



Indiana State University

Board of Trustees Agenda Meeting Minutes

Friday, February 19, 2021

Virtual Meeting via Zoom

11:00 a.m.



Board of Trustees Agenda Meeting, February 19, 2021 - Minutes

MEETING AGENDA

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Call Meeting to Order
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The next meeting will be May 7, 2021

1 Call Meeting to Order -- Board Chair Jeff Taylor

Good morning and welcome to another virtual meeting of the Indiana State University Board of Trustees. We are conducting this meeting via Zoom under the public health emergency declared by Governor Eric Holcomb. Specifically executive order 20-09 as amended and extended. Governor I thank you for the opportunity to due this virtually but I will tell you this virtual meeting stuff is getting old. I very much miss the personal interaction with my fellow trustees and all of you on campus. I am going to be so bold as to hope this is the last such meeting. I know I will be there in May and I hope the rest of you can be as well.

With that being said another virtual roll call of all trustees. Please respond by saying present.

Roll Call:

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

With everyone present, Chairperson Taylor called the meeting to order at 11:03 a.m.

Report of the Faculty Senate Chairperson – Liz Brown

I will begin my remarks with a few words about Provost Mike Licari, followed by examples of how ISU faculty are engaged in work to address current enrollment and budget challenges.

Some of my long serving faculty senate colleagues tell me that Mike Licari is best provost we have ever had, the greatest advocate of shared governance of any provost. I don't know if this is true. I didn't become involved in faculty governance at the Faculty Senate Executive Committee level until 5 ½ years ago, the same time Mike Licari began as our provost. Thus, comparison to prior provosts cannot be supported by my personal observations.

I will say that although I have not always agreed with the decisions made by the Provost, I can say that I have found Provost Licari to be thoughtful, fair-minded, and willing to listen to and debate with faculty leadership. In my estimation, Provost Licari has been an excellent partner in the often hard, sometimes messy, yet ultimately valuable work of shared governance.

So, it is with sadness that I bid farewell to Provost Licari on this, his last day at ISU. Mike, thank you for your leadership and take my certainty, backed by my 5 ½ years of experience, that you will fare well at Austin Peay University.

With drops in enrollment due to the COVID-19 pandemic, we the faculty know that we are facing budget challenges. We are actively working to help solve some of those challenges.

For example, I have high hopes that you will see some changes coming to you all at your next meeting regarding summer compensation.

In addition, a transformation taskforce, jointly led by the Provost and former Faculty Senate Chair Chris MacDonald has been working this year on alternate modes of program delivery, different ways to schedule classes for working adults, and how to serve new constituencies of students across Indiana and beyond.

Finally, soon-to-be Interim Provost Chris Olsen and I are putting together a team consisting of nine additional faculty to engage in Academic Strategic Planning. We will analyze program costs and sustainability in order to creatively innovate for the ISU of the future. We will issue a report by early fall 2021 so that governance groups may review the questions and recommendations of the team.

We have seen examples at many institutions, that when they face budget challenges, shared governance devolves into unproductive fights between the faculty and the administration. This serves neither the administration nor the faculty well. I am proud of our faculty and our willingness to engage in the hard work of shared governance, putting self-interest aside and working collaboratively with the administration for the common good.

Report of the Staff Council Chairperson – Todd LaComba

Good morning everyone, recently as the Staff Council bid Provost Licari farewell, he brought up fond memories of events the Staff Council was involved in.....one such was the Welcome back Picnic where we have traditionally hosted a photo booth. While the photo booth is by no means the main part of the event, it is something I clearly have taken for granted and the Provost has helped remind all of us that the little touch points we do matter. As the vaccines begin to trickle down to members of the campus community, I am more and more hopeful for a return of events such as those to help bring our community closer once more. In the meantime, we have learned to adapt to the situation, and you will hear that in the tone of the remaining remarks.

Since the December meeting, the Public Relations committee of the Staff Council has been working on finding creative ways to engage with the staff while following CDC guidelines. Last month it was I Spy With My Sycamore Eye using 15 photos from around campus. Staff were invited to submit their guesses online and with 13 of 15 correct, Jessica Starr was our winner. The committee is finalizing their plans for a staff zoom bingo during a lunch hour in the near future. I wanted to publically thank them for their efforts. This is a group who has been accustomed to hosting a multitude of events annually and has taken the restrictions as an opportunity to get creative with engagement and it shows.

On the Staff Benefits side of things, we are working with the administration and hope to have something to present to you in the coming months in regards to distance fees as they apply to staff. Much more discussion is needed before I can share further.

Staff Relations continues to plan for listening sessions to more accurately determine the interests of the staff. This is one that is far more effective in person, but we will continue to have zoom sessions with various groups. These groups include affinities based on race, gender, culture, as well as those based on departments or other interests. Our goal is to ensure all staff have a voice and that all voices are heard. This is especially important as we head into election season. We feel strongly that our representation can and will be more diverse going forward due to our efforts.

Thank you!

