

Indiana State University
Board of Trustees
Schedule of Activities
February 19, 2016

Friday, February 19, 2016

- 8:00 a.m. Breakfast, Heritage Lounge, Tirey Hall
- 9:00 a.m. Finance Committee, State Room, Tirey Hall
- 10:30 a.m. Seminar 1: Department Success Plans (Mike Licari), State Room, Tirey Hall
- 11:30 a.m. Lunch with Students, Heritage Lounge, Tirey Hall
- 1:00 p.m. Executive Session, State Room, Tirey Hall
- 2:00 p.m. Seminar 2: Strategic Plan Update (Dan Bradley and Mike Licari),
State Room, Tirey Hall
- 2:45 p.m. Break
- 3:00 p.m. Agenda Meeting, State Room, Tirey Hall

AGENDA
Friday, February 19, 2016, 3:00 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

1. Agenda

2. Schedule

3. Call to Order

4. Remarks

Faculty Senate Chairperson (Dr. MacDonald)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Mr. Cheeks)
President of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
Chairperson of the ISU Board of Trustees (Mr. Campbell)

5. New Business Items

5a For Passage, Approval of the December 11, 2015 Meeting Minutes (Mr. Campbell)

5b Finance Committee Report (Mr. Taylor)

5b1 [For Passage, Proposed New Academic Laboratory/Course Specific Fees Effective for Fall Semester 2016 \(Ms. McKee/Dr. Licari\)](#)

5b2 [For Passage, Proposed New Program Specific Fees Effective for the Summer Semester 2016 \(Ms. McKee/Dr. Licari\)](#)

5b3 [For Passage, Flight Academy Flight Fees \(Ms. McKee/Dr. Licari\)](#)

5b4 [For Passage, Academic Fee/Refund Model for MBA in Educational Leadership \(MBA-EL\)\(Ms. McKee/Dr. Licari\)](#)

5b5 [For Passage, Parking Violation Fees \(Ms. McKee\)](#)

5b6 [For Passage, Reimbursement of Expenditures for Expansion/Renovation of College of Health and Human Services Facility \(Ms. McKee\)](#)

5c [For Passage, Revision of Section 305.1.6 \(Dr. Licari\)](#)

5d [For Passage, Addition of Section 305.11.2.7 to Consider Previous Years' Experience for Promotion to Senior Instructor \(Dr. Licari\)](#)

5e For Passage, Modifications to the Bylaws of the Faculty Constitution and Section 350 Faculty Disciplinary Procedures (Dr. Licari) – NOTE: Item removed from agenda.

5f [For Passage, Modification to Section 310.1.4.3 to Match Previously Approved Study Week Policy in the Catalog \(Dr. Licari\)](#)

5g [For Passage, New Program – Virtual Instruction Certificate \(Dr. Licari\)](#)

5h [For Passage, Modifications to Staff Council Bylaws Handbook Policy 255 \(Ms. McKee\)](#)

6. Items for the Information of the Trustees

6a [University Investments](#)

6b [Financial Report](#)

6c [Purchasing Report](#)

6d [Vendor Report](#)

6e [Faculty Personnel](#)

6f [Other Personnel](#)

6g [Grants and Contracts](#)

6h [Agreements](#)

6i [Board Representation at University Events](#)

6j [In Memoriam](#)

7. Old Business

8. Adjournment

**The next meeting of the Board of Trustees will take place on campus Friday, May 6, 2016.
Commencement will take place on Saturday, May 7, 2016.**

AGENDA
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Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

3 Call to Order

4 Remarks

Faculty Senate Chairperson (Dr. MacDonald)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Mr. Cheeks)
President of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
President of the ISU Board of Trustees (Mr. Campbell)

5 New Business Action Items

5a Approval of the Minutes of the December 11, 2015 Meeting and Executive Session

The Indiana State University Board of Trustees met in Executive Session at 11:00 a.m. on Friday, December 11, 2015 in the Heritage Lounge, Tirey Hall.

Trustees present: Mr. Baesler, Mrs. Cabello, Mr. Campbell, Ms. Gravelly, Mr. Minas, Mr. Pease, Mrs. Smith, and Mr. Taylor.

Trustees absent: Ms. Bell

5-14-1.5-6.1 (b) (2) (B) Litigation
5-14-1.5-6.1 (b) (2) (D) Purchase or Lease of Real Property
5-14-1.5-6.1 (b) (6) Personnel

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.

Recommendation: Approval of Board Minutes and Certification of Executive Session.

5b Finance Committee Report

5b1 Proposed New Academic Laboratory / Course Specific Fees¹ Effective for the Fall Semester 2016

College Departments	Rationale and Recommendation
College of Arts and Sciences Art and Design	To cover consumable art supplies including such things as paint, paper, markers, brushes, and clay per semester. Recommended Change in Existing Fee: ARTE 290, ARTE 391, ARTE 392, ARTE 491 course fee from \$12 to \$15 per course
College of Arts and Sciences Art and Design	To cover bus transportation to and from Indianapolis Museum of Art via Turner Coach for experiential learning component and curator tour. Recommended New Course Fees: ARTH 479, ARTH 579B, ARTH 371, ARTH 579C course fee of \$30 per course
College of Arts and Sciences Art and Design	To cover toner, other supplies for printer/plotter, paper for printer, reference books, mat board/specialty boards & paper/vinyl, Xacto knives, Xacto replacement blades, flash drives, large envelopes for design work and specialty software. Recommended Change in Existing Fee: ARTD 600K course fee from \$12 per credit hour to \$15 per credit hour.
College of Health and Human Services Applied Health Science	To eliminate existing fee. Recommended Change in Existing Fee : AHS 821, AHS 822 course fee from \$200 to \$00 per course
College of Health and Human Services Kinesiology, Recreation, and Sport	To eliminate existing fee.

	<p>Recommended Change in Existing Fee : PE 101L course fee of \$10 to \$00 per course</p>
<p>College of Health and Human Services Kinesiology, Recreation, and Sport</p>	<p>To cover replacement of equipment (i.e. all sorts & sizes of balls, pennies, racquets, jump-ropes, nets, etc.). Refurbish capital equipment (6-year cycle, treadmills, weight benches, dumb-bells, standards, etc.).</p> <p>Recommended New Course Fee: PE 101 course fee of \$10 per course</p>
<p>College of Health and Human Services Applied Health Science</p>	<p>To cover jump drives for students and mileage for travel to visit internship sites.</p> <p>Recommended Change in Existing Fee: AHS 449 from \$25 per course to \$15 per course.</p>

¹Laboratory/course specific fees are assessed only in conjunction with courses 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 2016.

5b2 Proposed New Program Specific Fees¹ Effective for the Summer Semester 2016

College Departments	Rationale and Recommendation
<p>College of Health and Human Services Applied Medicine and Rehabilitation</p>	<p>To supplement the facilitation of the Doctor of Athletic Training program. The fee will be used for consultant fees, student development, consumable items, capital equipment, safety and calibration inspection, cadavers, and program development.</p> <p>Recommended New Program Fee: ATTR 712, ATTR 755, ATTR 756, ATTR 855, ATTR 856, ATTR 875 program fee of \$250 per semester, tied to courses listed, effective with the Summer 16 semester.</p>
<p>College of Health and Human Services</p>	<p>To supplement the facilitation of the Masters in Science in Athletic Training program. The fee will be used for consultant fees, student</p>

Applied Medicine and Rehabilitation	<p>development, consumable items, capital equipment, safety and calibration inspection, cadavers, and program development.</p> <p>Recommended New Program Fee: ATTR 601,ATTR 602, ATTR 603, ATTR604, ATTR 605, ATTR 612L program fee of \$500 per semester, tied to courses listed, effective with the Summer 16 semester.</p>
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¹Laboratory/course specific fees are assessed only in conjunction with courses 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 Specific Fees, effective for the summer semester of 2016.

5b3 Flight Academy Flight Fees

Indiana State University's Flight Academy will be in its fourth year of operation starting in the Fall 2016 semester. Operational expenses are primarily funded by flight fee income realized through the assessment of flight fees. These fees are non-refundable unless (1) the student drops the respective course for the certification being pursued, or (2) the student completely withdraws from the University. Under these circumstances, unused flight fee income will be refunded as determined by the flying time that was logged. Extenuating circumstances can exist, as may be determined by the Chairperson of the Aviation Department, that would allow a student to pay hourly flight fee rates based on aircraft type. An example of an extenuating circumstance would be when a student would need to fly more hours, than provided by the semester rate, for the purpose of correcting deficiencies.

The fees for the mandatory certificates as required by our four year B.S. degree program (Private Pilot, Instrument, Commercial, and Multi-Engine) reflect an overall increase in flight fees of 2.1%. Adjustments to flight fee rates effective with Fall semester 2016 are necessary due to three factors facing the Flight Academy. First, the electronic system used to record and track student progress, financial records, and aircraft maintenance, does not meet the requirements to maintain our part 141 certification as mandated by the FAA. Second, the response to the popularity of our program with increased enrollment and operations shows an overall increase in routine maintenance. Past maintenance budgets have included one engine overhaul per year and current projections require two engines per year. Third, the FAA is mandating a required equipment change to all ISU aircraft by 2020 to fly inside the National Airspace System. Rather than wait to upgrade all 13 aircraft in the last year, ISU will begin the transition and accomplish two or more per year to meet the deadline.

