabash Valley, but across the state of Indiana. It does not go unrecognized by the leaders across the state. And so, thank you, Chase, for your leadership.

I asked Chase if he was sad about his term as SGA president coming through and Chase being the diplomatic individual that he is, said. I've really enjoyed it, but I think it's, you know, in essence, I'm paraphrasing. I think someone else can come in and kind of have their opportunity as well. Chase, you've been a great representative of the student body, and we'll certainly see you here in May as well.

You know, earlier this week I had the opportunity to give the State of the University address and such an honor to be able to do that, but such an opportunity for us as a campus and as a community and as a team to be able to think about where we're at right now with some challenges that we may face. That 5% withhold that Doctor Brown mentioned is one of them, but looking towards where we have those opportunities moving forward. We have so many highlights of where we were and where we're at right now, which speaks directly to the momentum that we've been able to build collectively, whether that's our endowment growing from 8 years ago around 70ish to \$1,000,000 to \$152 million endowment today over that eight-year period of time. If you match that up

with leadership in our advancement division, it aligns well with when.

Andrea Angel started with the university. I don't think that's by chance either. That was also with \$133 million capital campaign. I think forward in terms of things that we're now doing and the leadership opportunities that we continue to have with the implementation of our new strategic plan take root and rise. Andrea is helping to lead the initiatives set forth in that plan and making sure that it's fully implemented across all areas of our university. I think about the opportunities that we've had with strategic enrollment growth and Maribeth's leadership in that area.

I think about the opportunities that we've had in athletics to have a stronger community partnership with athletics and our K through 12. Just our community partners in general and the opportunities that our student athletes now must be able to flourish throughout not only our campus community but throughout our community as a whole. Being able to recognize the fact that we had nearly 79% of our student athletes this past fall semester earning over a 3.0 GPA that speaks to the quality of the students and student athletes, but through the mentorship that they receive through their coaches, but most importantly by their faculty as well.

Student experience and engagement continue to look for ways to not only have students who have co-curricular opportunities, but for our students to have an exceptional student experience when they're here. One of our key initiatives with our new strategic plan, and it goes without saying, without our faculty, the heartbeat of our institution does not continue.

Our innovative approaches to how we look for ways in which we want to advance our curriculum happens each and every day with our faculty looking at ways that they can collaborate with each other, but also hearing from our students and not being afraid to get that type of input that we know is critically important from our business. and industry partners and expanding upon that career connectedness that we have.

Our people and process that we have here at Indiana State University continues to matter. We have so many examples in which we try to every day think about ways in which we can unify, think about which we could become more efficient at what we do, making appropriate data informed decisions to benefit not only the operations of the institution, but the people that we have the honor of serving each and every day. That culture of care that threads through everything that we do as an institution matters.

And I've had the opportunity a lot this week to talk to people about what that looks like day-to-day on our campus. Most recently this morning is Maribeth, and I welcomed a lot of prospective students and families. I don't want to make up numbers, but I think we had over 200 perspective students plus their family members here joining us today with a lot of higher education options in front of them. Those differentiators will continue to matter for us. The one thing I continue to challenge our campus community are ways in which we can on a day-to-day basis, demonstrate that care, demonstrate what opportunity really looks like, and the transformational impact that can have on the students that we're able to serve each and every day as well as the generational impact that can have on their families.

How we yield this next generation of sycamores will matter, and the best way for us to do that is to tell our story, to invest in those that are around us, and continue to push forward to ensure that more students have that access and opportunity to earn a degree from Indiana State University and also have an positive impact on the state of Indiana and beyond. And with that, I'll say thank you for everyone's energy and efforts as we continue to work together to have the momentum and to build the future for not only our institution, but the entire state of Indiana. Thanks, Chairman Pratt.

Report of the Board Chairperson – Trustee John Pratt

Today, before we move forward with our agenda, I would like to pause and reflect on three individuals whose connections to Indiana State University represent service, leadership, and deep commitment to this institution.

First, on behalf of the Board of Trustees and the entire Indiana State University community, I want to acknowledge the passing of Rex Kendall, the President's former Chief of Staff.

We extend our heartfelt condolences to Rex's family, friends, and all who had the privilege of knowing him. Rex was one of those rare individuals who, if you spent even an hour with him, you felt as though you had known him for a lifetime. He brought warmth, insight, and authenticity into every conversation and every room he entered.

Rex loved Indiana State University. His commitment to our institution was evident not just in his work, but in the way he cared about people, relationships, and the long-term success of our university.

For this Board, Rex was a steady presence and trusted partner – his tireless work, thoughtful counsel, and institutional knowledge helped guide our collective decision-making and strengthened our ability to lead in service of Indiana State.

He was a true leader, a trusted colleague, and a friend to many. His presence will be greatly missed, but his legacy of service and dedication will remain an enduring part of Indiana State.

Second, I want to take a moment to express our sincere appreciation to Cynthia Powers for her more than eight years of dedicated service on the Indiana State University Board of Trustees.

During her tenure, Cynthia has played an instrumental role in the work of this Board, including serving as Board Secretary and as Vice Chair of the most recent Presidential Search Committee. Her thoughtful leadership, steady guidance, and commitment to the mission of Indiana State have helped shape the direction of this university in meaningful and lasting ways.

While today marks an important transition, the Board very much looks forward to formally celebrating Cynthia's service and contributions in the coming months. We are

deeply grateful for her time, energy, and leadership on behalf of Indiana State University.

Finally, it is my pleasure to welcome Carolene Mays to the Indiana State University Board of Trustees following her appointment by Governor Mike Braun.

Carolene brings with her a distinguished record of public service, including her work as a former member of the Indiana General Assembly. She is also a proud and accomplished alumna of Indiana State University, and we are honored to welcome her back to serve her alma mater in this important leadership role.

We look forward to the perspective, experience, and insight Carolene will bring to the Board as we steward the University's mission and long-term success

Thank you.

3a Minutes of the December 12, 2025, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 11:15 a.m. on Friday, December 12, 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, December 12, 2025 at 1:30 p.m.

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

Trustees absent: Jon Ford and Cynthia Powers (excused due to weather)

Recommendation: Approve the Board Minutes of the December 12, 2025 Meeting and Certification of Executive Session.

Motion made by: Troy Woodruff

Motion seconded by: Robert Casey

The recommendation was approved

3b 2026-27 Flight Academy Fees

Date Prepared: January 19, 2026
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: February 20, 2026
Subject: 2026-27 Flight Academy Fees
Disposition: Item is for **Action**

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

Background of Issue: In preparation of flight academy budgets, an estimate of revenue and expense based on projected student enrollment is prepared. With the increase in student enrollment, anticipated future program growth, additions to the aircraft fleet, and general inflationary cost pressures, additional revenues are required to maintain the financial integrity of the Pro Flight program. Key inflationary cost pressures include:

1. Aircraft Maintenance
2. Flight Instructors
3. Fuel
4. Airport Hangar/Facility Lease
5. Insurance Premiums
6. Other Indirect Costs

The hourly flight fees shown below for the mandatory certificates (Private Pilot, Instrument, Commercial, and Multi-Engine) as required by the four-year B.S. degree program and additional certifications reflect a 9.0% increase. The Flight Academy annually reviews and determines the number of flight hours and ground school instruction hours needed to meet certification requirements.

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

Proposed 2026-27 rates are as follows:

Hourly Flight Fee by Aircraft Type		
Aircraft Type	2025-26 Rate/Hour	2026-27 Rate/Hour
DA20/C152 - Solo	\$182	\$198
DA20/C152 - Dual	\$223	\$243
DA40 - Solo	\$233	\$254
DA40 - Dual	\$274	\$299
DA42 - Solo	\$303	\$330
DA42 - Dual	\$344	\$375
PA28 - Solo	\$233	\$254
PA28 - Dual	\$274	\$299

Ground School Instruction		
	2025-26 Rate/Hour	2026-27 Proposed Rate/Hour
Ground School Instruction	\$41	\$45

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

Supporting Reasons and Timing for the Recommendation: Approval in February is needed to post flight academy rates effective for the Fall 2026 semester. The timely approval of these fees allows students to make informed decisions regarding enrollment.

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

Management Recommendation: Approval of the proposed flight fees and ground instruction rates as listed above. The assessment of these fees is to be effective with the Fall 2026 semester.

Motion made by: Jon Ford

Motion seconded by: Robert Carter

The recommendation was approved

3c Changes in Academic Program and Course Fees

Date Prepared: January 9, 2026
From: Dr. Mike Godard, President
Prepared by: Dr. Susan Powers, Interim Dean Scott School of Business
Presented by: Seth Hinshaw, Vice President Finance & Administration/Treasurer
Presented at: February 20, 2026
Subject: Changes in Academic Program and Course Fees
Disposition: Item is for **Action**

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

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

INDIANA STATE UNIVERSITY
Proposed Changes in Academic Program and Laboratory/Course-Specific Fees
Effective for the Fall Semester 2026 (unless otherwise stated)

Course Specific Fees

Elimination of Course Fees (Effective Fall 2026)

College	Department	Course(s)	Amount	Purpose
CHHS	AMR	AHS 409L	\$100/course	Program has been eliminated.
BCET	Aviation Technology	AVT 491	\$50/course	Software is no longer used.
CHHS	School of Nursing	NURS 209, 218, 224, 309, 324, 338, 364, 424, 444, 484	\$300/course	Elimination contingent upon adoption of new program fee.

Change in Course Fees (Effective Fall 2026)

College	Department	Course(s)	Amount	Purpose
CHHS	AMR	AHS 226	\$85/course to \$40/course	Purpose remains the same (consumable materials and equipment to prepare, test, and analyze food products) but the amount needed has reduced.
CAS	ART	ARTE 392	\$15/course to \$165/course	All teacher education students are required to have a license in TK20 software for assessment. Due to curricular changes, Art Ed majors are not currently assessed this fee. This amount is in line with other teacher ed programs.
CAS	MUS	MUS 495	\$100/course to \$250/course	Bringing student teacher host stipends in line with those paid in BCOE.

New Course Fees (Effective Fall 2026)

College	Department	Course(s)	Amount	Purpose
CAS	ART	ARTE 494	\$20/course	Art consumables
		ARTS 105	\$15/course	Art consumables for video production and planning

Program Specific Fees

New Program Fee (Effective Fall 2026)

Program fee to support all aspects of the learning environment, including temporary faculty and administrative support personnel; clinical experiences; laboratory equipment, operating and consumable expenses; program administration; and provide needed resources for faculty development and accreditation fees.

CHHS	Nursing Major-Traditional Track for Students Entering without RN or LPN Licensure	\$1,000/term, upon admission to the degree program.
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Funding Source: Academic course-specific and program fees are assessed on students enrolled in courses associated with these additional fees.

Supporting Reasons and Timing for the Recommendation: Approval in February ensures that fees are presented to students at the time of Fall registration, and that program fees can be calculated into cost of attendance.

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

Management Recommendation: Management supports the proposed changes in academic program and course-specific fees effective with the fall 2026 term.

Motion made by: Cheryl Roberson
Motion seconded by: Jon Ford

The recommendation was approved

3d Monthly Payment Plan Enrollment Fee

Date Prepared: January 26, 2026
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: February 20, 2026
Subject: Monthly Payment Plan Enrollment Fee
Disposition: Item is for **Action**

Objective: The Board of Trustees approves any proposed changes in rates charged to students.

Background of Issue: Indiana State currently offers students several convenient opportunities to pay their account balance through Sycamore Payment Plans. These offerings include three primary methods: The Single Payment Plan, The Monthly Payment Plan, and the Variable Payment Plan. The Single Payment Plan requires one payment per semester, due on the first day of classes for the semester. The Monthly Payment Plan offers students an interest-free opportunity to spread their fees over equal monthly payments through the term. Finally, students who hold a balance by the payment due date for each term, and have not enrolled in a Monthly Payment Plan, are automatically enrolled in the Variable Payment Plan, which provides students with the greatest flexibility in making payments through the term, up to the final due date.

For several years, the only Monthly Payment Plan offered to students was through Nelnet. This offering is not integrated with the University's Enterprise Resource Planning software, Banner. This disconnect means students are required to create a separate account, current fees are retained by the vendor, and changes to the student's account are not automatically applied to the monthly payments.

The University office began offering a new Monthly Payment Plan solution through our current integrated payment software, TouchNet this semester. The new plan is integrated with Banner, so no additional accounts are required. Additionally, changes to the student's account are automatically reflected in their monthly payments. The assessment of a \$50 enrollment fee will allow for the full migration from Nelnet to TouchNet, providing seamless bill management experience for students, and supporting the ongoing operating costs of the program.

Funding Source: Current Monthly Payment Plan fees are collected and retained by Nelnet. The proposed enrollment fee will be collected and retained by the University to support the operation of the program.

Supporting Reasons and Timing for the Recommendation: Approval of this fee is needed to allow the University to transition from Nelnet to TouchNet starting with the summer 2026 semester.

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

Management Recommendation: Approval of the proposed TouchNet Monthly Payment Plan enrollment fee starting with the summer 2026 semester.

Motion made by: Lori Danielson
Motion seconded by: Robert Casey

The recommendation was approved

3e HMSU Commons & Bookstore Renovation

Date Prepared: January 26, 2026
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: February 20, 2026
Subject: HMSU Commons & Bookstore Renovation
Disposition: Item is for **Action**

Objective: Authorization to proceed with seeking the necessary state approvals for the renovation of the Hullman Memorial Student Union (HMSU) Commons and Bookstore and to enter into contracts to design, construct, and equip the project.

Background of Issue: Indiana State University completed a competitive, comprehensive search for the next bookstore partner during the summer of 2025. The result of this search was the selection of Follett Higher Education Group, who will begin bookstore operations on March 1, 2026. The University's agreement with Follett includes their commitment of \$350,000 for store improvements as well as an additional \$250,000 upon the completion of the new store space.