Report given by the Student Government Association Vice President – Jocelyn Fluker

- Interviewed Gabrielle Yowell for the Director of Inclusive Excellence Position and she was approved by Senate!
- Along with our Chief of Staff, Antonio and I have started to draft a memo for the Symbols of Inclusiveness Project we started to discuss last semester.
- We will be getting with Dr. Curtis next week to not only discuss this project, but also the student concerns as usual.

Student Engagement

- We recently had our Black History Month Trivia Night on Wednesday and students were able to meet in person or via Zoom. Overall, it was a great turn out and we had some great prizes for the top five winners! It was also refreshing for students to learn Indiana State's Black History, as well history that isn't in your normal high school textbook.
- Student Engagement is starting to plan events for the month of march.

Other Events

- We will be hosting a Black History Month Movie Night tonight at 8pm. This will be in Dede I and will be featuring the movie Selma.
- We will also be creating a Black Lives Matter Video Pt. 2

Report of the Vice President of University Advancement and CEO of the ISU Foundation – Andrea Angel

Good morning trustees, President Curtis, colleagues and guests. I am honored to provide an update on the activity and results of the Division of University Advancement. Today I will share with you an update on the ISU endowment and invested assets, Give to Blue Day (which is right around the corner on March 3) and our fundraising progress year-to-date.

University Advancement partners with the GEMM group, a branch of Merrill Lynch, to oversee our investment portfolio. The Foundation has partnered with the GEMM group since December 2016 and our foundation board and, specifically the investment committee, are pleased with the strategies and performance of our managed assets. When we began using the GEMM group in December of 2016, the market value of invested assets was \$58.9 million. As of December 2020, the market value of the ISU endowment stands at \$87.7 million. We have seen a total return of 8.21% on our invested assets since Dec. 2016.

Give to Blue day is only 12 days away! On March 3, our third-annual day of giving will take place, inspiring joyful giving from Sycamores across the country and world. As announced during our virtual celebration of Founders Day, the donor goal for Give to Blue day is 2,700 donors. The advancement team has worked diligently to prepare for this day. To-date, 88 matches or challenges have been secured in advance to inspire giving on March 3. I thank those of you on this zoom including Trustees and campus partners that have committed to a match or challenge in advance of Give to Blue Day. Please join me in giving boldly on Wednesday, March 3!

Finally, on the performance front, I am pleased to report on our private giving results through January 2020, seven months of our fiscal year. \$15.9 million has been raised in private support through gifts of cash, cash pledges, gift-in-kind or planned giving. This amount reflects a 121% increase from the same 7-month period last year. Gifts have been made from 4,205 donors which is also an increase over last year's donor participation through the first seven months of the fiscal year.

Thank you for your time today and don't forget Give to Blue day on Wednesday, March 3!

Report of the University President – Deborah Curtis

- Good morning! It certainly has been a wintry week. One of the silver linings of the pandemic is that we can more readily switch to online classes and remote work in times when the weather precludes everyone from traveling to campus.
- While we mostly worked remotely at the beginning of the week, faculty, staff and students did return to face-to-face classes and in-office work on Wednesday.
- The severity of the temperatures added to this challenge.
- This return to work would not have been possible without the hard work of our facilities management staff.
- As you can see from these images, they worked tirelessly to keep our sidewalks clear, remove snow from parking lots and make our campus as safe as possible for pedestrians.
- Thank you so much to everyone in Facilities Management for all that you do every day, but especially during inclement weather.

Recognition of Mike Licari

- At this time I would like recognize Provost Mike Licari, who is attending his final ISU Board of Trustees' meeting on his last official day on campus.

Mike . . .

1. Came to ISU in July of 2015
2. He has managed a portfolio that includes
 - a. Academic Affairs
 - b. Enrollment Management
 - c. Marketing
 - d. Information Technology
 - e. Institutional research
 - f. Extended and Online Learning,
 - g. the University College
 - h. The College of Graduate and Professional Studies
 - i. Research and Sponsored Programs
 - j. The Honors College
 - k. Residential Life
 - l. Inclusive Excellence and
 - m. Title IX
 - n. Global Engagement
 - o. Student Success, and
 - p. Library Services
3. Hired 6 new deans
4. Reorganized and restructured several divisions since 2015
5. Off campus engagement

- a. Riley Children's Hospital Foundation Society
 - b. Rotary Club board
 - c. Rural Health Innovation Collaborative (RHIC) president and board member
 - d. Crossroads of America Boy Scout Council, Indiana
 - e. TH Symphony Orchestra, president and board
 - f. Band Boosters TH North High School
6. As a person he has been . . .
- a. A colleague
 - b. A mentor
 - c. A confidant
 - d. A counselor
 - e. A fixer, and most of all . . .
 - f. A friend

It was my distinct honor on February 2nd to award Mike with the Jones Medal in recognition of his distinguished service to Indiana State University.

Your ISU family wishes you the very best as you and Kirsten embark on this next great professional and family adventure.

Indiana State University is a better place because you were here.....

- Mike, would you like to say a few words?

[Comments from Mike Licari]

DR. CURTIS:

- Thank you, Mike. We wish you all the best in your new role as President of Austin Peay State University.