Proposed semester based flight fee rates by certificate type are as follows:

Flight Fees by Certificate Type		
Certificate Type	2015-16 Rate	2016-17 Proposed Rate
Private Pilot - Semester 1	\$6,095	\$6,222
Private Pilot - Semester 2	\$5,155	\$5,263
Instrument - Semester 1	\$7,625	\$7,780
Instrument - Semester 2	\$8,700	\$8,880
Commercial - Semester 1	\$9,940	\$10,142
Commercial - Semester 2	\$10,185	\$10,398
Multi-Engine	\$4,850	\$4,950
Certified Flight Instructor I	\$3,900	\$3,985
Certified Flight Instructor II	\$4,075	\$4,165
Multi-Engine Instructor	\$3,350	\$3,420

Hourly Flight Fee by Aircraft Type		
Aircraft Type	2015-16 Rate/Hour	2016-17 Proposed Rate/Hour
DA20 - Solo	\$160	\$163
DA20 - Dual	\$195	\$199
DA40 - Solo	\$205	\$209
DA40 - Dual	\$240	\$245
DA42 - Solo	\$265	\$270
DA42 - Dual	\$300	\$306
PA28 - Solo	\$205	\$209
PA28 - Dual	\$240	\$245

Ground School Instruction		
	2015-16 Rate/Hour	2016-17 Proposed Rate/Hour
Ground School Instruction	\$35	\$36

Recommendation: Approval of the proposed semester based and hourly flight fee rates, the hourly instructional ground school rate, and the associated refund procedure as outlined above. In addition, approval granting authorization to the Chairperson of the Aviation Department to identify extenuating circumstances allowing for an hourly flight fee assessment is requested. The assessment of these fees is to be effective with the Fall 2016 semester.

5b4 Academic Fee/Refund Model for MBA in Educational Leadership (MBA-EL)

Beginning Summer 2016, the Scott College of Business in partnership with the Bayh College of Education will offer the MBA degree with a concentration in Educational Leadership. Indiana State University was selected by the Woodrow Wilson Foundation's National Fellowship Program to offer the MBA in Education Leadership. The Woodrow Wilson Foundation will award fellowships of \$50,000 to three cohorts of fifteen students who are nominated and selected for admission in this prestigious program. The program will be delivered in an intensive 13-month period consisting of a summer term, a fall term, a spring term, and a second summer term.

The following academic fee/refund model is recommended for the program. The recommendation for the adjusted tuition rate is appropriate given the expense of developing the program as well as the specialized nature of the delivery. Coursework in the MBA program will be modified to provide the educational component and will be unique to this specific program, cohort sizes will be small, and instruction will be based on team teaching and specialized coaching, thereby not allowing for scale of offering with the rest of the MBA program. The proposed fee structure is in line with others delivered through the Woodrow Wilson Foundation program. In the long term, once the program is established, our goal is to reduce costs, and we feel that will be possible and likely necessary.

Academic Fees – 200% of the ISU in-state graduate fees. This rate shall prevail for the full length of the program. Students who stop out of the program will be assessed the prevailing rate of the new cohort.

Withdrawals and Refunds – Prior to first day of enrollment, 100% refund. The first day of class and after, no refunds.

Course/Lab Fees – Course/lab fees normally attached to the program courses will not be assessed in conjunction with enrollment in this program.

Student Recreation Center Fee – The Student Recreation Center Fee will not be assessed for those students enrolled in the MBA-EL.

Recommendation: Approval of the academic fee and refund model for the MBA with a concentration in Education Leadership (MBA-EL) effective Summer 2016.

5b5 Parking Violation Fees

Fees are assessed to those in violation of parking rules and regulations to ensure students, faculty, and staff purchasing parking permits have access to parking spaces on a regular basis. A change in the fine for possession of an altered/stolen permit and the replacement cost of a lost/stolen permit is proposed as shown below.

Type	Current Fee	Proposed Fee
Fine for Possession of Altered/Stolen Permit	\$125	\$300
Replacement of Lost/Stolen Permit	Purchase price of Parking Permit	\$55 or current price (whichever is the lesser amount)

Recommendation: Approval of the proposed changes in fees for parking violations, effective July 1, 2016.

5b6 Reimbursement of Expenditures for Expansion/Renovation of College of Health and Human Services Facility

The Board of Trustees authorized the expansion and renovation of the College of Health and Human Services facility in an amount of \$64 million on October 16, 2015. In preparation for the upcoming construction, a main sewer line and bike trail from Chestnut to Tippecanoe streets must be relocated. The cost of relocation, based on recent bids, is \$464,732.

As a prerequisite for reimbursement from bond proceeds for the project to be issued later than 2016, it is recommended the Board declare its intent to issue the debt and reimburse for this early construction work.

Recommendation: Approval of the Official Intent to Reimburse Expenditures as shown below:

DECLARATION OF OFFICIAL INTENT

TO REIMBURSE EXPENDITURES

WHEREAS, the Board of Trustees (the “Board”) of Indiana State University (the “University”) has determined that a necessity exists to acquire, construct, equip and/or rehabilitate the facilities described on Exhibit A hereto (the “Project”); and

WHEREAS, the University intends to acquire, construct, equip and/or rehabilitate the Project, and reasonably expects to reimburse certain costs of the Project with proceeds of debt to be incurred by the University; and

WHEREAS, the University expects to issue debt not exceeding \$64,000,000 in aggregate principal amount, plus costs incidental to the financing as authorized by statute, for purposes of financing, refinancing or reimbursing costs of the Project (which debt may be issued as part of a larger debt issue including funds for the financing of certain other facilities for the University);

NOW, THEREFORE, BE IT RESOLVED that the University declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Project with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$64,000,000 in aggregate principal amount, plus costs incidental to the financing as authorized by statute, for purposes of financing, refinancing or reimbursing

costs of the Project (which debt may be issued as part of a larger debt issue including funds for the financing of certain other facilities for the University).

Dated: February 19, 2016

EXHIBIT A

THE PROJECT

The Project consists of the acquisition, construction, expansion, renovation and equipping of certain academic or building facilities for the University including, in particular, the expansion and renovation of the College of Health and Human Services (CHHS) facility. The existing facility was constructed in two phases totaling 293,846 square feet; the oldest part of the facility was built in 1961 with an addition constructed in 1986. No significant upgrades or replacement of mechanical, electrical, or plumbing systems has occurred since original construction. The instructional spaces used by the College are inadequate to accommodate current instructional technologies and comply with current safety standards.

The first phase of the expansion/renovation project would add 87,000 gross square feet to the existing facility to house classrooms, laboratories, seminar rooms, office and service space to accommodate new academic programs in the College as well as departments of the College that are located in three different campus buildings and an off-campus site.

Consolidation of faculty and staff into a single structure will permit stronger interdisciplinary collaboration among health profession faculty and students. The second phase includes converting existing office space in the CHHS facility to classrooms and laboratories, replacing outdated and obsolete mechanical and electrical systems, and updating building finishes. The renovation and expansion will allow for both consolidation and strategic growth of the College of Health, and Human Services programs.

5c Revision of Section 305.1.6

In March of 2015, the Faculty Senate approved a major change to Section 305 of the University Handbook (Faculty Appointment, Promotion, and Tenure Policies). The Board of Trustees at the June 11, 2015 meeting subsequently approved these changes; however, the section below was mistakenly omitted from the text approved by the Board. It is presented to the Board of Trustees at this point to rectify that omission.

Old Language:

305.1.6 Bases for Termination of Appointment of Tenured Faculty. The appointments of faculty members who have been awarded tenure will be terminated only for adequate cause, except in the case of retirement, or under extraordinary circumstances, such as financial exigencies, decrease in enrollments, or discontinuance of instructional programs. (See University Handbook, Section 246.13 in keeping with AAUP Policy Documents and Reports.)

New Language:

305.1.9 Bases for Termination of Appointment of Tenured Faculty. The appointments of faculty members who have been awarded tenure will be terminated only for adequate cause, except in the case of retirement, or under circumstances, such as financial exigencies, decrease in enrollments, or discontinuance of instructional programs, in accordance with policies delineated elsewhere in the University Handbook.

Recommendation: Approve the change to 305.1.6 (new 305.1.9).

5d Addition of Section 305.11.2.7 to Consider Previous Years Experience for Promotion to Senior Instructor

In October 2015, the Faculty Senate voted to add section 305.11.2.7 to account for the number of Instructors who have taught at ISU for many years and clarify if the five or more years needed to be consecutive.

305.11.2.7 Window for Promotion to Senior Instructor for Previous Lecturers/Instructors During the 2016-2017 academic year, any Instructor who served as a full-time Lecturer and/or Instructor (using current definitions) for the five consecutive prior years or served a total of six years as a full-time Lecturer or Instructor (using current definitions) may apply for promotion to Senior Instructor following the calendar, rights, roles, procedures, and appeals for promotion of tenure-track faculty specified above except where specified here.. Such promotion would be effective starting with the 2017-2018 academic year. This provision of the Handbook will be removed at the conclusion of the 2018 academic year.

Recommendation: Approve the addition of 305.11.2.7 effective for the 2016-17 review cycle.

5e Modifications to the Bylaws of the Faculty Constitution (246) and Section 350 Faculty Disciplinary Procedures – NOTE: Item removed from agenda.

5f Modification to Section 310.1.4.3 to Match Previously Approved Study Week Policy in the Catalog

Many years ago, when the study week policy was updated and approved in the catalog, the same language was not updated in the Handbook. This revision ensures that the study week language in both places is consistent and accurate. This revision was approved by Faculty Senate on December 3, 2015.

Existing

310.1.4.3 Study Week. Through mutual agreement of the University Faculty Senate and Student Government Association, study week is intended to encourage student preparation for final examinations during the final examination week; however, class attendance during study week is expected. No examinations of any kind, including substantial quizzes, shall be given during study week preceding final examination week. Students who feel that these policies have been violated should register their complaints with the Office of the Student Government Association.

Recommended

310.1.4.3 Study Week. Study Week is intended to encourage student preparation for final examinations given during the final examination week. Class attendance, however, is still expected. No examination of any kind, including quizzes that count over four percent of the grade, can be given during Study Week. Assignments due during Study Week must be specified in the class syllabus handed out to students at the beginning of each semester. Online courses are treated, for the purpose of this policy, like all other courses. Courses of 11 weeks' duration or less are exempt from this policy. Examinations for laboratory, practicum, or clinical courses are permitted.

The student is responsible for notifying the Student Government Association of a violation of any of the above terms. The Student Government Association will take the correct procedures for informing the faculty member and the academic department chairperson

of the failure to comply with the terms of the Study Week policy. The student's name will be confidential to the Student Government Association.

Recommendation: Approve the change to 310.1.4.3 effective for the 2016-17 review cycle.