Constructed in 1991, the existing HMSU Commons comprises approximately 16,000 gross square feet of dining and retail space. Several small renovations have occurred including various retail changes and modest visual enhancements. Located prominently next to the DeDe Plaza Fountain and at the heart of campus, the Commons provides the best location for the new bookstore. Sufficient dining space will remain to support future campus growth of more than 10,000 student enrollment in line with the University's Strategic Plan: Take Root and Rise. Along with the Sycamore One Stop, the new Bookstore will support the Exceptional Student Experience Indiana State is known for.

The Commons and Bookstore Renovation project includes the complete renovation of the HMSU Commons, including the removal of existing tile flooring and addition of new concrete topping floor, new general lighting in addition to accent lighting to brighten the space, new movable furniture, refreshed ceiling and wall paint, new wall finishes and removal of existing wall tile and wood paneling, and removal of round column covers.

The project includes the buildout of a distinct 7,000 square foot bookstore in the eastern portion of the Commons separated by new demising walls. The buildout will include a reduction in dining seating and the relocation of several restaurants to the west side of the Commons as well as the relocation of the Ricoh print services to the Cunningham Memorial Library.

Funding Source: The University will utilize a combination of funds from the Bookstore Reserve and Commons Debt Reserve accounts. These funds collected dedicated revenues from current bookstore operations as well as fees paid by Commons retailers. The total cost of the project is estimated to not exceed \$4.2 million. Of this amount \$250,000 will be paid for using funds from the new Follett agreement.

Supporting Reasons and Timing for the Recommendation: Board approval is needed to request release of the project from the Commission for Higher Education, State Budget Committee, and Governor in order that we may prepare construction documents, release bid packages this spring, secure best possible pricing, and procure equipment with long lead times.

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

None

Management Recommendation: Authorization to secure all necessary state approvals for the renovation of the HMSU Commons and Bookstore and enter contracts for the design and construction work.

Motion made by: Christian Roembke

Motion seconded by: Troy Woodruff

The recommendation was approved

3f Revision to Policies 310.1.2.2 and 310.1.5 Course Schedules and Grading

Date Prepared: January 14, 2026
From: Faculty Senate
Prepared by: Dr. Lindsey Eberman, Acting Vice Provost for Academics
Presented by: Dr. Brad Balch, Interim Provost and Vice President of Academic Affairs
Presented at: February 20, 2026
Subject: Revision to Policies 310.1.2.2 and 310.1.5
Disposition: Item is for **Action**

Objective:

Modify the language of 310.1.2.2 and 310.1.5.

Background of Issue:

The Student Success Council asked faculty governance groups to consider change to course schedules and grading due to the changing terms lengths offered throughout the academic year.

310.1.2.2 Required Elements for Course Schedules. Each Course Schedule will be available to students from the beginning of each term within the site designated in the Learning Management System. The Schedule should include information specifically to facilitate student success and accountability, as well as required elements related to expectations for attendance, grade reporting, and accessibility resources. Course Schedules should also include an explanation of how required texts and materials will be used in the course and for any assignments requiring more than **one-eighth of the term to grade** ~~two weeks for grading~~.

310.1.5 Grades and Standards. Setting standards and grading in classes is the responsibility of the faculty, and individual faculty members should be in a position to justify their grades. The basis of course grades shall be outlined in the syllabus as specified in Section 310.1.2.1 (above). Grades on all assignments will be posted in the time-frame specified in the syllabus (normally not to exceed **one-eighth of the term** unless otherwise specified, see Section 310.1.2.1) on the university's **Learning Management System** ~~instructional computer system (currently Blackboard)~~. Feedback other than grades (comments, notes, qualitative assessments) will be available to students along a similar timeline. Final grade distributions for all academic departments are available each semester. (Note: Effective Fall 2015).

Funding Source:

No additional funding is needed.

Supporting Reasons and Timing for the Recommendation:

This was approved by Faculty Senate on 12/4/2025.

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

None.

Management Recommendation:

Approval.

Motion made by: Robert Carter

Motion seconded by: Jon Ford

The recommendation was approved

3g Revision to Policies 350 & 351 Department Chairpersons & Departments

Date Prepared: January 23, 2026
From: Faculty Senate
Prepared by: Dr. Lindsey Eberman, Acting Vice Provost for Academics
Presented by: Dr. Brad Balch, Interim Provost and Vice President of Academic Affairs
Presented at: February 20, 2026
Subject: Revision to Policies 350 & 351
Disposition: Item is for **Action**

Objective:

Modify the language of 350 and 351 to revise the qualifications and evaluation criteria for Department Chairpersons, respectively.

Background of Issue:

Changes reflect regular review and update of policy language from Faculty Senate.

350 Academic Department Chairperson

350.1 Appointment

Academic department chairpersons are appointed by the University President on the recommendations of the Provost and Vice President for Academic Affairs, the dean, and the regular faculty of the department.

350.1.1 Terms of Service. Chairpersons are appointed for 3-year terms and may be reappointed upon favorable evaluation.

350.1.2 Tenure. A chairperson may be awarded tenure as a faculty member but not as chairperson.

350.1.3 Development. Upon first appointment, chairs may be required to participate in new chair orientation sessions provided by Academic Affairs. Continuing chairs are also expected to participate in professional development opportunities provided or supported by Academic Affairs.

350.2 Duties and Responsibilities

The duties and responsibilities of academic department chairpersons are in part dependent on the size and character of each department. The following description of duties and responsibilities is intended to set forth broad and general principles which can be adapted to the circumstances of particular departments. Nothing in these descriptions is intended to abrogate general University administrative policies, the constitution of the faculty, or legislative acts of university government.

350.2.1 Leadership. The chairperson provides leadership to ~~his/her~~ their department and the university to support both departmental and institutional goals. The chairperson supports and promotes ~~his/her~~ their department's collaboration with other academic and non-academic units (e.g., admissions, housing, etc.) to support student, department, and institutional success.

350.2.1.1 Method of Leadership. A chairperson leads ~~his/her~~ their department by example and through persuasion, the weight of experience, evenhandedness, openness, and candor, as well as through suggestions, recommendations, nominations, and appointments.

350.2.2 Administration of Departmental Office. The chairperson is responsible for a) administering the department office, including hiring and supervision of support staff, and structuring their efforts to support the work of department faculty; b) handling the routine paperwork of the department, including the preparation and submission of catalog materials based on the curricular decisions and recommendations of the faculty; c) processing paperwork for hiring and evaluation of part- and full-time faculty; d) the administration of the operating budget (maintaining department expenses within the department's allocations); e) maintaining department equipment, properties, books, supplies, files and records.

350.2.3 Resource Management and Development. The chairperson is responsible for advocating for departmental resources; openly, effectively, and transparently managing departmental resources and budgets; and for supporting the development and fundraising efforts of the college.

350.2.4 Curricular Programming and Course Scheduling. The chairperson is responsible for facilitating the assessment and improvement of the departments' academic programs and offerings and implementation of new programs. With input from ~~his/her~~ their faculty, the chairperson has responsibility for scheduling classes, arranging teaching hours, and meeting student needs in graduate and undergraduate programs in accordance with the policies and procedures of the University and the standards of the department.

350.2.5 Promoting Student Success. The chairperson is responsible for leading the development, implementation, and evaluation of plans for student success. ~~He/she~~ They shall mobilize department resources and faculty to promote recruitment, retention, advising, and success of students, and to collaborate with other campus offices supporting student success.

350.2.6 Consultation/Mediation. The Chairperson is available for consultation with faculty and/or students on matters of concern, particularly those involving classroom instruction and conduct; the chairperson serves as a mediator in disputes involving students and faculty.

350.2.7 Communication and Advocacy. The chairperson shall facilitate the flow of information and communication between the administration, faculty of the department, and the students. The chairperson represents the interests of individual faculty and of the department to the dean and to the University administration, and also conveys to ~~his/her~~ their colleagues the positions of the University administration.

350.2.7.1 Official Departmental Spokesperson. The chairperson is authorized to speak officially for and on behalf of the department in matters concerning personnel

decisions, budget requests, recommendations for membership in the graduate faculty, approval of grant and contract applications, and other issues concerning resources.

350.2.7.2 Advocacy. The chairperson is an advocate for the academic interests of the faculty of the department, especially in curricular affairs wherein faculty authority is paramount. Those issues that require approval beyond the department will ordinarily be firmly advocated by the chairperson. If earlier internal deliberations result in the chairperson's disagreement with the majority opinion of the department faculty, and if the chairperson cannot support the majority position, ~~he/she~~ they are obliged to make known to the dean the position of department colleagues together with ~~his/her~~ their own position with appropriate justification and rationale for both positions. The chairperson will inform departmental colleagues of ~~his/her~~ their opposition to or disagreement with the majority view.

350.2.7.3 Regular Consultation with Departmental Faculty. It is a general principle of the administration of academic departments that the chairperson should consult regularly with members of ~~his/her~~ their department. To consult is to seek the opinion, judgment, and advice of the members of the department. It remains the prerogative of the chairperson to make determination contrary to this counsel, but if ~~he/she does~~ they do so, it is ~~his/her~~ their duty to explain the reasons both to colleagues within the department and (if it is a matter which is forwarded to higher administrative authority) to administrative superiors, together with the nature and extent of the disagreement.

350.2.7.3.1 Limitations on Consultative Requirement. This duty of consultation is not to be construed as implying that the chairperson is only an executant without power of initiative. Perhaps the most important duty of a chairperson is to lead the way in setting policies and, as much as possible, in developing a strategic plan for the department and enlisting the active and effective participation of department members in support of implementing that plan.

350.2.7.3.2 Form of Consultation. Consultation with the department may take the form of meetings of the department as a whole or of conference with departmental committees. In small departments, an elaborate committee structure would be artificial; in large departments, meetings of the entire department might be awkward. It is the prerogative of the department as a whole to determine its own internal structure and procedures, which shall be codified and filed with the dean of the college and with the Provost and Vice President for Academic Affairs.

350.2.7.3.3 Ad Hoc Committees. The apparatus of committees, their scope and function, and the procedures by which committee members are selected, are determined by fulltime regular members of the department. The chairperson has the prerogative of appointing ad hoc committees to investigate and advise upon matters which are not regularly recurring concerns and which may not be of crucial importance to the department as a whole, but this prerogative is not to be used to avoid the duty of conferring with the entire department or with regularly constituted committees on all matters of general concern or of continuing or recurring character.

350.2.7.3.3.1 Matters of General Concern or Recurring Character. Among those matters of general concern or of recurring character are such issues as:

- a. the formal curriculum, methods of instruction, and assessment in the department and also conferences, colloquia, non-credit courses, and the establishment of requirements for departmental programs and academic standards,
- b. the recruitment and advising of students,
- c. the department budget for services, travel, equipment, and supplies,
- d. the recruitment, hiring, evaluation, retention, promotion, and salary of faculty, and
- e. the assignment of faculty to classes and offices.

350.2.7.3.3.2 Matters of Delicacy. Matters of particular delicacy - such as the salary, tenure, and promotion of faculty - may in general be best dealt with by a committee, but a department is not precluded from discussing as a whole either policies or individual decisions on these questions, and the chairperson should seek the advice of the department as a whole on the procedure to be followed in these matters.

350.2.8 Meetings of Department. Notwithstanding any other provision of this document, the chairperson shall call at least ~~one (1)~~ **two (2)** meetings of the entire department in each semester of the regular academic year. A standing item on the agenda of such meeting(s) shall be "New Business."

350.2.9 Personnel Matters. It is the responsibility of the departmental chairperson to lead ~~his/her~~ **their** department through the process of making critical decisions involving faculty appointments, non-reappointments, promotion and tenure decisions, awards for meritorious activities, regular evaluations, and compliance with faculty performance expectations as outlined elsewhere in the University Policy Library.

350.2.9.1 Communication of Faculty Duties and Responsibilities. The department chairperson shall, periodically and as necessary, explain to each faculty member that individual's departmental duties and responsibilities.

350.2.9.1.1 Faculty Development. The chairperson works with department faculty to support and promote growth and development in their areas of professional responsibility.

350.2.9.1.2 Recommendations for Faculty Awards. The chairperson encourages and recommends rewards for outstanding teaching, scholarship, and research, attempts to define the research goals of the department, fosters cooperative projects, and brings individual and department achievements to the attention of the academic community.

350.2.9.1.3 Deficient Performance. If a department chairperson becomes concerned that a faculty member may be performing ~~his or her~~ their duties and responsibilities of employment deficiently, the chairperson shall investigate the matter. If the investigation confirms the chairperson's concern, ~~he/she~~ they should attempt an informal resolution. If the matter is not resolved informally, the chairperson should notify the faculty member within five working days of ~~his/her~~ their intent to pursue a formal resolution.

350.2.9.1.3.1 Time for Response. After the faculty member has received notification of the chair's intention, ~~he/she~~ they shall be given five (5) working days to provide evidence to counter the chairperson's concern or to propose a satisfactory remedy to the situation with a stipulated timeline.

350.2.9.1.3.2 Right of Consultation. The faculty member and/or the chairperson may seek consultation of members of the department personnel committee regarding judgments of deficient performance and satisfactory remedies.

350.2.9.1.3.3 Written Admonishment. If the faculty member fails to provide sufficient evidence to counter the chair's concern or to remedy ~~his/her~~ their deficient performance as was proposed, the chairperson shall provide the faculty member with a written admonishment that sets forth the deficiency of performance, actions the faculty member can take to remedy the deficiency, and a date by which the deficiency must be remedied. The Personnel Committee shall ordinarily be notified that a written admonishment has been given to the faculty member and a copy of the written admonishment shall be provided to the dean; however, the faculty member may request that notification not be given to the Personnel Committee – a request that the chairperson may grant based on ~~his/her~~ their judgment that the behavior is unlikely to be on-going/repetitive.