Introduction of Chris Olsen

- I am pleased to introduce Dr. Chris Olsen as our interim provost and vice president for academic affairs.
- Dr. Olsen earned his Ph.D. in U.S. history from the University of Florida, a master's in U.S. history from the University of Nebraska, and a bachelor's in history from North Dakota State University.
- He has been on the faculty of Indiana State since 1999.
- He served as chair of the Department of History from 2002 to 2016 and has led the College of Arts and Sciences as dean since 2016.
- An accomplished scholar and administrator, Dr. Olsen is dedicated to ISU's mission and will serve us well in this role.

- I am looking forward to working with him as we launch our new strategic plan and position our University for even greater success ahead.
- I will now turn it over to Dr. Olsen to say a few words and allow him to introduce our interim dean of the College of Arts and Sciences.

[COMMENTS FROM CHRIS, INTRODUCTION OF BASSAM YOUSIF]

DR CURTIS: Thank you, Dr. Olsen and Dr. Yousif

Recognition of Mary Howard-Hamilton

- I would also like to lift up another member of our University community who has received national recognition.
- Dr. Mary Howard-Hamilton serves as chair of the Department of Educational Leadership and Coffman Distinguished Research Professor in the Bayh College of Education.
- She is the 2021 recipient of the George D. Kuh Outstanding Contribution to Literature and/or Research Award from NASPA, the professional association for Student Affairs Administrators in Higher Education.
- The award honors an individual who has demonstrated a lifetime commitment to research and scholarship related to higher education.
- Dr. Howard-Hamilton has published more than 100 articles and book chapters and is a frequent presenter at national conferences.
- Congratulations, Dr. Howard-Hamilton, on this well-deserved honor.

State Government Update

- The Indiana General Assembly is nearing the midway point of this legislative, budget-writing session.
- I had the opportunity to present ISU's budget request to the Indiana Commission for Higher Education last September, and to the State Budget Committee in November.
- We have had follow-up meetings and communication with legislators throughout December, January, and this month.
- At this juncture, as the state is in the midst of the continued challenges of the COVID 19 pandemic, the Commission's recommendation, Governor Holcomb's proposal, and the House approved budget bill include the restoration of the 7% reserve to higher education as well as a 2% increase over the biennium.
- As the additional funding supports the state's higher education performance funding formula, ISU's improved performance on student success metrics puts us in a strong position at this time.

- We are so grateful for our state leaders and their commitment to public higher education.
- We still have a ways to go before a final budget is passed and we will continue to work hard to advance the interests of the University.

Report from the Council on Inclusive Excellence

- As is required by Indiana law, the President's Council on Inclusive Excellence is charged with studying various issues related to diversity and inclusive excellence and providing an annual report of their findings and recommendations to the Indiana State University Board of Trustees.
- I would now like to call upon Dr. Rana Johnson, Associate Vice President for Inclusive Excellence and Strategic Initiatives, to provide this report.

The report may be viewed at:

<https://www.indstate.edu/sites/default/files/media/equal-opportunity/inclusive-excellence-12th-report-final4.pdf>

Question and Answers for Rana

DR. CURTIS: Thank you, Dr. Johnson, and please extend my appreciation to the Council for their ongoing work.

- Across campus, our faculty, staff and students have approached the pandemic with a great deal of hard work and creativity.
- The result has been a unique learning experience that exemplifies the can-do attitude of Sycamores.
- We want to express huge thanks to Dr. AJ Hobson for her presentation this morning on the many ways in which the Division of Student Affairs has helped us navigate the pandemic.
- In this report, I would like to highlight a few other examples from across campus.
- First, I would like to lift up the work of one of our Ph.D. candidates, Polina Kaniuka, and Dr. Zachariah Mathew, the associate director for the Center for Global Engagement.
- They partnered with United Campus Ministries to address food insecurity among our international student population during the pandemic.
- United Campus Ministries has operated a food pantry serving all of the local higher education institutions for several years.

- Due to restrictions related to the pandemic, United Campus Ministries had to close their facility.
- At that point, Rev. Dawn Black and UCM Board President Betsy Hine reached out to Indiana State's Center for Global Engagement to see how they could partner in continuing the mission of the UCM food pantry while complying with COVID regulations.
- Polina and Dr. Mathew worked with Rev. Black and others to address the issue.
- Utilizing online survey tools, they developed an online order form that included all items available at the pantry.
- The link was distributed to all students who remained in the local community after the University switched to online course delivery.
- Each Wednesday, the group of volunteers boxed a week's worth of the requested items, labeled it and prepared it for socially distanced curbside pickup.
- Vegetables and spices, popular with many international students and grown at the ISU community garden, were also included.
- Striving to meet the dietary needs and desires of our international students, United Campus Ministries began including more ethnic food items as well as gift cards from local ethnic restaurants and food stores that had been donated.
- They also utilized grants and other donations to assist our students with critical financial needs created by the lack of jobs during the pandemic including overdue rent, medical bills, utilities and even tuition.
- In addition, our good friends at Sodexo provided tremendous assistance by donating a large amount of food to the pantry.
- Polina and Dr. Mathew also used this experience to explore how other universities were working to assist international students.
- Their research, along with their ISU experience, led to an article they collaborated on being published in the Fall 2020 Edition of *The Global Impact Exchange* which focused on inclusion and belonging in times of global crisis.
- I would like to congratulate both of them on their commitment to community service, their scholarly work, and on the caring impact they made through this wonderful partnership with United Campus Ministries.
- Thank you to everyone who was involved in helping our students during this challenging time.
- The second highlight focuses on the work of Kellen Norris, our director of Sports Medicine and Performance.