5g New Program - Virtual Instruction Certificate

Virtual instructors are expected to have a broad and comprehensive understanding of the knowledge and skills needed for this educator license, and to use that knowledge to help students in online and blended courses prepare for the challenges and opportunities of the twenty-first century. This requires the ability to identify, comprehend, analyze, synthesize, and evaluate the basic principles, fundamental concepts, and essential skills and abilities defined in the Indiana Content Standards for Educators, and to apply that knowledge to the tasks of planning and delivering effective virtual instruction and online assessment.

In the State of Indiana, there were 7,603 students enrolled in five fully online schools in SY 2013-2014, representing a 13% increase over the previous year. Additionally, Indiana educational service centers, districts and institutions provided at least 18,000 supplemental course enrollments during in SY 2013-2014. There are currently at least four blended charter schools and several district blended learning programs utilizing virtual instruction.

Indiana HB1002 (2011) ended the pilot status of a virtual school program and set virtual charter funding at 85% of base ADM (average daily membership), which is 90% of the per-pupil funding received by brick-and-mortar charter schools. Virtual charter schools are also entitled to receive special education and other state grants at the same level as traditional brick-and-mortar schools. The same funding formula applies to blended charter schools if more than 50% of instruction is delivered via “virtual distance learning, online technologies, or computer based instruction.” HB1002 also established that at least 60% of virtual charter students must have been included in the state ADM count the previous year.

Working with Extended Learning, funding for instruction will be determined based on enrollment, and external agreement with Indiana School Corporations.

The proposal has been approved by the Dean and Faculty of the College Education, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: That the Virtual Instruction Certificate Program, in the College of Education, be approved effective Fall 2016, pending approval of ICHE.

5h Modifications to Staff Council Bylaws Handbook Policy 255

Introduction: The Staff Council By-Laws are being presented in their entirety for approval. The Staff Council Bylaws were approved by Staff Council at its meeting on February 11, 2016. These Bylaws have been amended to incorporate the Handbook Policy 255 numbering system and to eliminate the former Sections 255.11 Article IX. Awards, 255.13 Article XIII Procedures for Developing and Submitting Proposals, 255.14 Article XIV Staff grievance Policy and Procedures, 255.15 Article XV Grievance Procedure, and 255.16 Article XVI Grievance Appeal Hearing.

Recommendation: Adopt the proposed modification to the Staff Council Bylaws to include Policy 255 as detailed herein.

Policy 255 Staff Council By-laws

255.1 Name.

The name of the organization shall be the Indiana State University Staff Council (hereafter referred to as Council unless otherwise noted).

255.2 Mission, Value Statements, and Role of the Council.

255.2.1 Mission. The Indiana State University Council is an advisory body representing the Staff. We consistently strive to enhance the working environment for Staff within Indiana State University and surrounding communities.

255.2.2 Value Statements.

- a. We facilitate and maintain communication between Staff and the University community.
- b. We serve as an advocate for Staff.
- c. We disseminate information to Staff.
- d. We promote and encourage community engagement for Staff.
- e. We promote a healthy, safe, and equitable working environment for Staff.

255.2.3 Role. The Council will work to:

- a. Increase the sense of identity, recognition, and value of Staff in his/her relationship to the University.
- b. Identify concerns relating to Staff and work to seek solutions.
- c. Provide a line of communication among Staff, Faculty, and Students.
- d. Integrate Staff more fully into University affairs.
- e. Support the University's mission as a supportive learning environment by promoting community engagement for Staff.
- f. Foster a culture among Staff, Faculty, and Students of mutual support, respect, and professionalism.

255.3 Definition of Staff.

For the purpose of the Staff Council the term "Staff" shall include all non-exempt and exempt Staff with the exception of:

- Exempt Staff who are members of the President's Cabinet.
- Exempt Staff who report directly to a member of the President's Cabinet.
- Exempt Staff who are represented by Faculty Senate.
- Exempt Staff who are classified as Executives.

255.4 Staff Council Year.

The Council year shall be from June 1 through May 31 of each year.

255.5 Communications.

All Council communications shall first be reviewed by Executive Committee prior to publication. This shall include written and verbal communications within the realm of the University's standards as they concern external communities such as news media and the general public. The Communications Officer will be the liaison between the Council and any appropriate media.

255.6 Divisions.

The Council shall be divided into five (5) voting groups (hereafter referred to as Divisions unless otherwise noted). The Divisions are:

255.6.1 Division 1. Academic Affairs

255.6.2 Division 2. Finance and Administration

255.6.3 Division 3. Enrollment Management, Marketing, and Communications

255.6.4 Division 4. Student Affairs

255.6.5 Division 5. University Engagement

255.6.6 Division Representation. Each Division representation shall be based on the percentage of Staff within that Division. Division representation will be re-evaluated by the Elections Committee each year prior to the election process.

255.7 Representatives.

The Council shall consist of thirty (30) voting members (hereafter referred to as Representatives, unless otherwise noted).

255.7.1 Eligibility. Any Staff who has successfully completed his or her initial introductory period (90 days) shall be eligible for election to membership on the Council as a Representative of his/her Division.

255.7.2 Duties and Responsibilities. Representatives will:

255.7.2.1 Participation. Participate in all phases of Council business.

255.7.2.2 Serve on Standing Committee. Serve on at least one Standing Committee as appointed.

255.7.2.2.1 Refusal of Appointment. Any Representative who refuses to accept appointment to a Standing Committee shall be subject to removal from Council.

255.7.2.2.2 Attendance. Committee members are expected to attend all committee meetings. Representatives who do not regularly attend their committee's meetings will receive a letter from the Council Chair reminding them of their responsibility and inquiring as to their interest in continuing to serve on the Council.

255.7.2.2.3 Executive Committee Members Excused. Members of the Executive Committee may be excused from serving on a Standing Committee.

255.7.2.3 Attend All Scheduled Meetings. Attend all scheduled meetings of the Council. Representatives are elected to serve their constituents and there is an expectation that they will attend all regular Council meetings so that constituents have equal representation to the Council.

255.7.2.3.1 Record Absences. An effort to inform constituents that they are being satisfactorily represented, the Council Secretary will include excused and unexcused absences in the minutes of each Regular Council meetings.

255.7.2.3.1.1 Excused absences. Excused absences include:

- Illness / Family Emergency
- Work Related
- Vacation
- Jury Duty
- Class

255.7.2.3.1.2 Unexcused Absences. Unexcused absences include:

- No notification to the Council Secretary in advance of a meeting.
- No reason given to the Council Secretary for an absence.

255.7.2.3.1.3 Two Unexcused Absences. If a Representative has two unexcused absences from Council meetings, the Representative will receive a letter from the Council Chair reminding them of their responsibility and inquiring as to their interest in continuing to serve on the Council.

255.7.2.3.1.4 Removal Upon Third Unexcused Absence. If the Representative has a third unexcused absence the Representative shall be removed from Council.

255.7.2.3.1.5. Executive Committee Role. Executive Committee may address excessive excused absences as well.

255.7.2.4 Initiate Communication. Initiate communication among their constituents to encourage discussion of matters affecting Staff

255.7.2.5 Give Notice to Supervisor of Meetings. Give ample notification to their supervisor and/or department head of scheduled Council and Committee meetings. Representatives will be in regular pay status for all required Council and Committee meetings.

255.7.3 Terms of Membership. Membership on Council shall be for a three-year period unless completing a Representative's vacated term. Representatives may be elected for two consecutive terms (for a total of six consecutive years). After a one-year absence from Council, former Representatives are eligible to run for representation during the next election.

255.7.3.1 Term. The Representative term shall begin on the first day of June following election to the Council.

255.7.4 Relocation within the University. A Representative, who permanently transfers to a different Division than the one they were elected, must either resign or send a request in writing to the Executive Committee to remain a Representative of that Division until the end of their term. The request must be submitted prior to the next Council meeting. The Council

shall vote on the request and a majority vote is needed to approve. Vacancy procedures (see 255.7.) will be followed in the event of resignation or disapproval of the request. Temporary (for six months or less) relocations will be exempt from this provision.

255.7.5 Vacancies. Council vacancies may occur as a result of Council members

- leaving the university
- resigning from Council
- being removed from Council

255.7.5.1 Steps If Vacancy Occurs. If a Vacancy occurs in a Division the following steps will be taken to fill the vacancy for the remainder of the term:

- a. The Council Chair shall notify the Election Committee of the vacancy.
- b. The Election Committee shall check to see if a nominee that had the next amount of votes in last Election is still interested in serving on Council. If so, that nominee shall fill the Vacancy and complete the Term. If there is a tie between those with the next amount of votes, an election will be held for that division to select one.
- c. The Election Committee shall if no nominee is next in line, accept nominations and an election will be held for that division to fill the Vacancy and complete the Term as specified in 255.7.8. An election will not be necessary if there is only one nominee.

255.7.6 Request for Leave of Absence. By outlining reasons in writing to the Council Chair, a Representative may request a Leave of Absence from Council membership for a partial period of the Representative's Term.

255.7.6.1 Council Chair to Present Request for Leave. The Council Chair will present any request for a Leave of Absence to the Council at the first meeting following receipt of the request.

255.7.6.2 Majority Vote. Upon a majority vote the Leave of Absence shall be granted.

255.7.6.3 Leaves in Excess of Three Months. If the leave will exceed three months, the Election Committee will be notified of the vacancy so that it can be filled temporarily during the approved leave of absence.

255.7.7 Nominations and Election Process for Council Representatives. The Nomination and Election process for Representatives will be conducted by the Election Committee. The Committee shall:

- a. Solicit nominations for new Representatives in each Division by online ballot.
- b. Contact the nominee(s) in each Division; if the nominee accepts the nomination, add the name to online ballot.
- c. Proceed with the election process in March by online voting.
- d. Tabulate results. The Election Committee Chair must retain the election results until the next general election.

e. Provide election results to the Council Chair and certify that the nomination and election process was conducted in accordance with prescribed procedure. The Council Chair will announce the election results.

255.7.7.1 Audit of Election. Steps to be taken if audit of election is requested by nominee:

255.7.7.1.1 Written Request. A request in writing must be made to the Council Chair within five (5) days of the election results. The Council Chair shall notify the Election Committee to proceed with the audit.