350.2.9.1.3.3.1 Required Faculty Reporting. Repeated deficient performance related to required faculty reporting (i.e., 3-week attendance, interim grading, final grades) shall result in written admonishment.

350.2.9.1.3.4 Chair's Evaluation of Subsequent Performance. If the chairperson determines a sufficient remedy has been accomplished, a letter stating that will be submitted to the faculty member and the dean as well as included in the official personnel file; and if they had been notified of the letter of admonishment, the Personnel Committee shall also be notified that a remedy has been accomplished. If the deficient performance continues following a written admonishment, the chairperson shall notify the faculty member, the personnel committee, and the dean of the continued deficient performance formally enlisting the dean's assistance.

350.2.9.1.3.5 Dean's Prerogative. Upon the receipt of a notice of continued deficient performance, the dean may require a remediation plan, render the faculty member ineligible for any and all course releases or travel funds to which they may otherwise be entitled, or recommend additional actions be taken by the Provost. Those additional actions could include (but are not

limited to) a reassignment of workload, the denial of all compensation adjustments for a defined period, and/or the initiation of the discipline/dismissal process following procedures outlined elsewhere in the University Policy Library.

350.2.9.1.3.6 Right of Rebuttal. A faculty member who receives a written admonishment, a notification of continued deficient performance, or other penalty imposed by the dean shall have five (5) working days to provide a written rebuttal with copies to the chairperson, the departmental personnel committee and the dean. The departmental personnel committee may also submit one or more letters, in support of the chairperson's or dean's decision, or the faculty member's response.

350.2.9.1.3.7 Personnel Files. All documents associated with this policy (written admonishments, acknowledgement of remedy, notices of continued deficient performance, decision by the dean, and letters of rebuttal or support) shall be placed in the faculty member's official personnel file (as outlined elsewhere in the University Policy Library) and may be available to the personnel committee at the time of the next annual or biennial review.

350.2.9.1.3.8 Due Process. Faculty members may use established, college-level grievance procedures to review the accuracy and relevance of concerns and/or the actions taken and request a corrective response.

350.2.10 Delegation: Limitations on Delegation. Certain elements of department administration may be delegated by the chairperson to faculty members and staff. However, in matters of personnel administration, responsibility rests primarily with the chairperson. ~~He/she is~~ They are expected to consult with members of the faculty in a manner which seems most appropriate in maintaining constructive personnel relationships; in furthering the professional development of the faculty, and in furthering the best interests of the department, the school, or the college, and the University.

350.3 Selection of Department Chairperson

350.3.1 Departmental Membership Qualification. ~~A candidate for chairperson must be a tenured or tenure-track faculty member of the department or must be qualified by education and experience.~~ Except for external candidates, a candidate for chairperson must be a tenured professor (associate or full) in the department at the time the term begins. A successful external candidate must be hired as a professor (associate or full) in the department prior to assuming the role of chairperson of the department.

350.3.2 Vacancy. Whenever a vacancy occurs in the position of chairperson of an existing academic department or one which is scheduled to exist as determined by the appropriate academic dean or his/her superior, the appropriate academic dean will so advise the department faculty members.

350.3.3 Nominating Committee. The regular faculty members of the department ~~will~~ should then elect a nominating committee composed of a least five (5) regular members (when possible, representing each academic rank) who shall conduct a search for candidates.

350.3.3.1 Limitation on Service. No member shall serve on the nominating committee who wishes to be considered for the position or who comes under consideration after being elected.

350.3.3.2 Additional Member. If five (5) regular faculty are not available within the department, the members of the department may, with approval from the appropriate academic dean, select one (1) or more regular faculty members from closely-associated academic disciplines to serve on the committee.

350.3.3.3 Rules of Procedure. The nominating committee shall determine its own rules of procedure and shall notify the appropriate academic dean when it has accomplished its assigned task.

350.3.3.4 Candidate Nominations. The nominating committee shall recommend to the appropriate academic dean possible candidates who, if not on campus, should be invited to the University for the interview. The dean shall approve or disapprove such visits. The nominating committee shall obtain evaluations from each regular faculty member, or as many as interviewed each candidate.

350.3.4 Recommendation by Nominating Committee. Should the nominating committee recommend one (1) or more of those interviewed, the name(s) shall be submitted to the academic dean with a copy to the Provost and Vice President for Academic Affairs. In the event that the nominating committee recommends more than one (1) candidate, the names shall be ranked in order of preference.

350.3.5 Recommendation of Dean. After a meeting with the nominating committee, the dean may concur or object, sending a written recommendation to the Provost and Vice President for Academic Affairs and a copy to the chairperson of the nominating committee.

350.3.6 Recommendation by Provost and Vice President for Academic Affairs. If the academic dean and the nominating committee have not agreed on the recommendation, the Provost and Vice President for Academic Affairs, if ~~he/she chooses~~ they choose, shall meet with the nominating committee and the academic dean in an attempt to resolve differences. In only rare and exceptional circumstances shall a candidate other than one designated by both the nominating committee and the academic dean be recommended to the ISU Board of Trustees. In such a case, the reasons shall be communicated to the nominating committee and the academic dean prior to submission of the recommendation to the ISU Board of Trustees.

350.4 Evaluation, Reappointment, or Removal

350.4.1 Evaluation. Each college and the library is expected to establish the rules and procedures for department chair evaluation. An evaluation of the performance of a department chairperson will be conducted prior to consideration for reappointment by the dean, based on consultation with the chairperson and the departmental faculty, in accordance with rules and procedures prescribed and established by the college/ library. The dean will weigh and balance the several principles cited above in ~~his/her~~ their decision

regarding retention of the chairperson. The dean has the authority to call for an evaluation of the performance of the chairperson at any time the dean determines it is necessary.

350.4.2 Reappointment. While successful chairpersons may be reappointed to serve multiple terms, it is not expected that a chairperson who is unsuccessful in the eyes of the department faculty or the Dean will be reappointed. When there is disagreement between the department faculty and the dean on the reappointment of a chairperson, the decision rests with the University President, based on the reports and recommendations of the department faculty, dean, and the Provost and Vice President for Academic Affairs.

350.4.3. Removal. Removal of a chairperson prior to the end of a 3-year term should be done only in instances of extraordinary administrative failure or when ~~his/her~~ ~~their~~ continuance is held by the Provost and Vice President for Academic Affairs and/or the President to be contrary to the best interest of the Department and the University.

350.4.3.1 Extraordinary Administrative Failure. If a contingent of departmental members - faculty, staff, or students - endorse a statement to the Dean outlining the extraordinary administrative failure of a chairperson, the Dean shall consult with the Provost, and respond to the members as to whether ~~he/she deems~~ an investigation is warranted. If an investigation is conducted, the Dean shall report ~~his/her~~ ~~their~~ observations and recommendations to the Provost and Vice President for Academic Affairs, to the departmental personnel committee, and to the chairperson. Given the delicacy of such matters, the Dean shall respond as soon as possible to the submission of a statement. Further, ~~he/she~~ ~~they~~ shall make every effort to ensure that the names of department members who endorsed such a statement are not disclosed as a consequence of any investigation or decision made in response to their actions.

350.4.3.2 Administrative Response. If the Provost and Vice President for Academic Affairs and the University President concur with the recommendations of the petitioning department members, the chairperson shall be removed as soon as possible. If the Provost and Vice President for Academic Affairs and/or the President do not concur with the recommendations of the petitioning department members, they shall notify the Dean who will inform the Departmental Personnel Committee and Chairperson of the continuation of his/her appointment.

350.5 Acting/Interim Chairperson

The position of department chairperson may fall vacant at such a time that a ~~permanent~~ replacement cannot be appointed immediately. In such a case, appointment of an acting or interim chairperson is the prerogative of the administration, but that prerogative should be exercised only after consultation with the membership of the department.

350.5.1 Nominations. The dean of the school or college within which the vacancy occurs shall invite nominations for acting/interim chairperson from all regular faculty of the department, to which list the dean may add other nominees. The dean shall then determine, by a poll of the regular faculty of the department, the degree of support for each nominee.

350.5.2 Recommendation and Appointment. The dean shall then forward to the Provost and Vice President for Academic Affairs a recommendation, accompanied by the complete results of the poll of the department. The appointment is made by the Provost and Vice President for Academic Affairs, subject to the approval of the University President and the ISU Board of Trustees.

350.5.3 Continuing Consultation. In the event that an acting/interim chairperson is needed for more than one (1) year, the department shall again be consulted in the same fashion before the acting/interim chairperson is confirmed in office for another year or a new acting chairperson is appointed.

350.5.4 Removal. An acting/interim chairperson may also be removed if ~~his/her~~ their continuance is held by the University President not to be in the best interest of the University.

351 Academic Departments

351.1 Definition and Composition of a Department

An academic department is the basic administrative unit within Indiana State University created and maintained to carry on and develop the instructional service and research activities of its faculty in a specific field or body of knowledge. The faculty of an academic department shall include all those members of the University faculty who have been appointed to the department through procedures approved by the University.

- **351.1.1** The academic department must also have a mission that is viable to the College and the University and provide value added to the University.
- **351.1.2** The academic department shall have the fullest measure of autonomy consistent with its function and responsibility within the College and the University. The faculty may enact bylaws to carry out the mission of the department.
- **351.1.3** At a minimum, a viable academic department must be able to carry out the following functions:
 - a. Undertake regular assessment and evaluation of its curriculum/program(s)
 - b. Undertake regular faculty evaluations, including those for application for promotion/tenure and leave
 - c. Undertake faculty searches and selection as required
 - d. Offer and schedule sufficient courses to satisfy the degree needs of students
 - e. Provide effective advisement of students
 - f. Promote faculty scholarship
 - g. Provide service to the University and community.
- **351.1.4** The department faculty must maintain a level of collegiality necessary to accomplish individual goals of faculty and collective goals of the department, college, and University.

351.2 Successful Departments

A successful academic department engages students and prepares them in learning, and prepares them academically for post-collegiate life; a successful department facilitates faculty achievement in teaching, scholarship, and service to enhance student success and institutional reputation; a successful department works cooperatively to meet departmental and

institutional goals; and a successful department promotes an effective working and learning environment for all.

- **351.2.1 Promoting Successful Departments.** The Provost shall, in consultation with the academic deans, create a resource allocation policy by which successful academic departments are rewarded for their success in meeting assigned targets, goals and missions. Rewards may consist of whatever resources Academic Affairs makes available to Colleges and the Library for distribution to departments including (but not limited to) funding for travel, equipment, and supplies. ~~Departmental success shall be a part of the Dean's biennial evaluation of the administrative role of Chairs.~~

351.3 Failed Departments

Upon recommendation of the Provost and following the consultation process below, departments that systemically fail to meet their obligations as described in the previous section may be placed in receivership by the President.

- **351.3.1 Process of Recommendations.**
 - **351.3.1.1 Recommendation of the Dean to Governance Unit.** When the Dean of a College determines, as a result of the department's failure to meet its obligations, that there are reasons to place into temporary receivership a department, the Dean shall present the matter to the College governance unit for a vote.
 - **351.3.1.2 Recommendation of the Dean.** The Dean shall consider the recommendation of the College governance unit and may choose to continue with the recommendation. The Dean, when making the decision to recommend that the department be placed into receivership, shall forward the conclusion of the College governance unit along with the Dean's own recommendation to the Provost.
 - **351.3.1.3 Recommendation of the Provost to the Executive Committee.** The provost may determine that receivership is unnecessary and instruct the Dean to seek another resolution to the department's problems. When the Provost agrees with the recommendation of the Dean to place a department into temporary receivership, the Provost shall seek the recommendation of the Executive Committee of the Faculty Senate. The Provost shall present the recommendations of the Dean and the College governance unit at that meeting.
 - **351.3.1.4 Recommendation of the Provost to the President.** The Provost shall consider the recommendation of the Executive Committee and may choose to continue with the recommendation to the President. The Provost, when making the decision to recommend that the department be placed into receivership, shall forward the conclusion of the College governance unit, the Dean, and the Executive Committee along with the Provost's own recommendation to the President.
 - **351.3.1.5 President's Determination.** The President shall make the final determination.
- **351.3.2 Departmental Receivership.**
 - **351.3.2.1 Leadership.** A department in receivership shall be led by the Dean or the Dean's designee.
 - **351.3.2.2 Suspension of By-Laws.** If the Provost certifies in writing to the Chairperson of the Faculty Senate that a department in receivership cannot be

governed using the current By-Laws, the existing By-Laws may be suspended. New By-Laws will be authored by a Dean's designee and presented for ratification by the members of the department. If the Department fails to ratify the bylaws, they will be presented for consideration by the Executive Committee of the Faculty Senate, where they may be ratified over the Department's objection.

- **351.3.3 Return to Independence.**

- **351.3.3.1** When a department is placed into receivership, the provost shall identify specific criteria and benchmarks that must be achieved for a return to independent standing. The provost shall provide regular updates on the progress of any department in receivership to the officers of the Faculty Senate, who shall encourage a return to self-governing status as soon as feasible.

Funding Source:

No additional funding is needed.

Supporting Reasons and Timing for the Recommendation:

This was approved by Faculty Senate on 12/4/2025.

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

None.

Management Recommendation:

Approval.

Motion made by: Cheryl Roberson

Motion seconded by: Lori Danielson

The recommendation was approved

3h New Program: Band Instrument Repair Certificate

Date Prepared: January 14, 2026
From: Faculty Senate
Prepared by: Dr. Lindsey Eberman, Acting Vice Provost for Academics
Presented by: Dr. Brad Balch, Interim Provost and Vice President of Academic Affairs
Presented at: February 20, 2026
Subject: New Program Band Instrument Repair Certificate
Disposition: Item is for **Action**

Objective:

This is a 16-credit certificate program designed to provide music educators, music business professionals, and music performance practitioners with training to repair woodwind and brass musical instruments.