- Let me start by thanking Dr. Caroline Mallory, Dean of the College of Health and Human Services.
- According to Athletics Director Sherard Clinkscales, Dean Mallory's decision to hire Kellen into this position has enabled our student athletes to make significant strides in athletic performance.
- Kellen, who came to us from the Indianapolis Colts, has led our efforts to protect our student athletes during the pandemic.
- His work has also informed the entire university's efforts to maintain an environment that is as safe as possible.
- Here on campus, we are all aware of his painstaking attention to detail and intense research work that informed our actions.
- His impact has been felt far beyond our campus, however. Let me quote Greg Walter, the associate commissioner of the Missouri Valley Conference, who has overseen the league's COVID-19 response:
 - **QUOTE:** The MVC membership and staff have worked tirelessly since last spring to ensure a safe return to practice and competition for our student-athletes.
 - Simply put, no one in our membership has contributed more to that effort than Kellen Norris.
 - Kellen has been an invaluable resource to the MVC's COVID-19 Working Group, athletic trainers group, our staff, and me personally.
 - The best parts of our league's COVID response all have Kellen's fingerprints on them. When we needed a way to contact trace effectively for basketball, Kellen's proactivity and NFL contacts were instrumental in finding a league-level solution with a company that provides proximity monitoring technology.
 - These smart tags are now being used by most of the high-major basketball leagues and will be used throughout the NCAA Men's and Women's Basketball Tournaments.
 - Thanks to Kellen, and support from Sherard Clinkscales and Angie Lansing, the MVC was ahead of the curve as only the second conference to utilize this technology.
 - **He went on to say:** "This work is typical of Kellen's contributions throughout the last year. When we had testing supply chain challenges last fall, Kellen's contacts helped us find a cost-effective solution.
 - When I've needed advice or a sounding board about anything COVID-related, Kellen has been on my short list of people to call.

- He is knowledgeable, pragmatic, and deeply committed to the safety and well-being of all of our scholar-athletes, and I consider us incredibly lucky to have him in The Valley. [END QUOTE.](#)
- Thank you, Kellen for your impressive work and for all that you do for our student-athletes and our university.
- My last highlight on the COVID-19 front involves the School of Music.
- Dr. Kurt Fowler, professor of music, found an innovative way to provide the university's alma mater for our virtual winter commencement ceremony this past weekend.
- Dr. Fowler used recordings from 14 Indiana State University students in 14 different places at 14 different times.
- He recorded a ***click track*** of the alma mater on piano.
- The ***click track*** is literally a clicker that establishes the tempo for the students.
- The students were given explicit instructions on how to record their part of the four-part alma mater including information on when to breathe, how long to hold notes, etc.
- Dr. Fowler then took the 14 recordings and combined them into one piece which involved a number of hours of editing utilizing specialized software.
- Here is the final product featuring our first virtual choir performance.

[Playing of Alma Mater recording]

- Thank you to Dr. Fowler and these wonderful students for taking the time to provide this great addition to our virtual commencement.
- Before I close, I want to take a moment to thank Dr. Tiffany Reed, Director of the Charles E. Brown African-American Cultural Center, and the Black History Month Committee for the robust collection of Black History Month Celebration Events.
- I have thoroughly enjoyed participating in several of these events over the past weeks.
- We express enormous appreciation to our colleagues who planned and facilitated these events with our students and campus community.
- Our students who presented during many of these events are amazing. They are truly inspirational.
- There in one more week of events, and I encourage everyone to join in this celebration with us.

- In closing, let me add that we remain cautiously optimistic that we will be able to have a face-to-face commencement experience in May for our graduates from last year and this spring of 2021.
- Obviously, it will look a little different than what is pictured here.
- We are currently working out the logistics to have multiple commencement ceremonies to celebrate our students' achievements while maintaining a safe environment.
- More details will be announced in the coming weeks.
- And lastly, we had anticipated the possibility of bringing the 21-22 Academic Year Calendar which the Board of Trustees approved in May 2019 back to the Board for modifications due to the pandemic.
- However, I am pleased to report that after seeing how the vaccination process is progressing, as well as our success in handling face-to-face classes both last fall and this spring, we are now planning for a regular academic schedule for the 21-22 Academic Year as approved prior to the pandemic.
- We are very excited to be at this point and are looking forward to returning to some sense of normalcy for the coming academic year.
- Mister Chairman, this concludes my report.