255.7.7.1.2 Recount. A recount will be made by the Election Committee and the Council Vice Chair or his/her designee.

255.7.7.1.3 Release of Audit Results. Audit results will be provided to the requestor.

255.7.7.1.4 Reversal of Election Outcome. If the recount results in a different outcome, the Council Chair shall notify the affected nominees and Staff Council representatives.

255.7.8 Guidelines for Proxy Vote. If a Representative cannot attend a scheduled Council meeting but wishes to participate in the voting process on Agenda items, the Representative must send a written vote (including a signature) or send an email vote (from the Representative's email account) to the Council Chair by 8:00 a.m. the day of the scheduled Council meeting. If the proxy vote is in relation to Officer elections, the proxy vote is to be submitted to the Chair of the Election committee rather than the Council Chair.

255.7.8.1 Maximum. A maximum of two proxy votes per Representative per year will be allowed.

255.7.9 Petition for Recall. A Representative shall be removed by a Petition for Recall. The petition must outline the reason for removal and must be submitted to the Council Chair. The petition must also contain the signatures of at least 51% of the constituents in the Representative's Division.

255.7.9.1 Verification of Signatures. Upon receipt of the Petition for Recall, the Council Chair will inform the Representative of the petition for removal and ask the Election Committee to verify the validity of the signatures. Upon verification of the signatures, the Representative shall cease to be a member of Council effective immediately. The Vacancy shall be referred to Election Committee (See 255.7.5).

255.8 Officers.

The Executive Officers (hereafter referred to as Officers) of Council shall be the Chair, Vice Chair, Secretary, and Treasurer.

255.8.1. Election. All Officers will be elected by incoming and returning representatives each year at the Regular Council meeting in May and assume duties as of June 1.

255.8.2 Qualifications.

255.8.2.1 Eligibility. Officers of Council must be Representatives and will be elected by current Representatives. During their first year of service, representatives are not eligible for an Officer position.

255.8.2.2 Term Limit. Each Officer position shall be held for no more than three consecutive years by the same Representative.

255.8.2.3 One year Absence. A Representative who holds the same office for three consecutive years may run for the same office again after a one-year absence from the position or may run for other Officer positions upon completion of the third year of service.

255.8.3 Duties of Chair. The Chair shall:

255.8.3.1 Preside at all Council meetings.

255.8.3.2 Prepare and distribute Agendas for Council meetings.

255.8.3.3 Chair Executive Committee meetings.

255.8.3.4 Enforce all regulations and policies of Council.

255.8.3.5 Bring before Council all matters appropriate for consideration.

255.8.3.6 Be available for consultation with the Indiana State University President, Vice President and Board of Trustees.

255.8.3.7 Appoint members to the Council's Standing Committees.

255.8.3.8 Nominate Representatives to University Committees.

255.8.3.9 Call Special Meetings of Council when deemed necessary.

255.8.3.10 Upon receiving recommendations from Council, appoint a Parliamentarian.

255.8.3.11 Upon receiving recommendations from Council, appoint a Communications Officer.

255.8.3.12 Upon receiving recommendations from Council, appoint a Grievance Liaison.

255.8.3.13 Encourage Representatives to attend appropriate University events.

255.8.3.14 Assume the duties of the Council Vice Chair in his/her absence.

255.8.3.15 Vote on Motions/Proposals only in the event of a tie (except for officer elections).

255.8.3.16 Acquaint his/her successor with the duties and responsibilities of the office of Council chair.

255.8.3.17 Rulings by or actions of the Council Chair are subject to discussion by Council and shall be changed upon a two-thirds majority vote of the current membership of Council.

255.8.4 Duties of Vice Chair. The Vice Chair shall:

255.8.4.1 Assume the duties of the Council Chair in his/her absence.

255.8.4.2 Convene the first meeting of the year for Council Standing Committees.

255.8.4.3 Oversee Council Standing Committees to assure they are working to accomplish their goals.

255.8.4.4 Serve on Executive Committee.

255.8.4.5 Serve as ex-officio of all Standing Committees.

255.8.4.6 Acquaint his/her successor with the duties and responsibilities of the office of Council Vice Chair.

255.8.5 Duties of Secretary. The Secretary shall:

255.8.5.1 Record all resolutions and proceedings of Council meetings.

255.8.5.2 Record attendance of Representatives at Council meetings.

255.8.5.3 Provide Council meeting minutes to Communications Officer.

255.8.5.4 Save Council meeting minutes, By-laws changes, and any other documents as requested by the Executive Committee. Forward to University Archives as necessary.

255.8.5.5 Maintain current year Committee records.

255.8.5.6 Maintain an accurate and current database of all Staff.

255.8.5.7 Serve on Executive Committee.

255.8.5.8 Acquaint his/her successor with the duties and responsibilities of the office of Council Secretary.

255.8.6 Duties of Treasurer. The Treasurer shall:

255.8.6.1 Report balances of all accounts to Council at Regular Council meetings.

255.8.6.2 Pay or cause to be paid all bills as directed by the Executive Committee.

255.8.6.3 Reconcile all statements of accounts.

255.8.6.4 Prepare an annual financial report of all accounts.

255.8.6.5 Serve on Executive Committee

255.8.6.6 Acquaint his/her successor with the duties and responsibilities of the office of Treasurer.

255.8.7 Duties of The Parliamentarian. The Parliamentarian shall:

255.8.7.1 Be a Representative or Officer of Council with the knowledge of Roberts Rule of Order.

255.8.7.2 Serve a one year term at the discretion of the Council Chair.

255.8.7.3 Serve as advisor on parliamentary procedure to the Council and Standing Committees at their request.

255.8.7.4 Maintain an accurate and current copy of Council By-laws.

255.8.7.5 Maintain an accurate and current copy of Robert's Rules of Order.

255.8.7.6 Serve as a member of the Executive Committee.

255.8.8 Duties of The Communications Officer. The Communications Officer shall:

255.8.8.1 Be a Representative or Officer of Council with the knowledge of media communications.

255.8.8.2 Serve a one year term at the discretion of the Council Chair.

255.8.8.3 Edit and distribute pertinent information in appropriate media for the membership, as needed.

255.8.8.4 Maintain and make all updates to the Council website, including posting minutes, meeting announcements, upcoming events, and links to other websites.

255.8.8.5 Recommends, sets up, and maintains new communications media.

255.8.8.6 Maintain all information relevant to Council communications.

255.8.8.7 Serve as an ex-officio member of the Public Relations Committee.

255.8.8.8 Serve as a member of the Executive Committee.

255.8.9 Duties of The Grievance Liaison. The Grievance Liaison shall:

255.8.9.1 Be a Representative or Officer of Council with a knowledge of the Staff Grievance policy and procedures.

255.8.9.2 Serve a one year term at the discretion of the Council Chair.

255.8.9.3 Serve as advisor for any Staff Grievances.

255.8.9.4 Serve as an ex-officio member of the Employee Relations Committee.

255.8.9.5 Serve as an ex-officio member of the Grievance Appeals Committee.

255.8.9.6 Serve as a member of the Executive Committee.

255.8.10 Nominations and Election Process for Council Officers. The Nomination and Election process for Officers will be conducted by the Election Committee. The Committee shall:

255.8.10.1 Solicit Nominations. Send an email to new and returning Representatives soliciting nominations for an Officer position.

255.8.10.2 Prepare Ballot. After the nominations are accepted prepare a ballot for each Council Officer position.

255.8.10.3 First Order of Business at May Meeting. At the May regular meeting, the first order of business will be the Officer Elections.

255.8.10.4 Procedure.

255.8.10.4.1 Election. The Council Chair shall turn the meeting over to the Election Committee Chair or his/her designee to begin the Election. A designee must conduct the election if the Election Committee Chair is a nominee.

255.8.10.4.2 Secret Ballot. Voting shall be done by secret ballot.

255.8.10.4.3 Order. The order of elections is:

- 1) Chair
- 2) Vice Chair
- 3) Secretary
- 4) Treasurer

255.8.10.4.4 Tabulation of Votes. The Election Committee Chair or his/her designee along with a Representative of Human Resources shall collect and tabulate the votes using the prepared ballots and proxy votes (see 255.7.8).

255.8.10.4.5 Announce Results. The Election Committee Chair or his/her designee shall after certification of all ballots; announce the Election results of each Officer position.

255.8.10.5 Election Results in a Tie. Steps to be taken if voting results in a tie:

255.8.10.5.1 Call for Second Vote. The Election Committee Chair or his/her designee shall call for a second vote on only the two nominees that are tied with all of Council representatives present voting by secret ballot.

255.8.10.5.2 Election Committee Chair Abstain in Event of Tie. If the vote of the Election Committee Chair (or his/her designee) will cause the outcome to again be a tie, the Election Committee Chair (or his/her designee) will abstain from voting.

255.8.10.5.3 Announce Results. The Election Committee Chair or his/her designee shall announce the election results.

255.8.10.6 Audit Requested by Nominee. Steps to be taken if audit of election is requested by nominee:

255.8.10.6.1 Request in Writing. A request in writing must be made to the Council Chair within five (5) days of the election results. The Council Chair shall notify the Election Committee to proceed with the audit.

255.8.10.6.2 Recount. A recount shall be made by the Election Committee and the Council Vice Chair or his/her designee. Any member of the Election Committee who was a nominee for the Council Officer position being audited cannot participate in the audit. The Council Chair must assign a Vice Chair designee to participate in the audit if the Vice Chair was a nominee for the Council Officer position being audited.

255.8.10.6.3 Release of Audit Results. Audit results will be provided to the requestor.

255.8.10.6.4 Audit Results in Different Outcome. If the audit results in a different outcome, the Council Chair shall notify the affected nominees and Staff Council representatives

255.8.11 Resignation of Officer. If an Officer should resign and vacate their term, the Election Committee Chair shall be informed and the following shall occur:

255.8.11.1 Chair Resigns. If the Chair resigns, the Vice Chair will assume all responsibilities of Chair and a new Vice Chair shall be elected).