Through this program students will:

1. Demonstrate Core Technical Proficiency in Instrument Repair
2. Perform Advanced Repair Techniques on Woodwind and Brass Instruments
3. Complete Full-Service Restoration Projects
4. Apply Playing Techniques to Enhance Repair Accuracy
5. Develop and Apply Shop Management Skills
6. Integrate Financial and Managerial Accounting Concepts
7. Communicate and Document Repair Work Effectively

The program will be offered on-campus.

Background of Issue:

Currently, students interested in musical instrument repair have limited options to receive the training necessary to become certified in the field. As one of the few institutions of higher education in the country that employs a full-time, certified technician, Indiana State University is in a unique position to develop and deliver a program that addresses this significant need in the industry. As such a new certificate program in Band Instrument Repair would attract students, improve enrollments within the School of Music, and increase Indiana State University's notoriety across the United States as an innovative and unique program.

Funding Source:

No additional funding is needed.

Supporting Reasons and Timing for the Recommendation:

This program will need to be approved by full proposal by the Indiana Commission of Higher. The proposal was approved by Faculty Senate on 12/4/2025.

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

None.

Management Recommendation:

Approval.

Motion made by: Jon Ford

Motion seconded by: Robert Carter

The recommendation was approved

3i New Program: Hybrid and Electrical Vehicle Systems Certificate

Date Prepared: January 23, 2026
From: Faculty Senate
Prepared by: Dr. Lindsey Eberman, Acting Vice Provost for Academics
Presented by: Dr. Brad Balch, Interim Provost and Vice President of Academic Affairs
Presented at: February 20, 2026
Subject: New Program Hybrid and Electrical Vehicle Systems Certificate
Disposition: Item is for **Action**

Objective:

This certificate prepares students and working professionals to diagnose, service, and integrate hybrid and electric vehicle systems. Students gain knowledge of power electronics, battery management, communication networks, and charging standards while applying modern diagnostic tools and safety procedures. The program serves as a stackable credential within the Automotive Engineering Technology major or as a professional upskilling pathway for technologists seeking to expand into the electric mobility sector.

The program will be offered on-campus.

Background of Issue:

The Certificate in Hybrid and Electric Vehicle (EV) Systems supports Indiana's and the nation's transition to sustainable transportation by preparing a skilled workforce in electrified mobility technologies. The automotive sector's rapid evolution toward hybrid, plug-in, and battery-electric vehicles has created urgent demand for technicians and technologists who understand vehicle electrification, control systems, and networked diagnostics.

The certificate builds upon the foundational competencies in the B.S. in Automotive Engineering Technology, providing a focused, stackable credential that can be completed independently or embedded within the degree. The curriculum emphasizes applied, hands-on learning aligned with industry standards. Graduates will be positioned for employment or advancement in roles such as EV service specialist, hybrid systems technician, battery diagnostic technician, field service engineer, or research and development test technologist. The certificate also complements state and regional initiatives to strengthen EV infrastructure and manufacturing, particularly through partnerships with original equipment manufacturers, Tier-1 suppliers, and EV fleet operators in Indiana's mobility corridor.

Funding Source:

No additional funding is needed.

Supporting Reasons and Timing for the Recommendation:

This program will need to be approved by routine staff action by the Indiana Commission of Higher. The proposal is pending approval by Faculty Senate on 1/29/2026.

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

None.

Management Recommendation:

Approval.

Motion made by: Jon Ford

Motion seconded by: Robert Carter

The recommendation was approved

3j New Program: Internal Combustion Engine Systems Certificate

Date Prepared: January 23, 2026
From: Faculty Senate
Prepared by: Dr. Lindsey Eberman, Acting Vice Provost for Academics
Presented by: Dr. Brad Balch, Interim Provost and Vice President of Academic Affairs
Presented at: February 20, 2026
Subject: New Program Internal Combustion Engine Systems Certificate
Disposition: Item is for **Action**

Objective:

The 12-credit Certificate in *Internal Combustion Engine Systems* develops applied technical and analytical competencies in the design, operation, testing, and performance optimization of spark- and compression-ignition engines. Students gain a sequenced understanding of power generation—from fundamental thermodynamics and component design to combustion analysis and performance measurement—using industry-standard tools and laboratory facilities.

The program will be offered on-campus.

Background of Issue:

This certificate responds directly to workforce demand for skilled engine technologists as automotive, agricultural, and stationary-power industries transition to multi-fuel and hybrid systems. Indiana's strong base in advanced manufacturing and powertrain production continues to require graduates with deep knowledge of internal-combustion fundamentals for R&D, calibration, service engineering, and emissions-control compliance.

Students completing the certificate will be prepared for technician-to-engineer pathways and may apply coursework toward the B.S. in Automotive Engineering Technology or related technology degrees. The program integrates market-informed advising through partnerships with OEM and Tier-1 suppliers across the Midwest, ensuring relevance to current industry standards and regulatory trends.

Funding Source:

No additional funding is needed.

Supporting Reasons and Timing for the Recommendation:

This program will need to be approved by routine staff action by the Indiana Commission of Higher. The proposal is pending approval by Faculty Senate on 1/29/2026.

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

None.

Management Recommendation:

Approval.

Motion made by: Troy Woodruff

Motion seconded by: Lori Danielson

The recommendation was approved

3k Naming of Dr. Paul W. Mausel Geospatial Research Studio

Date Prepared: January 23, 2026
From: Andrea Angel, Vice President of University Advancement
Prepared by: Courtney Zellars, Director of Development, College of Arts and Sciences
Presented by: Andrea Angel, Vice President of University Advancement
Presented at: February 20, 2026, Board of Trustees Meeting
Subject: Naming of the Dr. Paul W. Mausel Geospatial Research Studio
Disposition: Item is for **Action**

Objective: This item requests approval by the Board of Trustees to name Room 158 in the Science Building the Dr. Paul W. Mausel Geospatial Research Studio. This naming recognizes Dr. Mausel's lasting contributions to Indiana State University and donations totaling \$100,000 from Jean Mausel, family, and friends.

Background of Issue: For nearly thirty years, Dr. Paul W. Mausel served Indiana State University as a distinguished professor and researcher in the Department of Earth and Environmental Systems. His dedication, perseverance, and passion for scientific inquiry led to numerous accomplishments, while his enthusiasm inspired generations of graduate students to become inquisitive, determined scientists pursuing both individual and collaborative research with purpose and rigor.

Dr. Mausel joined the faculty at Indiana State University. A pioneer in the field of remote sensing, he received advanced training at the Purdue University Laboratory for the Application of Remote Sensing (1972–1973) and later conducted research at the International Institute for Aerial Survey and Earth Science in Enschede, The Netherlands (1978–1979). In 1973, he was appointed Director of the Indiana State University Remote Sensing Lab (ISURSL), a position he held until 1998.

Dr. Mausel retired from Indiana State University in 2001 as a Distinguished Professor. Throughout his career, he served as Principal Investigator or Co-Principal Investigator on approximately 50 externally funded projects supported by the National Science Foundation, NASA, the Environmental Protection Agency, and other federal and state agencies. He authored or coauthored more than 150 journal articles and book chapters published in national and international venues. In 2007, NASA's Johnson Space Center recognized his lasting impact on remote sensing with a special award.

Funding Source: All gifts associated with this proposed naming have been provided by the donors and received by the Indiana State University Foundation.

Supporting Reasons and Timing for the Recommendation: The lifetime giving total for this naming opportunity was achieved by the donors in 2025, and the gift amount is consistent with the Indiana State University Naming Policy.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them: No known concerns.

Management Recommendation: Leadership recommends approval of the naming of the Dr. Paul W. Mausel Geospatial Research Studio for room 158 in the Science Building.

Motion made by: Carolene Mays
Motion seconded by: Robert Carter

The recommendation was approved

3I Naming of the Bobbie O’Neill Gross Motor Skills Room

Date Prepared: January 23, 2026
From: Andrea L. Angel, Vice President of University Advancement
Prepared by: Andrea L. Angel, Vice President of University Advancement
Presented by: Andrea L. Angel, Vice President of University Advancement
Presented at: February 20, 2026, Board of Trustees Meeting
Subject: Naming of the Bobbie O’Neill Gross Motor Skills Room
Disposition: Item is for **Action**

Objective: This item requests Board of Trustees approval to name room 305 in the Jan McCarthy Early Childhood Education Center the Bobbie O’Neill Gross Motor Skills Room. The naming honors a \$125,000 gift from Tim and Bobbie O’Neill in support of the Jan McCarthy Early Childhood Education Center and scholarships for students in the Bayh College of Education.

Background of Issue: Bobbie O’Neill, a 1972 graduate of Indiana State University, came to Indiana State as a history and political science major. She soon realized her passion for teaching and changed her major to reflect her desire to help children. Bobbie was inspired by Dr. Jan McCarthy’s passion for early childhood education, which she encountered first-hand as a student of Dr. McCarthy’s at Indiana State. Bobbie gained experiential learning as a student by teaching 4- and 5-year-olds at the lab school on campus. Upon graduation, Bobbie’s career centered on early childhood education, helping thousands of children receive a strong start in their educational journey. The O’Neills made this gift to honor Dr. McCarthy’s legacy and provide critical support to students at Indiana State University through scholarships for students in the Bayh College of Education and programmatic funds for the Jan McCarthy Early Childhood Education Center.

Funding Source: The Donors made a \$125,000 cash gift to establish an endowed fund at the Indiana State University Foundation.

Supporting Reasons and Timing for the Recommendation: Approval of this naming appropriately recognizes Tim and Bobbie O’Neill’s significant philanthropic investment in early childhood education and student support at Indiana State University.

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

None

Management Recommendation: Leadership recommends approval of the naming of Room 305 in the Jan McCarthy Early Childhood Education Center as the Bobbie O’Neill Gross Motor Skills Room.

Motion made by: Carolene Mays

Motion seconded by: Jon Ford

The recommendation was approved

3m Naming of the Ena and Michael Shelley Student Observation Room

Date Prepared: January 7, 2026
From: Andrea L. Angel, Vice President of University Advancement
Prepared by: Todd LaComba, Director of Development, Bayh College of Education
Presented by: Andrea L. Angel, Vice President of University Advancement
Presented at: February 20, 2026, Board of Trustees Meeting
Subject: Naming of the Ena and Michael Shelley Student Observation Room
Disposition: Item is for **Action**

Objective: This item requests Board of Trustees approval to name room 309 in the Jan McCarthy Early Childhood Education Center the Ena and Michael Shelley Student Observation Room. The naming honors a \$50,000 gift from Dr. Ena M. and Michael H. Shelley in support of the Jan McCarthy Early Childhood Education Center.

Background of Issue: Dr. Ena Shelley, a three-time graduate of Indiana State University (BS in Elementary Education in 1973, MS in Elementary Education with an Early Childhood Endorsement in 1976, and PhD in Elementary Education/Early Childhood Education in 1981), was a student of Dr. Jan McCarthy's and developed a lifelong friendship with Jan through their shared love of education. Ena was afforded many opportunities to grow both personally and professionally under Jan's mentorship, which led to her impactful career as a faculty member and, eventually, Dean of Education at Butler University. This gift from Ena and Michael, a 1977 graduate of Indiana State University, provides programmatic support to the Jan McCarthy Early Childhood Education Center to honor Dr. McCarthy's legacy.

Funding Source: The Donors made a \$50,000 cash pledge to establish an endowed fund at the Indiana State University Foundation.

Supporting Reasons and Timing for the Recommendation: Approval of this naming appropriately recognizes Ena and Michael Shelley's most recent philanthropic investment in Indiana State University and their continued support of early childhood education.

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

Management Recommendation: Leadership recommends approval of the naming of Room 309 in the Jan McCarthy Early Childhood Education Center as the Ena and Michael Shelley Student Observation Room.

Motion made by: Christian Roembke
Motion seconded by: Cheryl Roberson

The recommendation was approved

4 Reports

Financial Report - Vice President for Finance & Administration/Treasurer Seth Hinshaw

5a University Investments

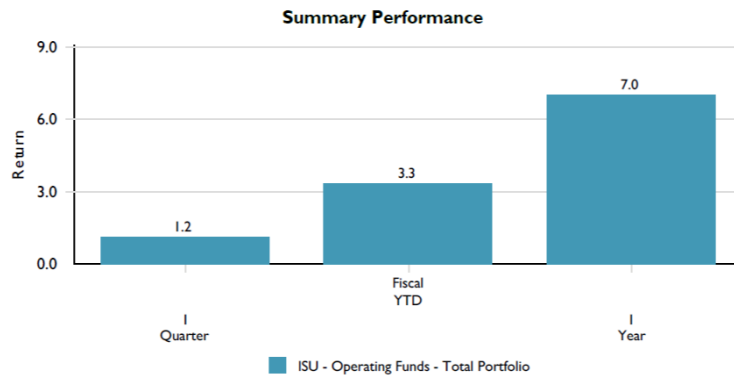
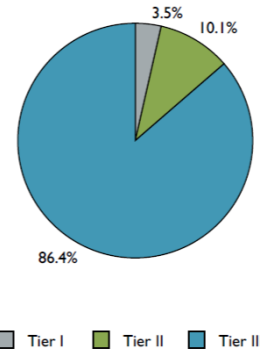
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending December 31, 2025.