Report of the Board Chairperson – Jeff Taylor

Thank you Dr. Curtis. Thank you for those remarks, and thank you for all you do. I continue to believe that there has never been a more difficult time to be a university president, so thank you for your diligence.

As for my remarks, I will begin by demonstrating a keen grasp of the obvious and publically note that Indiana State University remains open and conducting on-campus instruction as it has for this full 2020-21 academic year. Not every university can say that and the fact that we can is owing to the perseverance, creativity, resilience and downright hard work of our ISU family. On behalf of all the trustees, I want to extend another deep and sincere thanks to the administration, the faculty, the staff and students of ISU. It is your careful planning and execution of all our mitigation protocols that has allowed us not only to stay open but to currently maintain incredibly low infection numbers on and off campus. Thank you all for this incredible work. To be sure on-campus instruction and campus life is not yet what any of us wish for. It is limited in scope and personal contact and not a lot of fun. Nevertheless, for those students persevering these lean campus days, you are getting another academic year closer to the goal of graduation. This dedication will serve you well from this day forward. Special thanks to you for your compliance with COVID mitigation and your determination to continue your academic progress. If you read the news today on the COVID front there is room for some optimism. However, there is no room for complacency at least at this point. So, be optimistic, but do not get complacent, because this thing is not yet over.

Finally, on behalf of all the trustees, a heartfelt thanks and best wishes to Mike Licari who is leaving ISU for the presidency at Austin Peay University. It is interesting, Mike that your predecessor Biff Williams left for the Presidency of Dixie State University in St. George, UT. Speaks well for this university and the possibilities of this job for which I think that there will be a lot of applicants. Mike, we are sorry to see you leave, but could not be more delighted to see you get this great opportunity. Though you are physically departing, you will forever be part of the ISU family. Once again, COVID prevents us from feeding you with a proper sendoff of Bacchanalia and Gluttony, but maybe we will get a chance someday. Best of luck to you and your family.

Now on to our agenda.

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

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

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

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

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

Trustees absent: None

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

Motion made by: Randy Minas
Motion seconded by: Kim Smith

Roll Call Vote:

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

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

Effective for the Fall Semester 2021 unless otherwise stated

Course Specific Fees

Change in Course Fees (Effective Fall 2021)

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

New Course Fees (Effective Fall 2021)

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

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

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

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

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

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

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

Motion made by: Casey Phillips
Motion seconded by: Randy Minas

Roll Call Vote:

- Kathleen Cabello, yes
- Robert Casey, yes
- Tanya McKinzie, yes
- Randall Minas, yes
- Edward Pease, yes

Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

3c1 Proposed Modifications to Policy 665 Indiana State University Naming

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

Proposed Modifications.

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

665.1 Purpose

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

665.2 Authority to Name

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

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

665.3 University Naming Approval Criteria

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

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

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

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

665.4 Criteria for Removal of an Approved Name.

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

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

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

665.5 Benefactor Naming Requirements and Funding Levels

665.5.1 Benefactor Naming Requirements.

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

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

665.5.2 Benefactor Naming Levels.

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

665.5.2.1 Faculty Awards Dean's Endowed Chair.

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

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

665.5.2.2 Endowed Chair or Director.

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

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

665.5.2.3 Endowed Professorships.

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

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

665.5.2.4 Endowed Visiting Professorship.

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

Minimum Endowment Gift: \$500,000

665.5.2.5 Endowed Emerging Faculty Award.

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

Minimum Endowment Gift: \$250,000

665.5.2.6 Endowed Lectureship.

Provides income for distinguished lectures to be brought to campus.

Minimum Endowment Gift: \$100,000

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

Minimum Endowment Gift: \$100,000

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

665.6 Facilities and Programs

665.6.1 Entire new buildings.

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

665.6.2 Portions of New Buildings.

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

665.6.3 Unnamed Existing Buildings or Portions of Buildings.

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

665.6.4 Named Colleges, Schools, Centers and Institutes.

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

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

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

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

665.7 Non-Benefactor Naming Requirements.

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

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

665.8 Final Approval for Named Facilities.

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

665.9 Final Approval for Named Endowed Funds.

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

665.10 Short-Term Naming of Physical Spaces.

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

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

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

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

665.11 Naming Policy Administration.

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

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

Motion made by: Ed Pease

Motion seconded by: Kim Smith

Roll Call Vote:

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

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

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

Current Language of Policy 920 Equal Opportunity and Affirmative Action.