255.8.11.2 If Officer Other than Chair Resigns. If the Vice Chair, Secretary, or Treasurer resigns, the Council Chair shall assign one of the remaining Officers to assume the duties until an election is held.

255.8.11.3 Election for Open Position. The Election Committee Chair will solicit nominations from Council members for the open officer position and after the nominations are accepted, prepare the ballot and conduct an election at the next regular Council meeting in accordance with the procedures described in 255.8.10.

255.8.12 Petition for Removal. An Officer shall be removed by a petition which outlines the reason for removal and is submitted to the Election Committee Chair. The petition must contain the signatures of at least a two-thirds majority of the Council.

255.8.12.1 Validity of Petition. Upon receipt of the petition, the Election Committee Chair will verify the validity of the signatures and inform the Officer of the petition for removal.

255.8.12.2 Presentment of Petition. The Petition for Removal will be presented at the next Regular Council meeting.

255.8.12.3 Removal Effective Immediately. The Representative shall cease to be an Officer effective immediately.

255.8.12.4 Follow Protocol to Fill Vacancy. The vacancy will be filled according to the protocol for resignation of Officer (see 255.8.11).

255.9 Meetings.

Every effort will be made to use reasonable and responsible judgment in the scheduling of meetings.

255.9.1 Regular Council Meetings. Regular Council meetings are open to the public and will be held on a designated day of each month of the Council year. Meetings shall be conducted under the latest edition of Robert's Rules of Order. Any conflict between those rules and these Bylaws shall be resolved in favor of these by-laws.

255.9.1.1 Agenda. Any employee shall present an item to be considered for the Agenda of Regular Council meetings. These items shall be submitted to the Chair of the Council by the Monday before the meeting.

255.9.1.2 Quorum. A minimum for the transaction of business for any Council meeting shall be a minimum two-thirds seated of Council.

255.9.1.3 Voting.

255.9.1.3.1 Voice Vote. Voting on all matters, other than Election of Representatives/Officers, shall be by voice vote unless a secret ballot is requested.

255.9.1.3.2 Majority. A majority vote is needed for an affirmative vote.

255.9.1.4 Reports. Reports will be heard from the following:

- a. SGA (Student Government Association)
- b. Faculty Senate
- c. Human Resources
- d. Standing Committees
- e. Executive Committee

255.9.1.5 Motions. Motions shall be proposed at any time and require a majority vote to pass. Each Council Representative has the right to request that a motion be considered as a proposal.

255.9.1.6 Proposals. Proposals shall be brought forward by the appropriate Committee and shall be voted on at two Regular Council meetings. Majority vote is required for the adoption of a proposal. Proposals shall be communicated to the Staff by the Communications Officer and presented to President by the Executive Committee.

255.9.1.7 Closed Session. The Council Chair shall call for a Closed Session at each Regular Council meeting. The Closed Session will be for Representatives and Officers only and no Council minutes will be taken.

255.9.2 Special Meetings. The Council Chair shall call special meetings of the Council when deemed necessary.

255.9.3 Annual Meeting. The Executive Committee shall hold an end of the year meeting (Annual Meeting) for all Staff for informational purposes and end of the year reports.

255.9.4 Rep Sessions. The Employee Relations Committee shall hold two REP sessions; one to be held in fall and one to be held in spring of each year. The meeting will be for informational purposes and announcements.

255.9.5 Retreat. The Executive Committee shall hold an annual retreat in the month of July for all new and returning Representatives of Council.

255.10 Committees.

255.10.1 Executive Committee. The Executive Committee:

255.10.1.1 Composition. Shall be comprised of the Officers of Council, Parliamentarian, Communications Officer, and Grievance Liaison.

255.10.1.2 Chair Discretion. Shall meet at the discretion of the Council Chair.

255.10.1.3 Actions. Shall act on behalf of the Council between regular Council meetings as necessary. The Executive Committee must report to Council any action taken. The Executive Committee shall not take any action which is contrary to prior actions of Council.

255.10.1.4 Scholarship Awards. Shall coordinate the scholarship application process and act as the awarding body for the Staff Scholarship Fund.

255.10.2 Standing Committees.

255.10.2.1 Requirements for All Standing Committees.

255.10.2.1.1 Appointment. Each Standing Committee member shall be appointed by Council Chair upon recommendations of the Executive Committee. In addition to Representatives, the Executive Committee shall appoint employees outside Council to serve on Standing Committees. The term of service shall be one year in conjunction with Council term.

255.10.2.1.2 Meeting Schedule. Each Standing Committee shall be expected to meet monthly. The Vice Chair of Council convening the first meeting of the year in the month of June.

255.10.2.1.3 Chair. Each Standing Committee shall elect its own Chair at the first meeting. The Chair of each Committee shall be responsible for scheduling Committee meetings, setting Agendas consistent with basic goals and objectives assigned to the Committee by the Executive Committee and addressing other relevant matters that shall come before the Committee.

255.10.2.1.4 Secretary. Each Standing Committee shall elect its own Secretary at the first meeting of the year. The Secretary will be responsible for taking all Committee minutes.

255.10.2.1.5 Proposals. Each Standing Committee shall submit final drafts of Committee proposals to Council Chair for Council approval.

255.10.2.1.6 Minutes. Each Standing Committee shall submit minutes from each meeting to the Council Secretary and report at Regular Council meeting.

255.10.2.1.7 Resource. Each Standing Committee shall, upon request, act as a resource to the other Standing Committees or Council.

255.10.2.1.8 Annual Report. Each Standing Committee will submit an annual report of activities for inclusion in the Council Annual Report no later than one week before the Council's Annual Meeting.

255.10.2.1.9 Failure to Abide by Provisions. Failure to abide by the above provisions shall result in the Committee Chair and/or Committee members being removed and the selection of a new Committee Chair and/or members by the Executive Committee.

255.10.2.1.10 Meeting with Successors. Each Committee Chair is responsible for meeting with successors to make sure they have information to help them with the committee tasks.

255.10.2.2 Election Committee.

255.10.2.2.1 Composition. Shall be comprised of at least eight (8) Staff.

255.10.2.2.2 Representative Elections. Shall assume responsibility for carrying out Representative Elections as specified in 255.7.7.

255.10.2.2.3 Officer Elections. Shall assume responsibility for carrying out Officer Elections as specified in 255.8.10.

255.10.2.2.4 Vacancies. Shall assume responsibility for carrying out filling of Vacancies of Representatives as specified in 255.7.5.

255.10.2.3 Employee Relations Committee.

255.10.2.3.1 Composition. Shall be comprised of at least eight (8) Staff.

255.10.2.3.2 Advisory on Improvements. Shall serve as an advisory body to Council in reference to improvements in the working environment for Staff.

255.10.2.3.3 Professional Development. Shall explore professional development opportunities for Staff.

255.10.2.3.4 Bi-Annual REP Sessions. Shall plan two REP sessions yearly, one in Fall and Spring.

255.10.2.4 Public Relations Committee.

255.10.2.4.1 Composition. Shall be comprised of at least eight (8) Staff.

255.10.2.4.2 Advisory on Events. Shall serve as an advisory body to Council in reference to all University events.

255.10.2.4.3 Promotion of Events. Shall promote and coordinate Social and Fundraising events for the Council.

255.10.2.5 Employee Benefits Committee.

255.10.2.5.1 Composition. Shall be comprised of at least eight (8) Staff.

255.10.2.5.2 Advisory on Staff Benefits. Shall serve as an advisory body to Council in reference to Staff benefits.

255.10.2.5.3 Recommendation on Benefits Programs. Shall review and prepare recommendations regarding adjustments to employee benefit programs for Staff and report its findings to Executive Committee.

255.10.2.5.4 Chair. The Committee chair may serve on the University Benefits Committee.

255.10.3 Other Committees.

255.10.3.1 Special Committees. Representatives and Staff outside of Council will be appointed to Special Committees by the Executive Committee as needed.

255.10.3.2 University Committees. Staff serves on University Committees by Presidential appointment. The Executive Committee will recommend Staff for these Committees to the President or his/her designee. Staff Representatives on University Committees shall present Committee reports to Council as requested.

255.10.3.3 Presidential Committees and Task Forces. Presidential Committees and Task Forces are University Committees assembled by Indiana State University Presidential order. The length of service varies for each Committee or Task Force. Staff who serves on Presidential Committees and/or Task Forces shall present reports to Council as requested.

255.11 Amendments to By-laws.

255.11.1 Presentment in Writing. Any member of Council shall present in writing an Amendment to the By-laws at any Regular Council meeting.

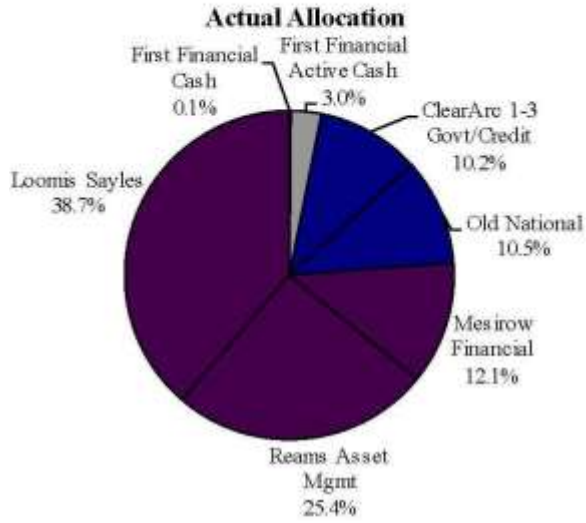
255.11.2 Majority Vote. After introduction of the proposed Amendment, the Amendment shall be voted upon at two successive Regular Council meetings, published in the minutes of those meetings, and must be approved by a majority vote at each meeting.

255.11.3 Presentment to Board of Trustees. After approval by Council, all Amendments shall be presented to the Indiana State University President for review and shall be presented to the Indiana State University Board of Trustees for final approval.

6a 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, 2015.