ISU - Operating Funds - Total Portfolio - Plan Summary

As of December 31, 2025

Investment Managers	Market Value
First Financial Cash	\$1,464,854
First Financial Active Cash	\$2,682,924
Old National Intermediate	\$11,820,549
Reams Asset Management Core	\$33,762,002
Loomis Sayles Core Plus	\$53,053,485
Reams Unconstrained	\$14,301,497
ISU - Operating Funds - Total Portfolio	\$117,085,311

Tier Distribution of Total Portfolio



Asset Allocation by Tier

December 31, 2025			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$1,464,854	1.3%	\$10mm - \$25mm
First Financial Active Cash	\$2,682,924	2.3%	
	\$4,147,778	3.5%	
Tier II			
Old National Intermediate	\$11,820,549	10.1%	\$10mm - \$15mm
	\$11,820,549	10.1%	
Tier III			
Reams Asset Management Core	\$33,762,002	28.8%	Remaining Balance
Loomis Sayles Core Plus	\$53,053,485	45.3%	
Reams Unconstrained	\$14,301,497	12.2%	
	\$101,116,984	86.4%	
	\$117,085,311	100.0%	

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

As of December 31, 2025

Last I Quarter				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$117,233,156	-\$1,606,260	\$1,458,415	\$117,085,311
Tier I	\$3,597,802	\$498,548	\$51,428	\$4,147,778
First Financial Cash	\$937,472	\$499,634	\$27,747	\$1,464,854
First Financial Active Cash	\$2,660,330	-\$1,087	\$23,680	\$2,682,924
Tier II	\$11,705,873	-\$6,847	\$121,523	\$11,820,549
Old National Intermediate	\$11,705,873	-\$6,847	\$121,523	\$11,820,549
Tier III	\$101,929,481	-\$2,097,961	\$1,285,465	\$101,116,984
Reams Asset Management Core	\$34,031,891	-\$811,618	\$541,729	\$33,762,002
Loomis Sayles Core Plus	\$53,779,691	-\$1,272,225	\$546,020	\$53,053,485
Reams Unconstrained	\$14,117,899	-\$14,118	\$197,716	\$14,301,497

Fiscal Year To Date				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$115,797,047	-\$2,713,369	\$4,001,634	\$117,085,311
Tier I	\$4,165,683	-\$103,090	\$85,184	\$4,147,778
First Financial Cash	\$528,353	\$899,430	\$37,070	\$1,464,854
First Financial Active Cash	\$3,637,330	-\$1,002,520	\$48,114	\$2,682,924
Tier II	\$11,958,017	-\$413,834	\$276,366	\$11,820,549
Old National Intermediate	\$11,958,017	-\$413,834	\$276,366	\$11,820,549
Tier III	\$99,673,347	-\$2,196,446	\$3,640,084	\$101,116,984
Reams Asset Management Core	\$33,291,276	-\$843,806	\$1,314,532	\$33,762,002
Loomis Sayles Core Plus	\$52,577,604	-\$1,324,718	\$1,800,599	\$53,053,485
Reams Unconstrained	\$13,804,466	-\$27,922	\$524,953	\$14,301,497

ISU - Operating Funds - Total Portfolio - Investment Manager Returns

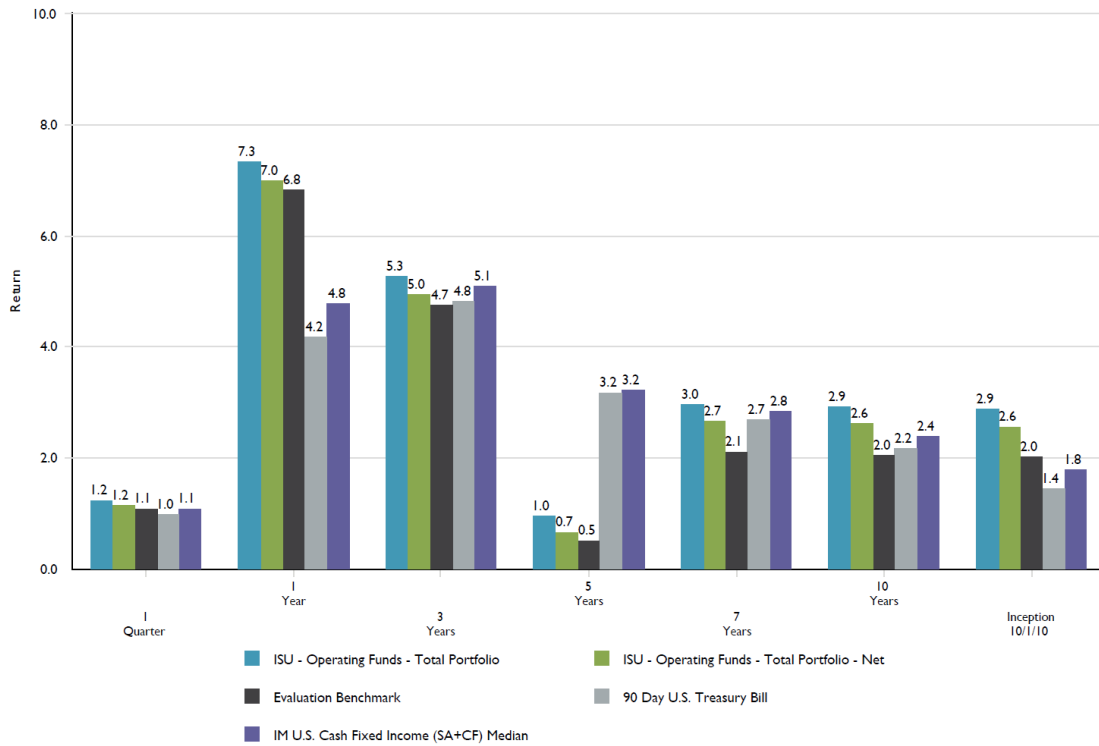
As of December 31, 2025

	Performance (%)								
	I Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
ISU - Operating Funds - Total Portfolio	1.23	7.34	7.34	5.27	0.96	2.97	2.93	2.87	10/01/2010
<i>ISU - Operating Funds - Total Portfolio (Net)</i>	<i>1.15</i>	<i>7.00</i>	<i>7.00</i>	<i>4.96</i>	<i>0.66</i>	<i>2.66</i>	<i>2.61</i>	<i>2.56</i>	
<i>Evaluation Benchmark*</i>	<i>1.09</i>	<i>6.83</i>	<i>6.83</i>	<i>4.75</i>	<i>0.50</i>	<i>2.12</i>	<i>2.04</i>	<i>2.03</i>	
Tier I	0.97	4.10	4.10	4.68	2.98	2.57	2.13	1.52	10/01/2010
First Financial Cash	0.98	4.16	4.16	4.71	3.16	2.63	2.19	1.52	10/01/2010
<i>90 Day U.S. Treasury Bill</i>	<i>0.97</i>	<i>4.18</i>	<i>4.18</i>	<i>4.81</i>	<i>3.17</i>	<i>2.68</i>	<i>2.17</i>	<i>1.44</i>	
First Financial Active Cash	0.97	4.07	4.07	4.68	2.83	2.57	2.10	1.58	10/01/2010
<i>FTSE 1 Year Treasury OTR</i>	<i>1.03</i>	<i>4.39</i>	<i>4.39</i>	<i>4.72</i>	<i>2.59</i>	<i>2.54</i>	<i>2.10</i>	<i>1.48</i>	
Tier II	1.04	6.55	6.55	4.89	1.60	2.69	2.36	2.15	10/01/2010
Old National Intermediate	1.04	6.55	6.55	4.80	0.91	2.56	2.27	2.30	10/01/2010
<i>Bloomberg Interm. U.S. Government/Credit</i>	<i>1.20</i>	<i>6.97</i>	<i>6.97</i>	<i>5.06</i>	<i>0.96</i>	<i>2.54</i>	<i>2.29</i>	<i>2.25</i>	
Tier III	1.26	7.60	7.60	5.40	0.42	3.18	3.22	3.43	10/01/2010
Reams Asset Management Core	1.59	7.50	7.50	4.95	0.07	3.11	2.89	3.07	10/01/2010
<i>Bloomberg U.S. Aggregate Index</i>	<i>1.10</i>	<i>7.30</i>	<i>7.30</i>	<i>4.66</i>	<i>-0.36</i>	<i>1.99</i>	<i>2.01</i>	<i>2.29</i>	
Loomis Sayles Core Plus	1.02	6.73	6.73	5.17	0.34	3.08	3.44	3.75	10/01/2010
<i>Bloomberg U.S. Aggregate Index</i>	<i>1.10</i>	<i>7.30</i>	<i>7.30</i>	<i>4.66</i>	<i>-0.36</i>	<i>1.99</i>	<i>2.01</i>	<i>2.29</i>	
Reams Unconstrained	1.30	11.04	11.04	-	-	-	-	7.25	06/01/2023
<i>ICE BofA USD 3-Mo Dep Offer Rate Constant Maturity</i>	<i>1.05</i>	<i>4.42</i>	<i>4.42</i>	<i>5.00</i>	<i>3.26</i>	<i>2.86</i>	<i>2.38</i>	<i>5.07</i>	
<i>IM Other Global Fixed Income (SA+CF) Median</i>	<i>1.31</i>	<i>8.31</i>	<i>8.31</i>	<i>9.12</i>	<i>2.46</i>	<i>4.03</i>	<i>4.08</i>	<i>9.41</i>	