920.1 Purpose

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

920.2 Equal Employment Opportunity Statement

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

920.3 Non-Discrimination

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

All complaints of discrimination should be directed to:

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

920.4 Affirmative Action Statement

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

920.5 Equal Employment Opportunity/Affirmative Action Clause

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

920.6 Communication

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

Proposed Language:

920.1 Purpose.

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

920.2 Equal Opportunity.

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

920.3 Non-Discrimination and Anti-Harassment.

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

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

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

920.4 Affirmative Action in Employment.

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

920.5 Equal Employment Opportunity/Affirmative Action Clause.

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

920.6 Responsibility for Implementation of Policy.

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

Recommendation:

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

Motion made by: Ed Pease

Motion seconded by: Robert Casey

Roll Call Vote:

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

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

Rationale:

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

Proposed Modifications:

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

Policy 921 ~~Americans With Disabilities~~ Disability Accommodation

921.1 Policy

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

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

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

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

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

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

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

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

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

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

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

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

Students

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

Employees

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

921.7 Appeals of Accommodations Decisions.

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

Students

University College
207 Normal Hall
Indiana State University

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

Employees

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

921.8 Reports of Discrimination

Reports of disability discrimination should be directed to:

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

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

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

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

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

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

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

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

Trustee Jeff Taylor suggested that Items 3d, 3e, 3f and 3g be approved all together.

Motion made by: Randy Minas

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

3e Naming of the Linda Eldred Student Leadership Center

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

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

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

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

Trustee Jeff Taylor suggested that Items 3d, 3e, 3f and 3g be approved all together.

Motion made by: Randy Minas

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

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

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

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

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

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

Trustee Jeff Taylor suggested that Items 3d, 3e, 3f and 3g be approved all together.

Motion made by: Randy Minas

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

3g Naming of the McKee Family Heritage Lounge

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

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

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

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

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

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

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

Trustee Jeff Taylor suggested that Items 3d, 3e, 3f and 3g be approved all together.

Motion made by: Randy Minas

Motion seconded by: Kathy Cabello

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Tanya McKinzie, yes

Randall Minas, yes

Edward Pease, yes

Casey Phillips, yes

Cynthia Powers, yes

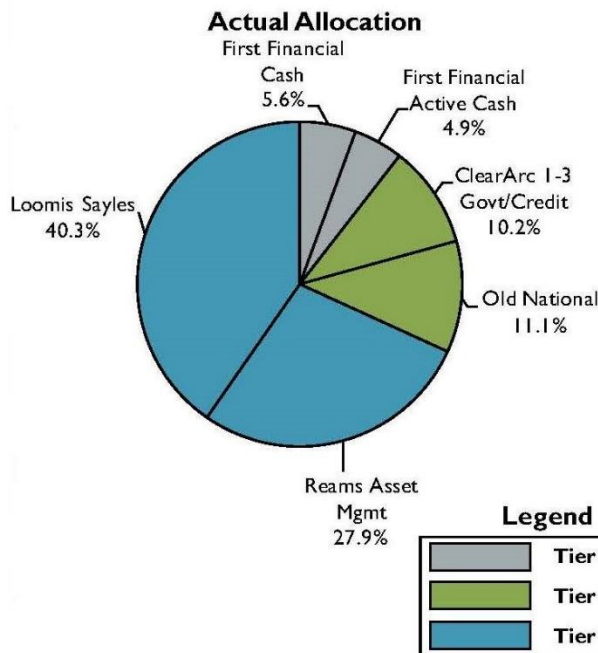
Kimberly Smith, yes

Jeff Taylor, yes

4a University Investments

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

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



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

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

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED DECEMBER 31, 2020

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

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

FISCAL YEAR TO DATE ENDED DECEMBER 31, 2020

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

INVESTMENT MANAGER RETURNS

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

Returns for Periods Ended December 31, 2020

Inception Date: October 1, 2010

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

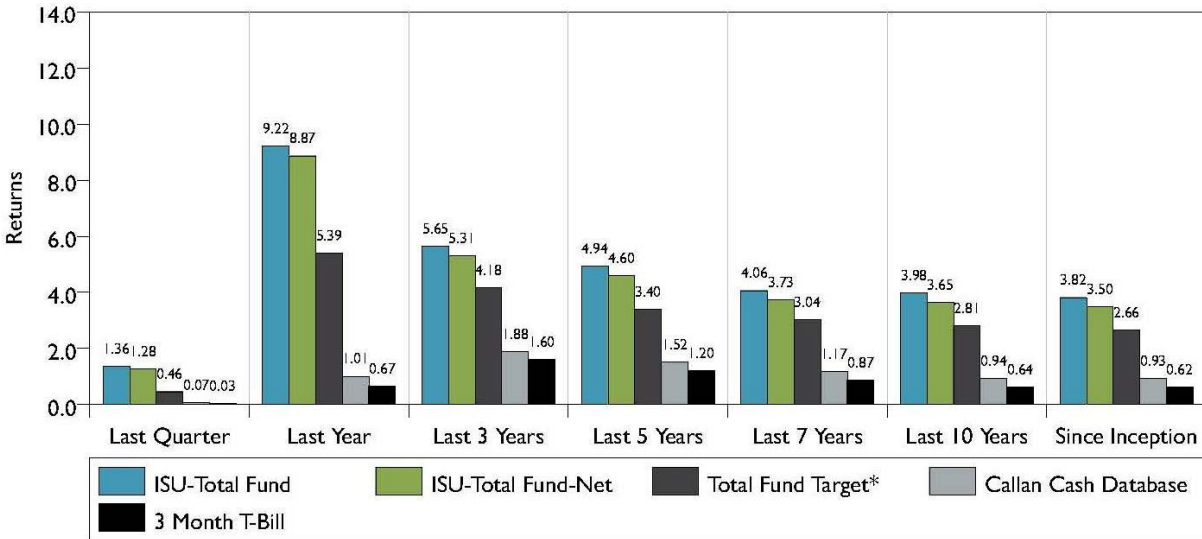
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED DECEMBER 31, 2020