**Indiana State University Operating Funds
Plan Summary
Period Ended December 31, 2015**



<u>Manager</u>	<u>Market Value</u>
ISU-First Financial Cash	\$201,188
ISU-First Fincl. Active Cash	\$4,095,186
ISU-ClearArc	\$14,013,072
ISU-Old National	\$14,499,502
ISU-Mesirow Fincl.	\$16,615,096
ISU-Reams Asset Mgmt.	\$35,014,773
ISU-Loomis Sayles	\$53,288,273
ISU-Total Fund	\$137,727,089

December 31, 2015			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$201,188	0.1%	\$10mm - \$25mm
First Financial Active Cash	\$4,095,186	3.0%	
	\$4,296,373	3.1%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$14,013,072	10.2%	\$25mm - \$30mm
Old National Intermediate	\$14,499,502	10.5%	
	\$28,512,574	20.7%	
Tier III			
Mesirow Core Total Return	\$16,615,096	12.1%	Remaining Balance
Reams Asset Management Core	\$35,014,773	25.4%	
Loomis Sayles Core Plus	\$53,288,273	38.7%	
	\$104,918,142	76.2%	
	\$137,727,089	100.0%	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
PRIOR QUARTER ENDED DECEMBER 31, 2015**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$801,562	(\$600,610)	\$235	\$201,188
ISU-First Fincl. Active Cash	\$4,095,665	(\$1,900)	\$1,421	\$4,095,186
ISU-ClearArc	\$14,050,306	(\$6,330)	(\$30,904)	\$14,013,072
ISU-Old National	\$14,559,346	(\$8,391)	(\$51,453)	\$14,499,502
ISU-Mesirow Fincl.	\$16,700,956	(\$15,468)	(\$70,392)	\$16,615,096
ISU-Reams Asset Mgmt.	\$35,310,233	(\$30,732)	(\$264,728)	\$35,014,773
ISU-Loomis Sayles	\$53,494,142	(\$51,202)	(\$154,666)	\$53,288,273
ISU-Total Fund	\$139,012,210	(\$714,633)	(\$570,488)	\$137,727,089

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
FISCAL YEAR TO DATE ENDED DECEMBER 31, 2015**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$7,554,033	(\$7,353,664)	\$819	\$201,188
ISU-First Fincl. Active Cash	\$6,090,877	(\$2,004,337)	\$8,645	\$4,095,186
ISU-ClearArc	\$14,001,830	(\$12,588)	\$23,829	\$14,013,072
ISU-Old National	\$14,389,358	(\$16,845)	\$126,989	\$14,499,502
ISU-Mesirow Fincl.	\$16,557,923	(\$30,998)	\$88,171	\$16,615,096
ISU-Reams Asset Mgmt.	\$34,774,970	(\$60,765)	\$300,568	\$35,014,773
ISU-Loomis Sayles	\$54,650,978	(\$103,489)	(\$1,259,216)	\$53,288,273
ISU-Total Fund	\$148,019,969	(\$9,582,685)	(\$710,195)	\$137,727,089

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, 2015

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Since Inception
ISU-Tier 1	0.03	0.53	0.36	0.37	0.40	0.40
ISU-First Financial Cash	0.05	0.21	0.21	0.22	0.24	0.25
90 Day T-Bill	0.03	0.05	0.04	0.05	0.07	0.08
ISU-First Fincl. Active Cash	0.03	0.69	0.48	0.51	0.62	0.60
Citi:Treas 1 Yr	(0.17)	0.16	0.20	0.22	0.31	0.31
ISU-Tier 2	(0.31)	1.37	1.78	1.22	2.01	1.76
ISU-ClearArc	(0.22)	0.96	0.92	0.85	1.23	1.14
ClearArc:1-3 Yr G/C Comp	(0.39)	0.78	0.85	0.80	1.23	1.19
Barclays:Gov/Credit 1-3	(0.36)	0.65	0.71	0.69	0.98	0.92
ISU-Old National	(0.40)	1.75	2.62	1.56	2.79	2.36
Old Nat'l: Interm Comp	(0.40)	2.07	2.81	1.75	2.98	2.51
Barclays:Gov/Credit Inter	(0.69)	1.07	2.09	1.10	2.58	2.17
ISU-Tier 3	(0.57)	(0.43)	2.71	1.61	4.31	3.93
ISU-Mesirow Fincl.	(0.42)	0.16	3.17	1.48	3.46	3.06
Mesirow:Core Comp	(0.54)	0.07	3.22	1.48	3.53	3.14
Barclays:Aggregate Index	(0.57)	0.55	3.22	1.44	3.25	2.83
ISU-Reams Asset Mgmt.	(0.76)	1.45	3.00	1.61	3.86	3.46
Reams:Core Comp	(0.65)	1.29	2.45	1.40	3.77	3.40
Barclays:Aggregate Index	(0.57)	0.55	3.22	1.44	3.25	2.83
ISU-Loomis Sayles	(0.49)	(2.76)	1.86	1.30	4.66	4.32
Loomis:Core Plus Comp	(0.52)	(2.82)	1.93	1.22	4.59	4.30
Barclays:Aggregate Index	(0.57)	0.55	3.22	1.44	3.25	2.83
ISU-Total Fund	(0.50)	(0.03)	2.07	1.29	3.10	2.83
Total Fund Target*	(0.42)	0.48	2.14	1.04	2.22	1.95

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, 2015

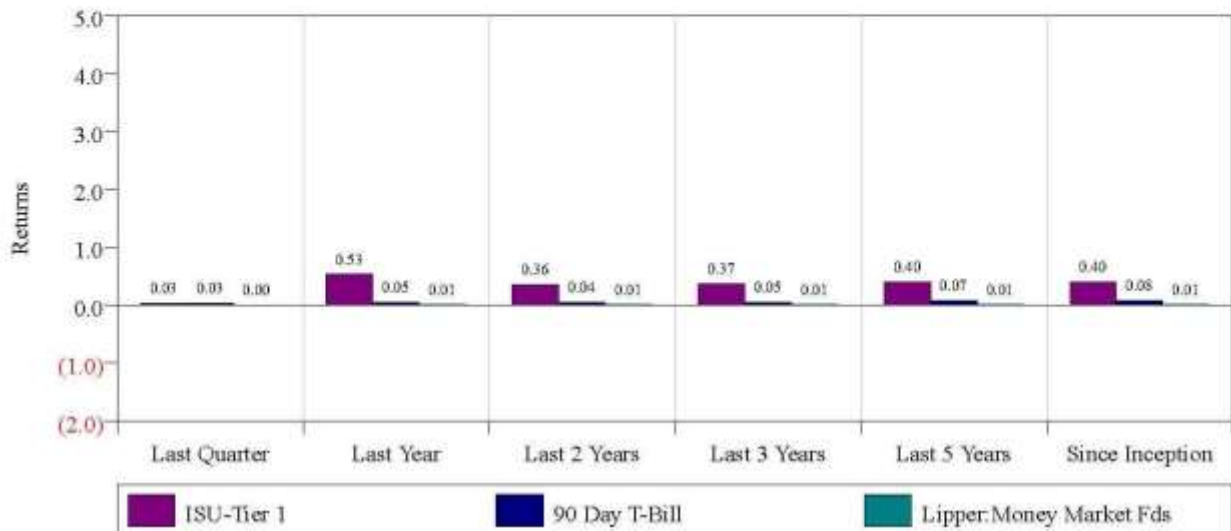
Total Fund Performance

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, 2015
 Inception Date: October 1, 2010



ISU Tier 1 Returns
 for Various Time Periods
 Current Quarter Ending December 31, 2015
 Inception Date: October 1, 2010

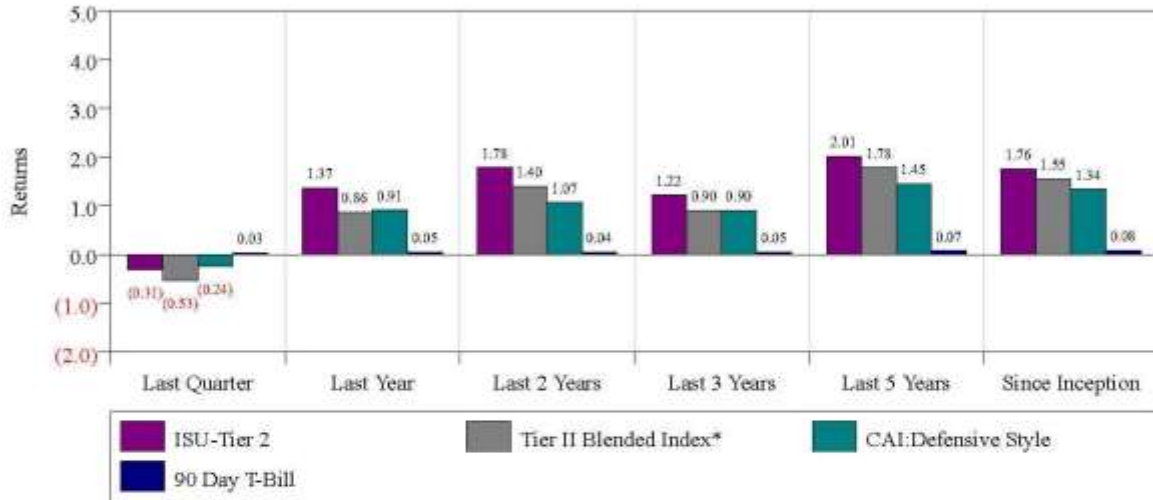


RETURN SUMMARY
PERIOD ENDED DECEMBER 31, 2015

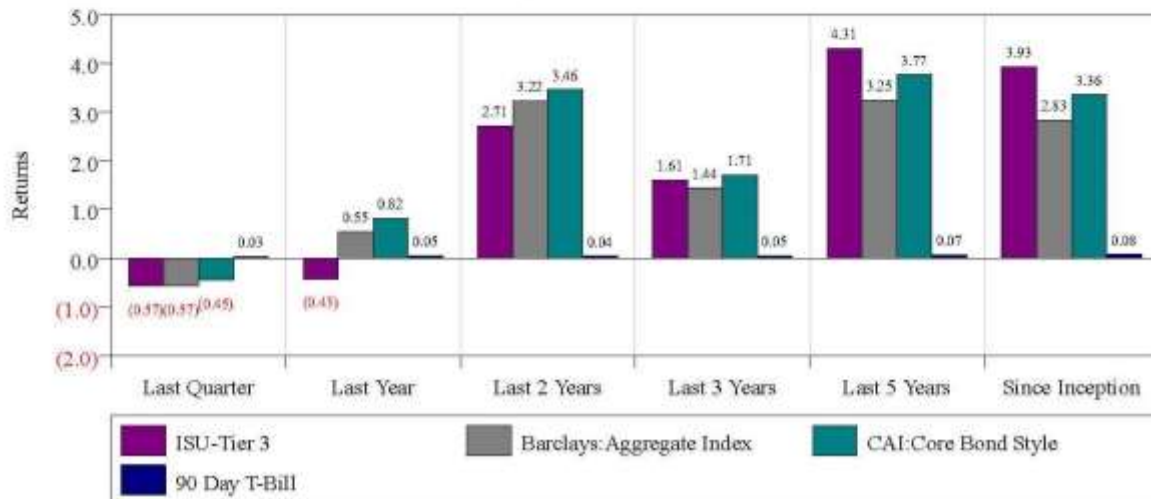
Total Fund Performance

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, 2015
 Inception Date: October 1, 2010