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

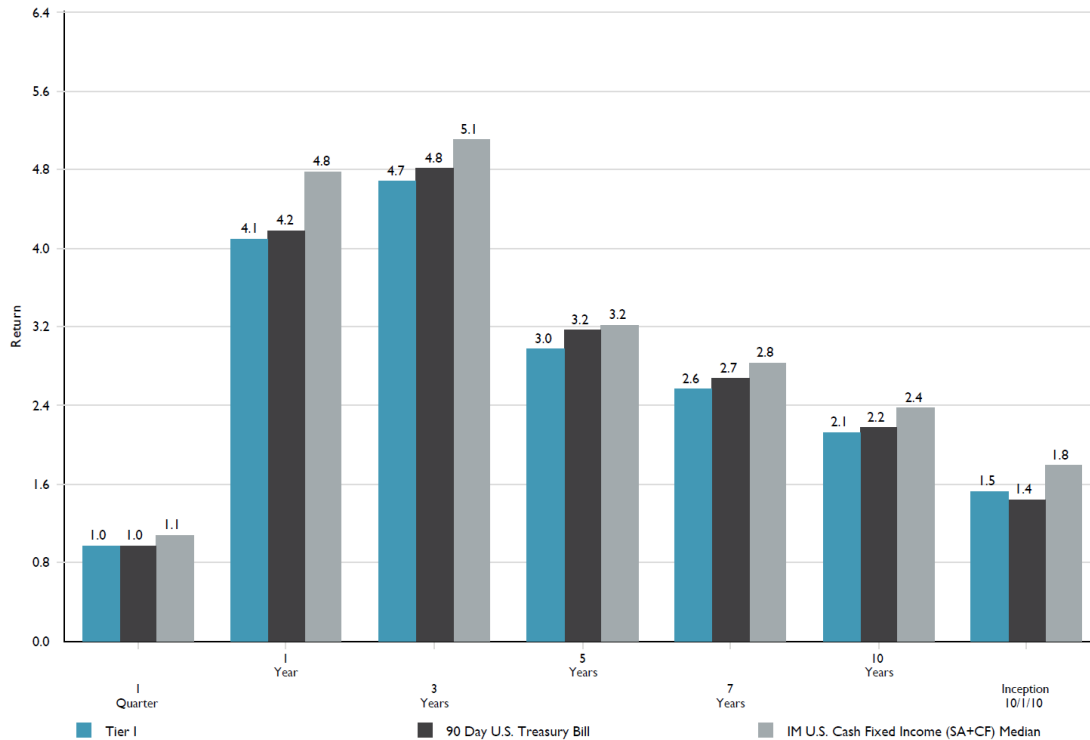
Total Fund Performance - Annualized

As of December 31, 2025



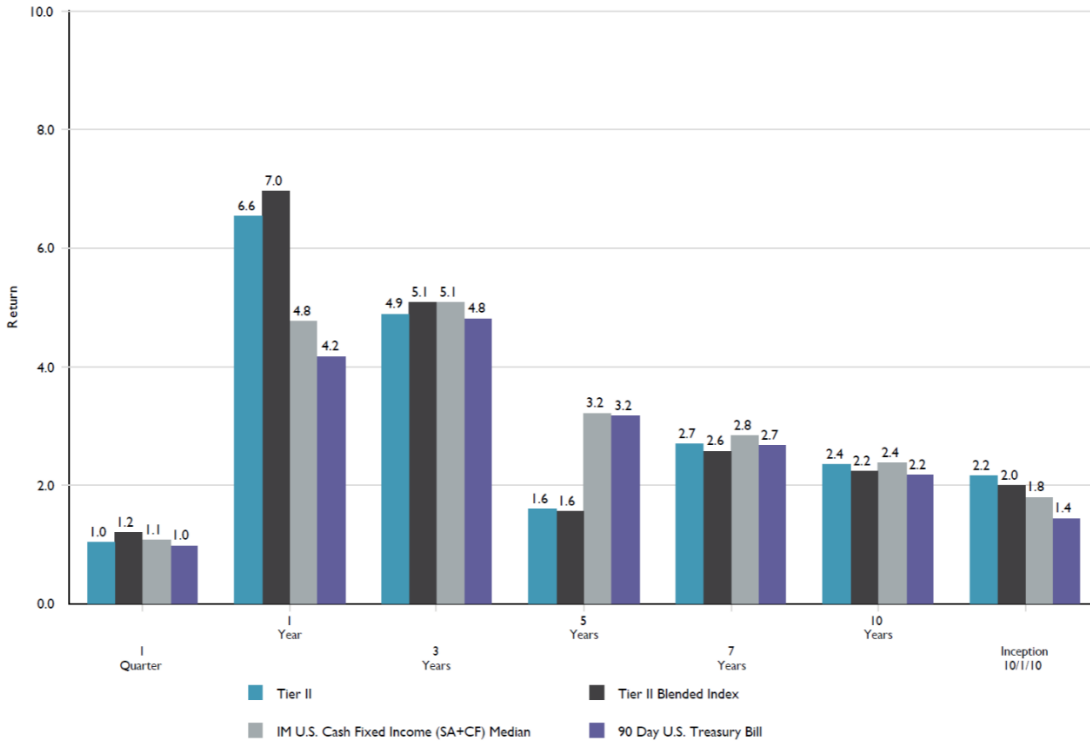
Tier I Performance - Annualized

As of December 31, 2025



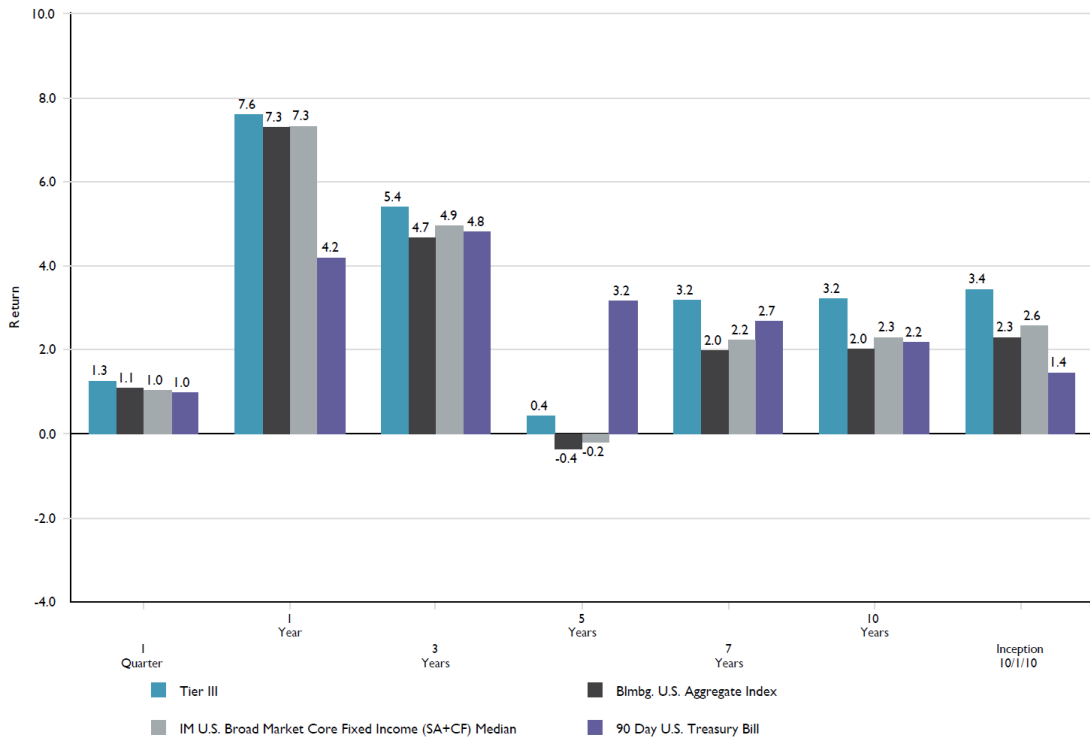
Tier II Performance - Annualized

As of December 31, 2025



Tier III Performance - Annualized

As of December 31, 2025



5b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending December 31, 2025							
	2025-26 Base Budget	2025-26 Adjusted Budget	YTD through 12/31/25*	Percent of Adjusted Budget	2024-25 Adjusted Budget	YTD through 12/31/24*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 74,062,310	\$ 74,062,310	\$ 35,179,596	47.5%	\$ 77,960,325	\$ 38,980,163	50.0%
Debt Service Appropriation	10,498,370	10,498,371	8,858,318	84.4%	11,062,733	9,820,405	88.8%
Sub-Total State Appropriations	84,560,680	84,560,681	44,037,914		89,023,058	48,800,568	
Student Tuition	67,431,191	67,431,191	37,908,028	56.2%	68,096,109	36,981,039	54.3%
Other Fees and Charges	2,755,149	2,755,148	1,456,945	52.9%	2,400,500	934,450	38.9%
Other Income and Transfers	7,141,980	7,141,980	4,946,816	69.3%	7,076,333	4,879,708	69.0%
Program Fees	900,000	1,035,977	1,035,977	100.0%	900,000	854,797	95.0%
Total Budgeted Revenue	\$ 162,789,000	\$ 162,924,977	\$ 89,385,680		\$ 167,496,000	\$ 92,450,562	
Encumbrances and Carryforward		6,827,579	6,827,579		8,664,829	8,664,829	
Reimbursements and Income Reappropriated From Other Sources		2,406,171	2,406,171		2,014,186	2,014,186	
Total Revenues	\$ 162,789,000	\$ 172,158,727	\$ 98,619,430	57.3%	\$ 178,175,015	\$ 103,129,577	57.9%
Expenditures							
Compensation							
Salaries and Wages	\$ 74,773,048	\$ 74,473,128	\$ 35,784,713	48.1%	\$ 78,276,451	\$ 37,307,258	47.7%
Fringe Benefits	22,109,018	22,112,210	10,910,496	49.3%	22,910,021	10,858,840	47.4%
Sub-Total Compensation	96,882,066	96,585,338	46,695,209	48.3%	101,186,472	48,166,098	47.6%
Departmental Expenses							
Supplies and Related Expenses	13,641,335	14,366,798	8,061,769	56.1%	15,697,526	10,179,824	64.8%
Repairs and Maintenance	5,577,060	5,814,076	6,946,696	119.5%	6,148,412	7,165,486	116.5%
Other Committed Expenses	1,850,616	1,925,616	1,600,272	83.1%	1,721,537	1,396,502	81.1%
Sub-Total Departmental Expenses	21,069,011	22,106,490	16,608,737	75.1%	23,567,475	18,741,812	79.5%
Utilities and Related Expenses	10,135,994	10,241,244	6,205,843	60.6%	9,964,556	5,587,301	56.1%
Capital Improvements	4,000,000	4,000,000	984,104	24.6%	3,954,737	2,049,947	51.8%
Student Scholarship and Fee Remissions	16,395,559	16,440,077	9,999,171	60.8%	16,534,663	10,688,455	64.6%
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	5,330,832	3,664,193	68.7%	4,259,119	2,610,138	61.3%
Reserve for State Withholding		4,048,376	-	0.0%	4,737,261	-	0.0%
Total Expenditures	\$ 162,789,000	\$ 172,158,727	\$ 93,600,330	54.4%	\$ 178,175,015	\$ 97,685,070	54.8%
*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. Spring tuition will be recognized in January 2026. Preliminary results show spring tuition to be on target with budget. Summer school has \$2.9 million recognized in Summer 2025 with the remainder to be realized in Summer 2026.

Other Fees and Charges

Other Fees and Charges are above last year's amount by \$522,495 due to new fees including Business Course, International Fee, and Honors College Fee implemented in the Fall semester and increased Distance Delivery Fees.

Other Income and Transfers

Other Income and Transfers are above last year's total by \$67,108 due to increased Residential Life reimbursement for utilities.

Program Fees

Program fees are above last year's total by \$181,180 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 \$391,985 to reflect increased course fees and OIT transfers from designated funds.

Expenses

Compensation

Total Compensation decreased by \$1.5 million. Salaries and Wages are down by \$1,522,545 due to decreased instructional, graduate assistants, and support salaries. Benefit expense are up \$51,656 reflecting increased retirement incentive payouts.

Departmental Expenses

Total Departmental Expenses decreased by \$2,133,075. Supplies and Related Expenses decreased by \$2,118,055 reflecting reduced legal fees, travel expenses, and advertising expenses. Repairs and Maintenance decreased by \$218,790, showing reduced HVAC expenses. Other Committed Expenses increased by \$203,770 as property insurance premiums have increased and growth in Facilities Management non-contractual services.

Utilities and Related Expenses

Utilities and Related Expenses increased by \$618,542 increased electricity, miscellaneous natural gas, water and sewage costs.

Capital Improvements

The University anticipates carrying forward \$1.9 million of Capital Improvements budget into 2026-27 to cover any State withholding and Capital Improvements.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$689,284. 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 \$1,054,055 to reflect funding for Marketing support and increased program and course fees.

Reserve for State Withholding

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

5c Purchasing Report

Purchase Order Activity for the Period November 1, 2025 through December 31, 2025			
Purchases Over \$50,000			
Architectural & Engineering Projects			
Sole Sources - Experienced with Similar Projects & Project had an Immediate Timeline			
Arc Design	P0095145	A & E Services - Hulman Memorial Student Union - Commons and University Bookstore Relocation	\$ 136,000.00
Sole Sourced - Continuity and Compatibility of Services			
Ellucian Company LP	P0095120	Works (MySAM)	\$ 99,240.00
Lowest Bid that Met Specifications			
Three Bravo Delta LLC	P0095150	Aircraft purchase of a Diamond DA40 - N833DS for the Flight School - Bid Number B1000839	\$ 410,000.00

5d Vendor Report

The following vendors have accumulated purchases from the University for the time period October 1, 2025 to December 31, 2025 (Fiscal Year 2026) in excess of \$250,000:

Ricoh USA Inc	\$ 250,643	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases
Rural Health Innovation Collaborative	\$ 250,666	Partner Contribution for Simulation Center Operational Expenses
Ebsco Subscription Services	\$ 252,315	Library Electronic Database Subscriptions
Opendorse	\$ 270,928	Athletic NIL Platform (pass-through)
Metropolitan Life Insurance (HSA)	\$ 274,109	Employee and Employer Health Savings Account Contributions
Crown Electric Inc	\$ 330,422	Fire Alarm Replacement Myers Tech/MV Cable Replacement
Instructure Inc	\$ 334,227	Canvas Learning Management System Service
Williams Aviation LLC	\$ 373,590	Maintenance & Repairs of Airplanes for Flight Academy
Bob McCloskey Insurance	\$ 375,000	Student Athlete Medical Insurance
Ratio Architects LLC	\$ 406,088	BCEI, Athletic Master Plan/Construction Administration/Design Services
Three Bravo Delta LLC	\$ 412,999	Aircraft purchase for Flight Academy
Unum Life Insurance Company of America	\$ 437,130	Employee Life Insurance
Simpson Scarborough	\$ 471,250	Media Campaign
BP Energy Retail Co LLC	\$ 524,352	Natural Gas Purchases
Indiana-American Water Company	\$ 552,657	Water Utility Payments
Trane U.S. Inc	\$ 1,061,103	Two Centrifugal Liquid Chillers on Central Chiller

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2026:

CDI Inc	\$ 271,014	National Road Plaza Restoration
EAB Global Inc	\$ 279,343	Enrollment Solutions
Associated Roofing Professionals Inc	\$ 284,658	Replacement Roof Facilities Management and Purchasing Building, Various Roof Repairs
RJE Interiors Inc	\$ 299,424	Furniture for Early Childhood Education Center, Union Conference Center
Bell Techlogix Inc	\$ 360,884	Microsoft Maintenance Licenses and Software
Otis Elevator	\$ 402,562	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Johnson Controls Fire Protection LP	\$ 431,232	Fire Alarm/Sprinkler Maintenance/Repairs
CDW Government Inc	\$ 443,315	Laptop Purchases & Other Computer Related Products
Delta Dental Plan of Indiana	\$ 467,628	Dental Claims Reimbursements
HM Life Insurance Company	\$ 525,659	Employee Life Insurance
De Lage Landen Financial Services Inc	\$ 544,151	Networking Costs - Actual payment went to @00201485 Cisco
Sycamore Engineering Inc	\$ 544,529	Electrical Services Various Repairs & Small Projects
Ellucian Company LP	\$ 677,382	Banner Software Maintenance
Shorts Travel Management Inc - NCAA	\$ 726,134	Transportation for Athletic Teams
Strode Construction LLC	\$ 766,811	Sycamore Baseball Field Right Field Deck, New Theater Dressing/Restrooms, Fencing
Computershare Trust Company	\$ 767,520	Monthly Rent 500 Wabash Student Housing
AmWins/NEBCO Group Benefits	\$ 933,076	Retiree Insurance Coverage
City of Terre Haute	\$ 1,013,527	Sewage Utility Payments
Epic Insurance Midwest	\$ 1,431,721	Commercial Property, Flight Academy Liability, Fine Arts, Media and Workman's Comp Overage Insurance Policies
CVS Pharmacy Inc	\$ 3,577,204	Prescription Drug Coverage
Duke Energy	\$ 4,089,865	Electricity Utility Payments
TIAA CREF	\$ 4,958,981	Retirement Contributions
Sodexo Inc and Affiliates	\$ 5,592,077	Dining and Catering Services
Anthem Life Insurance Company	\$ 7,494,368	Health Care Benefits and Reimbursements of Medical Claims
C H Garmon and Son Inc	\$ 18,267,640	Technology Building Renovations

5e Faculty Personnel

BOARD OF TRUSTEES Friday, February 20, 2026

FACULTY

Appointments

Karmen Dayhuff; Assistant Professor, School of Nursing; D.N.P., Indiana State University; salary \$73,000 per academic year; effective January 1, 2026.

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.

Alaba Idowu; Assistant Professor, Department of Built Environment; M.S., Embry-Riddle Aeronautical University; salary \$73,000 per academic year; effective January 1, 2026.

May Suasin; Assistant Professor, School of Nursing; D.N.P., University of Illinois; salary \$93,300 per fiscal year; effective January 1, 2026.

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

Fedia Louis; Instructor, Department of Social Work; M.S.W., Columbia University; salary \$57,000 per academic year; effective January 1, 2026.

Donna Wetzel-Deiters; Instructor, Department of Applied Clinical and Educational Sciences; Ed.S., Indiana University; salary \$60,000 per academic year; effective January 1, 2026.

Temporary Full-Time Faculty for 2025-2026 Academic Year

Michael Winstead; Full-Time Lecturer, Department of Communication; M.A., Indiana State University; salary \$21,000 per academic year; for the period of January 1, 2026 through May 31, 2026.

Change of Status and/or Pay Rate

Ayman Abuhamdieh from Associate Professor, Department of Electronic & Computer Engineering Technology to Associate Professor and Information Technology Program Coordinator, Department of Electronic & Computer Engineering Technology; supplement of \$1,600 per academic year; for the 2025-2026 academic year.