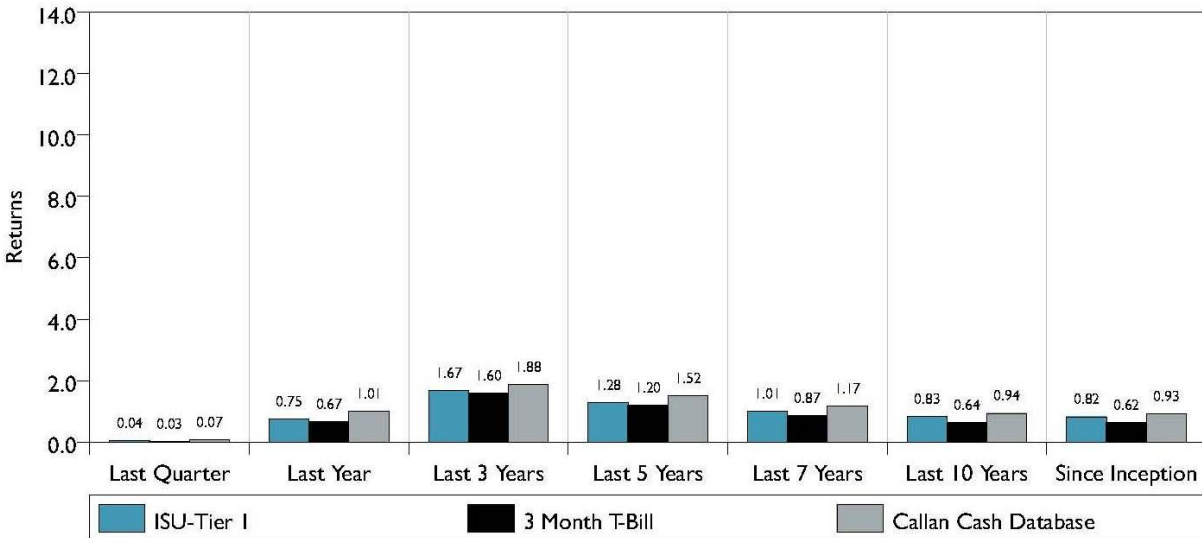
Total Fund Performance

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

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



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

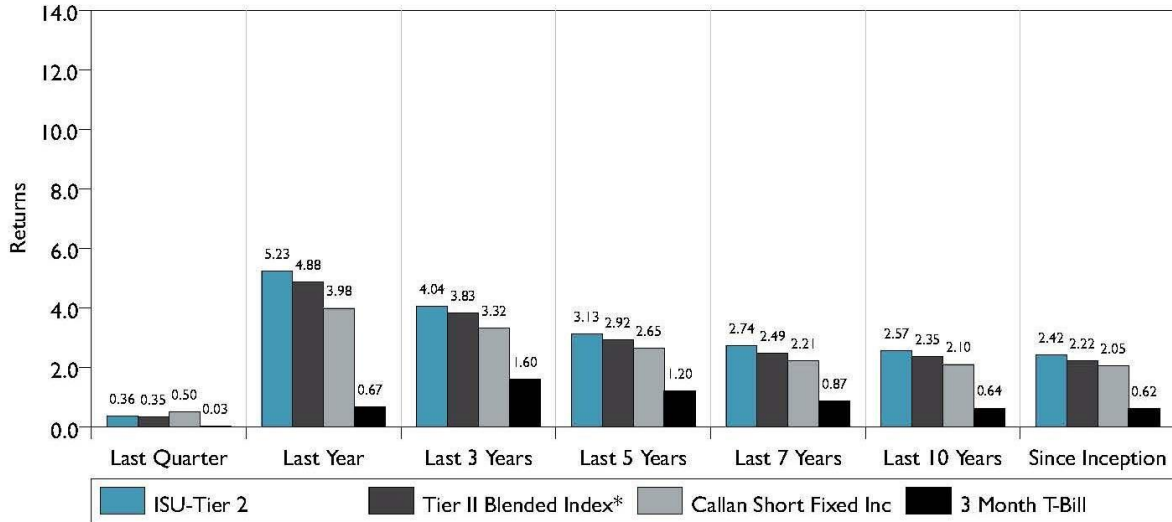


RETURN SUMMARY PERIOD ENDED DECEMBER 31, 2020

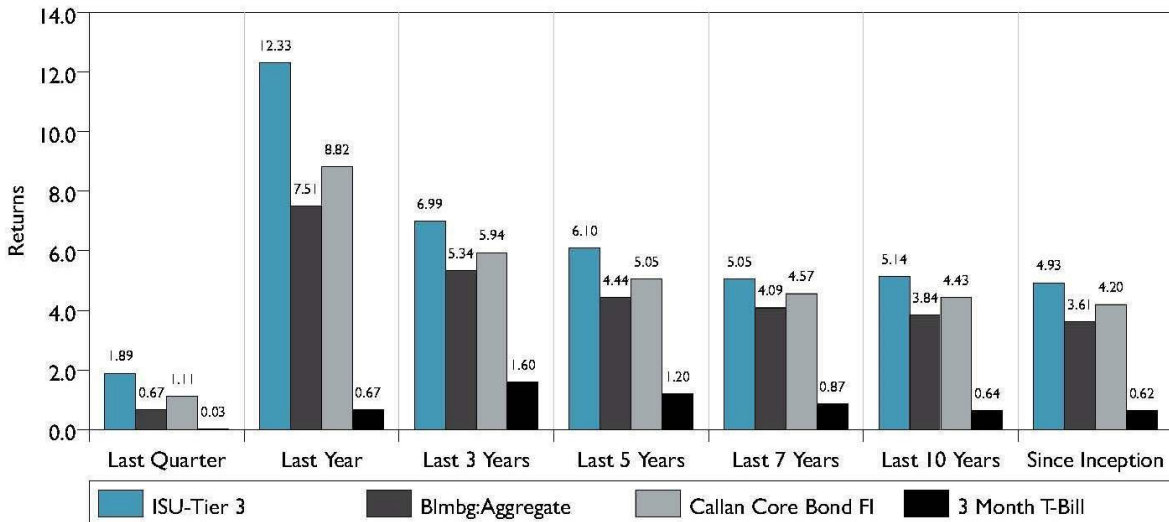
Total Fund Performance

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

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



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



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

4b Financial Report

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

Revenues

State Appropriations

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

Student Tuition

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

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

Other Fees and Charges

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

Other Income and Transfers

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

Encumbrances and Carryforward

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

Expenses

Compensation

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

Departmental Expenses

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

Utilities and Related Expenses

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

Equipment and Other Capital

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

Student Scholarship and Fee Remissions

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

Academic Debt Service

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

Budgeted Reserve

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

Transfers Out and Program Fees

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

Reserve for State Appropriation

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

4c Purchasing Report

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

Purchases Over \$50,000

Lowest Bid To Meet Specifications

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

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

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

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

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

4f Faculty Personnel

FACULTY

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

(Effective August 1, 2020 unless otherwise noted)

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

Change of Status and/or Pay Rate

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

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

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

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

Leave of Absence with Pay – Spring 2021

Ryan Donlan; Associate Professor, Department of Educational Leadership.

Retirements

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

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

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

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

Emeriti

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

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

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

Separations

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

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

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

4f Other Personnel

NON-EXEMPT Appointments

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

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

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

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

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

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

Change in Status and/or Pay Rate Promotion

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

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

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

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

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

Transfers

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

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

Reclassification

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

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

Other

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

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

Retirements

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

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

Separations

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

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

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

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

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

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

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

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

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

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

Others

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

NON-EXEMPT PROFESSIONAL

Appointments

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

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

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

Separations

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

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

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

Change in Status and/or Pay Rate Promotion/Transfer

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

ATHLETICS

Reclassifications/Title Changes

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

EXEMPT