ISU Tier 3 Returns
 for Various Time Periods
 Current Quarter Ending December 31, 2015
 Inception Date: October 1, 2010



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

6b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING BUDGET REVENUE AND EXPENSE SUMMARY							
For the Period Ending December 31, 2015							
	2015-16 Base Budget	2015-16 Adjusted Budget	YTD through 12/31/15*	Percent of Adjusted Budget	2014-15 Adjusted Budget	YTD through 12/31/14*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 66,194,030	\$ 66,194,030	\$ 33,097,014	50.0%	\$ 67,104,231	\$ 33,552,116	50.0%
Debt Service Appropriation	7,530,475	7,530,475	6,632,685	88.1%	8,489,497	7,413,817	87.3%
Sub-Total State Appropriations	73,724,505	73,724,505	39,729,699		75,593,728	40,965,933	
Student Tuition	91,035,303	91,120,303	54,407,506	59.7%	79,505,213	50,872,279	64.0%
Other Fees and Charges	1,210,500	1,210,500	958,270	79.2%	1,210,500	929,046	76.7%
Other Income	5,140,692	5,140,692	4,023,119	78.3%	4,996,000	3,970,510	79.5%
Total Budgeted Revenue	\$ 171,111,000	\$ 171,196,000	\$ 99,118,594		\$ 161,305,441	\$ 96,737,768	
Encumbrances and Carryforward		11,372,975	11,372,975		10,532,464	10,532,464	
Reimbursements and Income Reappropriated From Other Sources		4,777,463	4,777,463		4,153,011	4,153,011	
Total Revenues	\$ 171,111,000	\$ 187,346,438	\$ 115,269,032	61.5%	\$ 175,990,916	\$ 111,423,243	63.3%
Expenditures							
Compensation							
Salaries and Wages	\$ 83,859,375	\$ 85,840,135	\$ 44,034,260	51.3%	\$ 81,168,172	\$ 41,767,228	51.5%
Fringe Benefits	25,901,789	26,144,397	12,475,286	47.7%	25,697,001	12,416,192	48.3%
Sub-Total Compensation	109,761,164	111,984,532	56,509,546	50.5%	106,865,173	54,183,420	50.7%
Departmental Expenses							
Supplies and Related Expenses	17,038,997	22,524,645	11,492,408	51.0%	22,825,972	9,738,507	42.7%
Repairs and Maintenance	4,186,697	6,123,233	6,384,867	104.3%	5,433,652	5,425,803	99.9%
Other Committed Expenses	1,160,348	1,160,348	735,614	63.4%	1,110,348	730,316	65.8%
Sub-Total Departmental Expenses	22,386,042	29,808,226	18,612,889	62.4%	29,369,972	15,894,626	54.1%
Utilities and Related Expenses	10,814,399	10,814,399	5,911,785	54.7%	10,558,353	6,458,850	61.2%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,704,925	552,156	32.4%	1,749,594	475,814	27.2%
Operating Equipment	1,449,072	2,547,425	360,198	14.1%	2,695,774	680,815	25.3%
Capital Improvements	3,750,000	7,466,110	3,090,532	41.4%	4,817,528	2,224,512	46.2%
Sub-Total Equipment & Other Capital	6,809,801	11,718,460	4,002,886	34.2%	9,262,896	3,381,141	36.5%
Student Scholarship and Fee Remissions	13,118,844	13,164,833	14,074,385	106.9%	12,243,962	12,016,653	98.1%
Laptop Scholarship Program	1,415,000	1,507,526	1,624,000	107.7%	1,576,523	1,544,000	97.9%
Reserve for Strategic Initiatives	2,050,000	485,127	-	0.0%	1,826,665	-	0.0%
Budgeted Reserve	4,755,750	4,755,750	-	0.0%	-	-	0.0%
Transfers Out		3,107,585	2,827,585		4,287,372	2,287,372	
Total Expenditures	\$171,111,000	\$187,346,438	\$103,563,076	55.3%	\$175,990,916	\$ 95,766,062	54.4%
*Includes encumbrances and open commitments							

Revenues

Student Tuition

Student tuition is above the 2015 amount by \$3,535,227 inclusive of a 1.9 percent increase in tuition for 2015-16 and Fall 2015 enrollment growth. Tuition as of December 31st included \$5,950,569 of spring tuition. The remainder of spring tuition is recognized in January when the spring term begins.

Other Fees and Charges

Other Fees and Charges increased \$29,224 from the prior year. Included are deferment fees, collection fees, and undergraduate application fees related to increased enrollment.

Other Income

Other Income is ahead of last year's total by \$52,609 as an additional \$157,500 of utility reimbursement from Residential Life has been recorded. In addition, there is a timing difference in the IU Medical School reimbursements of \$110,000 compared to December 31, 2014.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources reflects an increase of \$624,452 over the prior year. Included in the increase is \$500,000 related to the upgrade of IT fiber throughout campus.

Expenses

Compensation

Compensation expense is above last year's amount by \$2,326,126 as instructional salaries and administrative salaries are up \$1,483,350 and \$268,929, respectively. Fringe benefits reflect an increase in medical expense for active employees offset by an increase from 50 percent to 75 percent reimbursement of retiree medical expenses from the VEBA trust.

Departmental Expenses

Departmental Expenses includes an increase of \$1,753,901 of Supplies and Related Expenses. This is a result of a difference in the timing of purchase orders related to advertising expenses, an increase of office supplies, increased travel expenses, increased computer purchases, and increased expenses in the LEAP program. Repairs and Maintenance reflects an increase of \$959,064 over the prior year. The majority of this amount is a result of expenses related to upgrading IT fiber in various campus buildings.

Equipment and Other Capital

Equipment and Other Capital shows \$3,090,532 of capital improvements transfers made in November for improvements to be made to the Science Building corridors, additional chiller for satellite chilled water plant, Gillum Hall 2nd floor renovation, and sidewalks replacement/repair.

Utilities and Related Expenses

Utilities and Related Expenses has a reduction of \$547,065 which reflects lower electricity and water costs while miscellaneous gas costs increased slightly.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions and the Laptop scholarship program shows increases of \$2,057,732 and \$80,000 to reflect enrollment growth.

6c Purchasing Report

Purchase Order Activity for Period November 24, 2015 to February 4, 2016			
Purchases Over \$50,000			
Sole Source			
Clear Channel Outdoor Inc	P0079081	Advertising for Spring 2016	\$50,124.00
Sole Source, Compatible With Existing Equipment			
Mustang Dynamometer	P0078873	Dynamometer System for Biology	\$51,124.00
Sole Source, Compatible With Existing Equipment			
Life Technologies	P0078962	Ion Chef System with Ion Chef Installation	\$55,427.00
Sole Source			
ProQuest LLC	P0078951	Periodical Service for Cunningham Library	\$58,500.00
Sole Source, Installation, Parts, & Start-Up Service			
Hydronic and Steam Equipment Co	P0078885	Boiler, Hot Water, Hydrotherm KN Series	\$58,848.00
Sole Source, Campus Standardized			
Victor Stanley Inc	P0078893	Outdoor Furniture	\$60,382.80
Sole Source, Campus Wide Software-Standardized			
Ellucian Company LP	P0078931	Degree Work Consulting	\$66,330.00
One Bid Received, Ten Bids Solicited			
Duncan Video Inc	P0078884	Video Equipment	\$104,644.00
Sole Source, Compatible With Existing Standard			
Daktronics Incorporated	P0078876	Baseball-Softball Scoring Equipment	\$200,000.00