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.

Levi Allen; from Assistant Professor, Department of Political Science to Assistant Professor, Department of Political Science and IRB Vice Chair; stipend of \$4,000 for the period of January 1, 2026 through May 31, 2026.

Dennis Ballard; from Associate Professor, School of Music to Interim Director, School of Criminology and Security Studies and Professor, School of Music; supplement of \$9,000 for the period of January 1, 2026 through May 31, 2026.

Amber Clark; from Senior Instructor, Department of Management, Information Systems and Business Education to Senior Instructor, Department of Management, Information Systems and Business Education and Scott College of Business Assessment Coordinator; supplement of \$10,000 per academic year; for the period of November 1, 2025 through May 31, 2026, prorated from the effective date.

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.

Cindy Crowder; from Associate Dean, Scott College of Business to Professor, Department of Management, Information Systems and Business Education; salary \$123,477 per academic year; effective January 1, 2026; prorated from the effective date.

Lindsey Eberman; from Professor, Department of Applied Medicine and Rehabilitation to Professor, Department of Applied Medicine and Rehabilitation and Acting Vice Provost for Academics, Academic Affairs; supplement of \$53,820 per fiscal year; effective January 12, 2026.

JoEllen Henson; from Assistant Professor, Department of Social Work to Assistant Professor and Field Education Director, Department of Social Work; for the 2025-2026 academic year; no change in salary.

Jennifer Holmes; from Assistant Professor, School of Nursing to Assistant Professor and Associate Director of Academics, School of Nursing; supplement of \$15,000 per academic year; for the period of January 1, 2026 through May 31, 2026, prorated from the effective date.

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.

Mary Howard-Hamilton; from Professor, Department of Educational Leadership to Interim Chair, Department of Library & Information Services and Professor, Department of Educational Leadership; supplement of \$5,000 for the period of January 1, 2026 through May 31, 2026.

Matthew Hutchins; from Professor, Department of Teaching and Learning to Acting Chair and Professor, Department of Teaching and Learning; supplement of \$7,500 for the period of January 1, 2026 through May 31, 2026.

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.

Jeffrey Kinne; from Professor, Department of Electronic & Computer Engineering Technology to Professor and Computer Science Program Coordinator, Department of Electronic & Computer Engineering Technology; supplement of \$2,400 per academic year; 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.

Arash Rafiey; from Associate Professor, Department of Electronic & Computer Engineering Technology to Associate Professor and Computer Science Master's Program Coordinator, Department of Electronic & Computer Engineering Technology; supplement of \$2,400 per academic year; for the 2025-2026 academic year.

Matthew Rivera; from Associate Professor, Applied Medicine and Rehabilitation to Associate Professor, Applied Medicine and Rehabilitation and Faculty Fellow for Indiana State Online; salary \$5,000 per academic year; for the 2025-2026 academic year.

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.

Abdulhamid Zaidi from Assistant Professor, Department of Electronic & Computer Engineering Technology to Assistant Professor and Electronics Engineering Technology Program Coordinator, Department of Electronic & Computer Engineering Technology; supplement of \$1,600 per academic year; for the 2025-2026 academic year.

Retirements

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

Linda McQuiston; Professor, School of Nursing; effective May 31, 2026.

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.

Jason James; Assistant Professor, Department of Criminology and Security Studies; effective December 31, 2025.

Whitney Nesser; Professor, Department of Applied Clinical and Educational Sciences; effective February 20, 2026.

Elizabeth Smith; Assistant Professor, Department of Psychology; effective February 2, 2026.

Michael Walls; Instructor, Department of Applied Medicine and Rehabilitation; effective December 10, 2025.

5f Other Personnel

EXEMPT

Appointments

Name	Title	Department	Salary	Date
Ambrose, Sofia	Associate Director of International Student Services	International & Graduate Admissions	\$62,732	November 17, 2025
Clevenger, Kaitlyn	Therapist	Student Counseling Center	\$60,000	November 10, 2025
Edwards, Keith	Web Application Server Administrator	Office of Information Technology	\$56,000	December 1, 2025
Jones, Ryan	Director of Financial Services	Assoc VP University Controller	\$90,000	November 24, 2025
Martin, Amy	Director of Accessibility & Advocacy	Dean of Students	\$65,000	January 5, 2026
Pritchard, Nathaniel	Learning Specialist - Project Success and Student-Athlete Academic Services	University Student Success & Advising	\$40,000	January 12, 2026

Promotions / Transfers

Name	Title	Department	Salary	Date
Ellis, Brylynn	Distinctive Collections Librarian	Library Services	\$50,126	December 20, 2025
Hamilton, William	Associate Registrar-Systems and Reporting	Office of the Registrar	\$68,250	November 6, 2025
Phillips, Amanda	Collections and Metadata Services Librarian, Unit Head	Library Services	\$61,632	December 20, 2025
Vetrovec, Dennis	University Archives and Special Collections Programs and Outreach Manager	Library Services	\$56,327	December 20, 2025

Title Changes

Name	Title	Department	Date
Browning, Jamie	Interim Assistant Director of Advising, Bailey College of Engineering and Technology	University Student Success & Advising	December 1, 2025

Dakic, Karen	Interim Lead Advisor, Bailey College of Engineering and Technology	University Student Success & Advising	December 1, 2025
Gardner, Jeffrey	Associate Bursar - Fiscal Operations	Assoc VP University Controller	January 1, 2026
Glick, Jon	Assistant Bursar - Contracts and Accounts Receivable Operations	Assoc VP University Controller	January 1, 2026
Hartman, Burr	Interim Assistant Director of Student Success	University Student Success & Advising	December 1, 2025
Heaton, Christopher	Interim Assistant Director of Advising, College of Arts and Sciences	University Student Success & Advising	December 1, 2025
Napier, Angela	Interim Lead Advisor, College of Health and Human Services	University Student Success & Advising	December 1, 2025
Overpeck, Barry	Associate Bursar - Billing and Accounts Receivable Operations	Assoc VP University Controller	December 1, 2025
Palmetto, Orion	Interim Assistant Director of Advising, College of Health and Human Services	University Student Success & Advising	December 1, 2025
Pearcy, Stephanie	Director of Student Success	University Student Success & Advising	December 1, 2025
Slessinger, Toni	Interim Assistant Director of Advising, Scott College of Business & College of Education	University Student Success & Advising	December 1, 2025
Tribble, Bradley	Interim Lead Advisor, Scott College of Business	University Student Success & Advising	December 1, 2025
Wert, Adam	Director of Advising Development and Technology	University Student Success & Advising	November 1, 2025
Wiant, Maria	Interim Lead Advisor, College of Arts and Sciences	University Student Success & Advising	December 1, 2025

Stipends

New

Name	Title	Department	Monthly Salary	Date
Browning, Jamie	Sti Additional Duties	University Student Success & Advising	\$600	December 1, 2025
Dakic, Karen	Sti Additional Duties	University Student Success & Advising	\$300	December 1, 2025

Hartman, Burr	Sti Additional Duties	University Student Success & Advising	\$600	December 1, 2025
Heaton, Christopher	Sti Additional Duties	University Student Success & Advising	\$600	December 1, 2025
Napier, Angela	Sti Additional Duties	University Student Success & Advising	\$300	December 1, 2025
Palmetto, Orion	Sti Additional Duties	University Student Success & Advising	\$600	December 1, 2025
Slessinger, Toni	Sti Additional Duties	University Student Success & Advising	\$600	December 1, 2025
Tribble, Bradley	Sti Additional Duties	University Student Success & Advising	\$300	December 1, 2025
Wiant, Maria	Sti Additional Duties	University Student Success & Advising	\$300	December 1, 2025

Changes in Status / Pay Rate

Name	Title	Department	Salary	Date
Balch, Bradley	Interim Provost and VP of Academic Affairs	VP and Provost Office	\$262,212	January 1, 2026
Ball, Carrie	Interim Dean of the Bayh College of Education	Dean, College of Education	\$160,000	January 1, 2026
Baumgartner, Karissa	Residential Life Assistant Director - Residential Education	Residential Life Programming	\$56,316	January 1, 2026
Bayler, Megan	Contract Coordinator	Doctor of Physical Therapy	\$40,385	January 1, 2026
Cantrell, Christina	Director of Advising Partnerships and Assessment	University Student Success & Advising	\$68,952	November 1, 2025
Carrithers, Kylie	College of Health and Human Services Degree Completion Specialist	Dean, College Health & Human Services	\$44,246	January 1, 2026
Clark, Corey	Athletic Sponsorship Devel Dir	Sports Marketing Program	\$58,303	December 1, 2025
Dakic, Karen	Interim Lead Advisor, Bailey College of Engineering and Technology	University Student Success & Advising	\$44,246	January 1, 2026
Dolly, Chelsea	Campus Recreation Associate Director - Programs	Campus Recreation	\$62,732	January 1, 2026
Fields, Jessica	University Advisor - Requires Reappointment	University Student Success & Advising	\$52,026	January 1, 2026
Lewis, Michelle	HMSU Assistant Director	HMSU-Operations	\$56,316	January 1, 2026
Mangum, Eric	Sports Video Manager	Student Media	\$62,732	January 1, 2026
Mathis, Jacquelyn	WCI-AHEC Director	Indiana Area Health Ed Ctr	\$76,011	January 1, 2026
Powers, Susan	Interim Dean of the Scott College of Business	Dean, College of Business	\$213,127	January 1, 2026

Rees, Tamela	Clinical Coordinator - PA Prog	Physican Assistant Studies	\$48,146	January 1, 2026
Rost, Brandon	Application Support/Integrations Programmer	Office of Information Technology	\$56,000	December 1, 2025
Sparks, Brandon	Donor Scholarships and Constituent Relations Manager	Foundation Financial Services	\$56,316	January 1, 2026
Vanzo, Jordan	Assistant Director of Finance	Foundation Financial Services	\$50,700	November 1, 2025
Wiant, Maria	Interim Lead Advisor, College of Arts and Sciences	University Student Success & Advising	\$48,146	January 1, 2026

Retirements

Name	Title	Department	Date
Olsen, Christopher	VP Academic Affairs & Provost	VP and Provost Office	January 3, 2026
Perkins, Jeffrey	Student Video Prod Mgr	Student Media	November 11, 2025

Separations

Name	Title	Department	Date
Cook, David	Operations Specialist	Aviation Technology	January 31, 2026
Daugherty, Julie	Senior Assistant Registrar	Office of the Registrar	January 2, 2026
Daugherty, Terry	Dean Scott College of Business	Dean, College of Business	January 2, 2026
Kendall, Rex	Chief of Staff	President's Office	January 7, 2026
Moats, Megan	Special Events Manager	Advancement	November 25, 2025
Penney, Samantha	Learning Design Manager	Online	January 21, 2026
Tweedy, Marlene	University Advisor	University Student Success & Advising	January 5, 2026
Wernert-Eighmy, Sean	Associate Provost for Student Success and Advising	University Student Success & Advising	January 14, 2026

ATHLETICS

Appointments

Name	Title	Department	Salary	Date
Kopacz, Theodore	Head Coach, Volleyball	Athletics-Volleyball	\$90,000	January 6, 2026

Separations

Name	Title	Department	Date
Kean, Justin	Asst Coach, Volleyball	Athletics-Volleyball	November 30, 2025
Overton, Jordan	Asst Coach, Football	Athletics-Football	January 12, 2026
Pritchard, Ashlee	Head Coach, Volleyball	Athletics-Volleyball	December 31, 2025

NON-EXEMPT PROFESSIONAL**Appointments**

Name	Title	Department	Rate	Date
Godard, Grant	International & Graduate Admissions Counselor	International & Graduate Admissions	\$20.52	November 22, 2025
Long, Wesley	Admissions Counselor	Undergraduate Admissions	\$20.52	December 6, 2025
Mendez, Lilliana	Admissions Counselor	Undergraduate Admissions	\$20.52	December 6, 2025
Mendoza, Mackenzie	Advancement Services Coordinator	ISU Foundation Operations	\$20.00	December 6, 2025

Promotions / Transfers

Name	Title	Department	Rate	Date
Holycross, Lori	Assistant Bursar - External Scholarships and Fee Waivers	Assoc VP University Controller	\$30.72	December 6, 2025
Hoopingarner, Traci	Assistant Bursar - Collections and Systems	Assoc VP University Controller	\$31.00	December 6, 2025
Shu, Ma Ka	Information Center Consultant	Office of Information Technology	\$20.17	December 6, 2025

Title Changes

Name	Title	Department	Date
Gorham, Jerri	Assistant Bursar - Billing and Accounts Receivable Operations	Assoc VP University Controller	December 6, 2025

Out-of-Class Pay

End

Name	Title	Department	Rate	Date
Green, Cierra	Senior Admissions Counselor	Undergraduate Admissions	\$22.50	December 20, 2025

Changes in Status / Pay Rate

Name	Title	Department	Rate	Date
Babel, Jarrod	Financial Services Coordinator	Foundation Financial Services	\$20.71	January 3, 2026
Dwyer, Teresa	Career Services Employer Relations Coordinator	Career Center	\$30.00	January 3, 2026
Gruenert, Madison	Academic Affairs Budget Manager	VP and Provost Office	\$24.43	November 22, 2025
Olson, Ryan	Asst Devel Officer Syc Ath Fu	Advancement	\$26.00	November 8, 2025
Rippy, Kandace	Residential Life Hall Coordinator	Residential Life Programming	\$18.71	November 8, 2025
Shrader, Megan	Library Events and Communications Specialist	Library Services	\$22.70	November 22, 2025

Separations

Name	Title	Department	Date
Koenig, Mary	Legal Project Manager	Office of General Counsel	January 9, 2026
Long, Wesley	Admissions Counselor	Undergraduate Admissions	December 19, 2025