Appointments

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

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

Temporary Appointments

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

Change in Status and/or Pay Rate
Others

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

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

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

Promotion/Transfers

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

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

Reclassifications/Title Changes

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

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

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

Retirements

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

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

Separations

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

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

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

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

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

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

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

Stipend

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

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

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

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

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

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

ATHLETICS

Appointments

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

Renewals

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reclassifications/Title Changes

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

Stipend

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

4g Grants and Contracts

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

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

4h Agreements

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

4i Board Representation at University Events

Events Requiring Board Representation

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

Optional Events

March 3, 2021 Give to Blue Day

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

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

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

4j In Memoriam

IN MEMORIAM: Mr. Larry Craft

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

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

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

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

IN MEMORIAM: Mrs. Patricia White

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

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

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

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

IN MEMORIAM: Dr. David Watkins

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

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

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

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

IN MEMORIAM: Ms. Deborah Barnhart

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

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

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

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

IN MEMORIAM: Mr. John Keegan

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

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

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

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

IN MEMORIAM: Mr. Richard Faulkner

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

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

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

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

IN MEMORIAM: Mr. James Buck

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

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

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

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

IN MEMORIAM: Dr. William Dando

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

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

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

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

N MEMORIAM: Mr. Floyd Cheesman

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

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

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

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

IN MEMORIAM: Mr. Charles Marsolf

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

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

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

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

IN MEMORIAM: Mr. Harley Denny

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

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

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

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

IN MEMORIAM: Mr. Joseph Thomas

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

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

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

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

IN MEMORIAM: Mr. O. Gene Norman

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

WHEREAS, Mr. O. Gene Norman had given loyal and devoted service to Indiana State University for forty years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

5 Old Business

No old business to report.

6 Adjournment

The Indiana State University Board of Trustees adjourned at 12:28 p.m.