ATHLETICS

Separations

Name	Title	Department	Date
Burke, Melissa	NCAA Compliance Asst Dir	Athletics-Administration	November 18, 2025
Hite, Kayleigh	Football Video Coordinator	Athletics-Football	January 5, 2026
Stitzle, Derek	Athletic Facilities/Operations Manager	Athletic Operations	January 5, 2026

NON-EXEMPT**Appointments**

Name	Title	Department	Rate	Date
Amerman, Ronald	Technical Services Assistant	Hulman Center	\$17.64	November 8, 2025
Bohannon, Sean	Police Officer	Public Safety Department	\$24.79	January 3, 2026
Bracken, Jessica	Custodian I	Custodians	\$13.52	November 22, 2025
Brashier, Laura	Registration and Records Coordinator	Office of the Registrar	\$17.64	November 22, 2025
Butler, Jaylan	Police Officer	Public Safety Department	\$24.79	January 3, 2026
Collins, Rebecca	Custodian I	Sycamore Housing	\$13.52	November 8, 2025
Hill, Bryce	Custodian II	Burford Housing	\$13.87	January 3, 2026
Kanavy, Jennifer	Chief of Police's Assistant	Public Safety Department	\$17.64	November 22, 2025
Otte, Jordan	Police Officer	Public Safety Department	\$24.79	January 3, 2026
Pupilli, Jeffrey	Police Officer	Public Safety Department	\$24.79	January 3, 2026
Randolph, Karen	Administrative Assistant II	Biology	\$16.39	December 6, 2025
Samiullah, Hamzah	Police Officer	Public Safety Department	\$24.79	January 3, 2026
Shaffer, Emily	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30	November 22, 2025
Smith, Samantha	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30	November 22, 2025
Strow, Lorie	Registration and Records Coordinator	Office of the Registrar	\$17.64	November 22, 2025
Walker, Sadie	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30	November 22, 2025
Weber, Michelle	Mail Services Assistant	Mail Room	\$14.56	January 3, 2026
Weyrauch, Kambridge	Facility Operations Assistant - Student Recreation Center	Student Rec Center	\$14.56	November 8, 2025
Yelich, Sarah	Early Childhood Assistant Teacher	Early Childhood Education Center	\$15.30	November 22, 2025

Promotions / Transfers

Name	Title	Department	Rate	Date
Bolinger, Misty	Early Childhood Education Center Teacher	Early Childhood Education Center	\$19.20	November 8, 2025

Cree, Connie	Reserves and Accounting Specialist	Library Services	\$20.38	November 22, 2025
Heath-Lynch, Caroline	Permanent Art Collection Registrar	Library Services	\$19.10	November 22, 2025
Martins, Gloria	Student Account Analyst	Assoc VP University Controller	\$24.07	December 6, 2025
Murray, Matthew	Custodial Supervisor	Custodians	\$17.30	December 20, 2025
Swick, Michelle	Dean's Assistant	Dean, College of Business	\$24.00	December 6, 2025

Title Changes

Name	Title	Department	Date
Hair, Linda	Bursar Operations Specialist - External Scholarships and Fee Waivers	Assoc VP University Controller	January 3, 2026

Changes in Status / Pay Rate

Name	Title	Department	Rate	Date
Barbour, Nathaniel	Police Officer	Public Safety Department	\$25.75	December 6, 2025
Gaunt, Vicki	Payroll Specialist	Budget & Payroll	\$24.69	January 3, 2026
Goodridge, Lester	Custodian I	Custodians	\$16.14	January 3, 2026
Griffie, Kenny	Utility Worker II	Utility	\$16.14	January 3, 2026
Hogue, Kara	Administrative Assistant I	School of Music	\$16.58	January 3, 2026
Ireland, Heather	Administrative Assistant III	Dean, College of Arts & Sciences	\$19.45	January 3, 2026
Nelson, Aimee	Library Accounting Associate	Library Services	\$20.95	January 3, 2026
Newhart, Kathy	Student Services Assistant III	School of Nursing	\$23.06	January 3, 2026
Nutter, Cathy	Administrative Assistant II	Aviation Technology	\$23.05	January 3, 2026
Parvin, Jacqueline	Administrative Assistant I	University Student Success & Advising	\$16.58	January 3, 2026
Robertson, David	Police Officer	Public Safety Department	\$25.75	December 6, 2025
Skaza, Lindsey	Budget Coordinator	School of Music	\$20.95	January 3, 2026
Snow, Ryker	Custodian I	Custodians	\$14.39	January 3, 2026
Williamson, Jourdan	Administrative Assistant III	Dean, College of Business	\$19.45	January 3, 2026
Wolf, Holly	Student Services Assistant III	Applied Medicine & Rehabilitation	\$19.45	January 3, 2026

Retirements

Name	Title	Department	Date
Cuffle, Bobby	Maintenance Supervisor	Maehling Terrace Univ Apartments	January 7, 2026
Wagley, Christopher	Senior Maintenance Mechanic	Sycamore Housing	January 7, 2026

Separations

Name	Title	Department	Date
Bailey, Samuel	Custodian I	Burford Housing	December 22, 2025
Brand, Brittany	Student Services Assistant III	IU School of Medicine-Terre Haute	December 12, 2025
Cook, Christopher	Custodian I	Custodians	January 6, 2026
McMillen, David	Refrigeration Mechanic	Mechanical Trades	January 15, 2026
Morgan, Rebecca	Custodian I	Custodians	February 6, 2026
Ogle, Meaghan	Admissions Processing Spec	Undergraduate Admissions	December 12, 2025
Strow, Lorie	Registration and Records Coordinator	Office of the Registrar	December 23, 2025
Walker, Sadie	Early Childhood Assistant Teacher	Early Childhood Education Center	December 15, 2025
Weyrauch, Kambridge	Facility Operations Assistant - Student Recreation Center	Student Rec Center	December 8, 2025
Yelich, Sarah	Early Childhood Assistant Teacher	Early Childhood Education Center	December 11, 2025

5g Grants and Contracts

SECTION IV
BOARD OF TRUSTEES MEETING
February 20, 2026

1. Academic Engagement Network, Fund No. 549634, Proposal 26-044
An agreement in the amount of \$3,000.00 has been received from Academic Engagement Network for the project entitled, "Bringing History to Life: A Puppet Based Learning Module on Jewish History, Culture, and Antisemitism," under the direction of Yong Joon Park, Department of Teaching and Learning, for the period November 1, 2025 through May 1, 2026.
2. Indiana University, Fund No. 549629, Proposal No. 25-078
A sub agreement under Department of Health and Human Services in the amount of \$126,137.00 has been received from Indiana University for the project entitled, "Area Health Education Centers Point of Service Maintenance and Enhancement," under the direction of Matthew Ford, Dean's Office – College of Health and Human Services, for the period September 1, 2025 through August 31, 2026.
3. American Heart Association, Fund No. 549633, Proposal 26-024
An agreement in the amount of \$200,000.00 has been received from American Heart Association for the project entitled, "Genetic and Genomic Analysis of Cardiogenic Processes Mediated by Castor, the Drosophila Ortholog of Mammalian CASZ1," under the direction of Shaad Ahmad, Department of Biology, for the period January 1, 2026 through December 31, 2027.
4. Lilly Endowment Inc., Fund No. 549635, Proposal 26-015
An agreement in the amount of \$147,100.00 has been received from Lilly Endowment Inc. for the project entitled, "Extending Teacher Creativity 2026: A Summer Workshop for Teacher Creativity Fellows," under the direction of Susan Powers, VP and Provost Office, for the period November 1, 2025 through September 30, 2026.
5. Community-Engaged Alliance, Fund No. 549636, Proposal No. 26-043
A sub agreement under AmeriCorps in the amount of \$2,000.00 has been received from Community-Engaged Alliance for the project entitled, "Martin Luther King Jr. Day of Service 2026," under the direction of Jessica Starr, Center for Community Engagement, for the period January 5, 2026 through January 26, 2026.
6. Indiana State Chapter of the Wildlife Society, Fund No. 549637, Proposal 26-052
An agreement in the amount of \$500.00 has been received from Indiana State Chapter of the Wildlife Society for the project entitled, "Midwest Fish and Wildlife Conference," under the direction of Jackson Kinder, Department of Biology, for the period December 10, 2025 through February 28, 2026.

7. Community-Engaged Alliance, Fund No. 549638, Proposal No. 26-045
An agreement in the amount of \$7,470.00 has been received from Community-Engaged Alliance for the project entitled, "A Hearing Conservation Program for Elementary Students," under the direction of Min Kyung Han, Department of Applied Clinical and Educational Sciences, for the period June 1, 2026 through November 30, 2027.
8. The University of South Florida, Fund No. 549628, Proposal No. 25-051
A sub agreement under National Science Foundation in the amount of \$9,560.00 has been received from The University of South Florida for the project entitled, "Artificial Intelligence and Questionable Research Practices in Academic Publishing: An Incubation Project," under the direction of Scott Sterling, Department of Languages, Literatures, and Linguistics, for the period November 15, 2025 through October 14, 2026.
9. Indiana Invasives Initiative, Fund No. 549554, Proposal 26-011
Additional appropriations in the amount of \$3,000.00 have been received from Indiana Invasives Initiative for the project entitled, "CISMA Outreach Reimbursement Program - Annual Plan for Jackson-Synder Nature Preserve - 2024," under the direction of Cayle Moreo, Institute for Community Sustainability, for the period January 1, 2024 through December 31, 2026.
10. Indiana Invasives Initiative, Fund No. 549554, Proposal 26-012
Additional appropriations in the amount of \$3,000.00 have been received from Indiana Invasives Initiative for the project entitled, "Weed Wrangle Indiana CISMA Reimbursement Program - Annual Plan for Jackson-Synder Nature Preserve - 2024," under the direction of Cayle Moreo, Institute for Community Sustainability, for the period January 1, 2024 through December 31, 2026.
11. Indiana Lions Speech and Hearing, Inc., Fund No. 549412, Proposal 26-048
Additional appropriations in the amount of \$3,000.00 have been received from Indiana Lions Speech and Hearing, Inc. for the project entitled, "Clinic Materials," under the direction of Vicki Hammen, Department of Applied Clinical and Educational Sciences, for the period January 1, 2021 through December 31, 2026.
12. Ukrainian History Global Initiative, Fund No. 549575, Proposal 26-047
Additional appropriations in the amount of \$5,000.00 have been received from Ukrainian History Global Initiative for the project entitled, "Ukrainian History Global Initiative Empire and Religion Capsule," under the direction of Barbara Skinner, Department of History for the period August 5, 2024 through July 31, 2027.

5h Agreements

Document Title	Type of Contract	Date Signed
North Montgomery CSC	School District Agreement	12/15/2025
MSD Lawrence Township	School District Agreement	12/16/2025
Seymour Community Schools	School District Agreement	12/16/2025
Madison Consolidated Schools	School District Agreement	12/15/2025
Alexandria Community School Corp	School District Agreement	12/16/2025
Cloverdale Community Schools	School District Agreement	12/17/2025
Mill Creek Commuity Schools	Speaker Agreement	12/17/2025
McLaren Greater Lansing	Clinical Affiliation	12/14/2025
Shoreline Ortho	Clinical Affiliation	12/16/2025
Danville D118	School District Agreement	12/19/2025
Mooresville Consolidated School Corp	School District Agreement	12/19/2025
Baptist Health Regional Hospital	Art Loan Agreement	12/19/2025
Nettle Creek Schools	School District Agreement	1/5/2026
North Knox School Corp	School District Agreement	1/5/2026
Martinsville IL CUSD C3	School District Agreement	1/5/2026
sandridge District 172	School District Agreement	1/9/2026
Lawrence County Memorial Hospital	Clinical Affiliation	1/8/2026
Concentra Health Services	Clinical Affiliation	1/8/2026
Richland Bean Blossom	School District Agreement	1/9/2026
South Putnam Comm School Corp	School District Agreement	1/12/2026
Little You Inc.	Clinical Affiliation	1/15/2026
Peak Performance Physical Therapy	Clinical Affiliation	1/15/2026
Jennings County School Corp	School District Agreement	1/16/2026
Bloom Pediatric Therapy	Clinical Affiliation	1/16/2026

5i Appointment of Nominating Committee by Board Chair

The Board of Trustees Nominating Committee will be appointed by the Board Chair to nominate a slate of officers for 2026-2027 for the Board's consideration. The slate will include nominees for the roles of chair, vice chair, secretary, and assistant secretary.

5j Board Representation at University Events

Events Requiring Board Representation

April 16, 2026	Faculty Recognition Banquet
May 8, 2026	Board of Trustees Meeting
May 9, 2026	Spring Commencement

Optional Events

April 12, 2026	Honors College Banquet
April 28, 2026	SAMY'S

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

5k In Memoriam

IN MEMORIAM: Mr. Charles Brown

WHEREAS, Mr. Charles Brown, retired Director of the African-American Cultural Center, died on the 11th of December two thousand and twenty-five; and

WHEREAS, Mr. Charles Brown had given loyal and devoted service to Indiana State University for 36 years and had gained the respect of students and colleagues who knew him;

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

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

IN MEMORIAM: Mr. Joseph Jones

WHEREAS, Mr. Joseph Jones, retired Senior Maintenance Mechanic in Burford Housing, died on the 4th day of December two thousand and twenty-five;

WHEREAS, Mr. Joseph Jones, had given loyal and devoted service to Indiana State University for 39 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. Rex Kendall

WHEREAS, Mr. Rex Kendall, Chief of Staff in the Office of the President, died on the 7th of January two thousand and twenty-six; and

WHEREAS, Mr. Rex Kendall had given loyal and devoted service to Indiana State University for 26 years and had gained the respect of students and colleagues who knew him;

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

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

IN MEMORIAM: Dr. Elizabeth Schilson

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

WHEREAS, Dr. Elizabeth Schilson, had given loyal and devoted service to Indiana State University for 15 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.