6d Vendor Report

The following vendors have accumulated purchases from the University for the time period November 1, 2015 through January 31, 2016 (Fiscal Year) in excess of \$250,000:		
Office Works	\$ 256,285	Furnishings for Mills Hall
Pacesetter Sports	\$ 257,331	Athletic Uniforms and Supplies
Evan and Ryan Electrical Contractors	\$ 276,193	Science Building Classroom Renovation
Thermo Electron North America LLC	\$ 276,829	Mass Spectrometer Refurbished
Indiana-American Water Company	\$ 301,145	Water Utility Payments
Associated Roofing Professionals Inc	\$ 269,563	Tirey Hall Slate Re-roof and Maintenance and Repairs of Various Roofs on Campus
Express Personnel Services	\$ 320,789	Temporary Employee Services
Old National Insurance	\$ 710,114	Flight Academy and Commercial Property Insurance
Previously Reported Vendors with Purchases Exceeding \$250,000		
Barnes & Noble Booksellers	\$ 327,705	Textbook Scholarships
Ellucian Company LP	\$ 350,804	Banner Maintenance Payments
Otis Elevator	\$ 350,960	Elevator Maintenance and Repairs
Technology Integration Group	\$ 365,306	Computer Equipment Purchases, Unified Communications Project, and External Camera Upgrade
SoftChoice Corporation	\$ 365,495	Maintenance on EES System and Licensing Software
ST Construction Inc	\$ 391,399	Dede Terrace Construction, Lincoln Quad HVAC Upgrade, and Miscellaneous Projects
RJE Interiors Inc	\$ 395,603	Normal Hall Case Goods and Miscellaneous Furniture Purchases
Communications Products Inc	\$ 437,069	Telephone Communications Network and Supplies
B & T Drainage and Excavating	\$ 472,499	Parking Lot K Construction
Delta Dental Plan of Indiana	\$ 506,143	Dental Claims Reimbursements
Alpha Video and Audio Inc	\$ 526,051	ESPN Information Technology Expenses
Sauder Manufacturing Company	\$ 562,159	Mills Hall Furnishings
500 Wabash Housing LLC	\$ 708,602	Monthly Housing Expenses
Symetra Life Insurance Company	\$ 802,225	Life and Long Term Disability Insurance
City of Terre Haute	\$ 895,296	ISU Bus Service, Fire Protection and Sewage Payments
EDF Energy Services LLC	\$ 910,516	Natural Gas Purchases
Renascent Inc	\$ 953,216	Demolition of Statesman Towers
Network Solutions Inc	\$ 1,068,112	Lan Network for 500 Wabash, Mills Hall, and Unified Communications Project
AmWins/NEBCO Group Benefits	\$ 1,251,902	Retiree Insurance Coverage
Foliot Furniture Inc	\$ 1,352,331	Furnishings for 500 Wabash and University Apartments
HEF Services Inc	\$ 1,535,833	Upgrade Campus Camera System
Medco Health Solutions	\$ 1,603,695	Prescription Drug Coverage
Ratio Architects Inc	\$ 1,909,460	Dede Fountain, Mills Hall, Blumberg Hall, and College of Health and Human Services Renovations
Lenovo Inc	\$ 2,115,317	Computer Equipment Purchases
Indiana Department of Corrections	\$ 2,150,040	Academic Courses
CDI Inc	\$ 2,299,220	Science Building Re-Roof and Multi Purpose Track Project
Duke Energy	\$ 3,570,941	Electricity Utility Payments
Weddle Brothers Construction Co Inc	\$ 4,129,538	Normal Hall Renovations
TIAA-CREF	\$ 5,599,744	Retirement Contributions
Sodexo Inc and Affiliates	\$ 7,908,205	Dining and Catering Services
CIGNA Health Care	\$ 10,185,014	Medical Claim Payments
Hannig Construction Inc	\$ 14,415,374	Mills Hall, Blumberg Hall Renovation, Holmstedt Hall Restroom Renovation and Dede Fountain Project

6e Faculty Personnel

FACULTY

Full-Time Appointments – 2015-2016 Academic Year

(Effective August 1, 2015 through May 31, 2016 unless otherwise noted)

Evan Kubicek; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Eastern Illinois University; salary \$42,000 per academic year, prorated for the appointment period of January 1, 2016 through May 31, 2016.

Temporary Part-Time Appointments – 2016 Spring Semester

(Effective January 1, 2016 unless otherwise noted)

Soulaf Abas; Part-Time Lecturer, Department of Art and Design; M.S., Indiana State University; six hours; salary \$6,273.

Meredith Addison; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; four hours; salary \$9,572.

Michelle Adler; Part-Time Lecturer, Department of Art and Design; M.A., Indiana State University; three hours; salary \$3,000.

Eric Anderson; Part-Time Lecturer, Department of Earth and Environmental Systems; M.A., University of Waterloo – Ontario; three hours; salary \$3,000.

James Archer; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary 6,399.

Stephen Baldwin; Part-Time Lecturer, Department of Built Environment; M.B.A., Liberty University; three hours; salary \$3,600.

Michael Ball; Part-Time Lecturer, Department of Aviation Technology; M.A.S., Embry-Riddle Aeronautical University; three hours; salary \$3,138.

Chinmai Basavaraj; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Indiana State University; three hours; salary \$3,000.

David Beach; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., University of Missouri-Columbia; six hours; salary \$7,491.

Jeremy Bennett; Part-Time Lecturer, Department of Political Science; M.A., Seton Hall University; six hours; salary \$6,522.

Todd Bess; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,060.

Glenn Blackstone; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.A., Kent State University; six hours; salary \$6,399.

Lynda Blaising; Part-Time Lecturer, Department of Teaching and Learning; M.A., Ball State University; three hours; salary \$4,182.

David Bolk; Part-Time Lecturer, Department of Political Science; J.D., Indiana University; three hours; salary \$3,645.

Errett Bozarth; Part-Time Lecturer, Department of Aviation Technology; B.S., U.S. Naval Academy (special credentials on file); six hours; salary \$6,276.

Charles Bridges; Part-Time Lecturer, Department of Criminology and Criminal Justice; J.D., Indiana University; six hours; salary \$6,399.

Stephanie Brown; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; nine hours; salary \$18,000.

Terri Brown; Part-Time Lecturer, Department of Advanced Practice Nursing; D.N.P., IUPUI; one hour; salary \$2,500.

Jody Brucker; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; Ph.D., Brigham Young University; eight hours; salary \$20,000.

Ashley Burkett; Part-Time Lecturer, Department of Earth and Environmental Systems; Ph.D., Indiana State University; six hours; salary \$6,000.

Pamela Burroughs; Part-Time Lecturer, Department of Built Environment; M.A., University of Kansas; six hours; salary \$7,200.

Marilyn Byrd; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; 2.5 hours; salary \$5,983.

Jennifer Cain; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., Indiana Wesleyan University; three hours; \$6,000.

Rebekah Carmichael; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.A., Indiana State University; six hours; salary \$3,000.

David Chambers; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,060.

Nicole Christlieb; Part-Time Lecturer, Department of Political Science; M.P.A., Indiana State University; six hours; salary \$6,522.

Mark Clauss; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; six hours; salary \$7,491.

Daniel Cleveland; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; Pharm. D., Purdue University; six hours; salary \$10,590.

Jeffery Clutter; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.Ed., Indiana State University; three hours; salary \$3,600.

Gerald Cockrell; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., Indiana University; three hours; salary \$3,746.

Sara Collins; Part-Time Lecturer, Department of Social Work; M.S.W., University of Southern Indiana; three hours; salary \$3,000.

Robert Compton; Part-Time Lecturer, Department of Chemistry and Physics; B.S., Indiana State University; nine hours; salary \$14,319.

Joanna Connors; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; six hours; salary \$7,680.

Malea Crosby; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$3,060.

Sally Davies; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.E., Indiana State University; three hours; salary \$3,137.

Anne Davis; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.Ed., Indiana State University; three hours; salary \$3,600.

Rush Davis; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed. Indiana State University; six hours; salary \$6,366.

Carrie Deakins; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,600.

Jason Dean; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.B.A., Indiana State University; nine hours; salary \$11,520.

Candace deCourville; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; nine hours; salary \$19,477.

Judith DeSantis; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Indiana State University; three hours; salary \$3,137.

Michael Deem; Part-Time Lecturer, Department of Multidisciplinary Studies; Ph.D., University of Notre Dame; six hours; salary \$9,000.

Melissa Dreher; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; six hours; salary \$6,120.

Michael Drysdale; Part-Time Lecturer, Department of Psychology; Ph.D., Utah State University; six hours; salary \$6,246.

Henry Erisman; Professor Emeritus, Department of Political Science; Ph.D., Penn State University; three hours; salary \$3,201.

Margaret Erthal; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; Ph.D., Southern Illinois University; six hours; salary \$8,000.

Roseanne Fairchild; Part-Time Lecturer, Department of Advanced Practice Nursing; Ph.D., Indiana University; nine hours; salary \$22,500.

Robert Farrington; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; nine hours; salary \$11,237.

Anna Farrugia; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., University of Phoenix; four hours; salary \$7,000.

Jessica Fields; Part-Time Lecturer, Department of History; M.A., Indiana State University; three hours; salary \$3,198.

Paula Frank; Professor Emerita, Department of Baccalaureate Nursing Completion; Ph.D., University of Utah; four hours; salary \$8,657.

Melissa Froderman; Part-Time Lecturer, Department of Applied Engineering and Technology Management and Department of Built Environment; B.S., Indiana State University; nine hours; salary \$11,384.

LaShun Fuller; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., California State University – Dominguez Hills; three hours; salary \$6,120.

Leslie Gackle; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; seven hours; salary \$8,960.

Christian Gallagher; Part-Time Lecturer, Department of Criminology and Criminal Justice; Ph.D., Indiana State University; nine hours; salary \$9,598.

Larry Gambaiani; Part-Time Lecturer, Department of Educational Leadership; Ed.D., Indiana University; six hours; salary \$8,001.

Jennifer Gaspar; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,000.

Philip Glende; Part-Time Lecturer, Department of Communication; Ph.D., University of Wisconsin-Madison; three hours; salary \$3,060.

Karen Goeller; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$4,001.

Antonio Golan; Part-Time Lecturer, Department of Communication; M.A., College of Staten Island; six hours; salary \$6,000.

Mary Griffy; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,840.

Alexander Hagedorn; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; six hours; salary \$7,491.

Sandra Haggart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; six hours; salary \$14,076.

Karla Hansen-Speer; Part-Time Lecturer, Department of Earth and Environmental Systems; A.M., Washington University in St. Louis; six hours; salary \$7,200.

Karina Hanson; Part-Time Lecturer, Department of Languages, Literatures and Linguistics; M.A., Purdue University; five hours; salary \$5,208.

Steven Harris; Part-Time Lecturer, Department of Multidisciplinary Studies; Ph.D., Indiana University; nine hours; salary \$10,557.

Angela Hayes; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; six hours; salary \$6,399.

Tara Heglund; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,600.

Joellen Henson; Part-Time Lecturer, Department of Social Work; M.S.W., University of Illinois; four hours; salary \$4,000.

David Hoffa; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; three hours; salary \$3,200.

David Hoffert; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,000.

Jennifer Holmes; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Ball State University; 7.5 hours; salary \$17,250.

James Houston; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,200.

Cherie Howk; Part-Time Lecturer, Department of Advanced Practice Nursing; Ph.D., Rush University; one hour; salary \$2,500.

Robert Huckabee; Associate Professor Emeritus, Department of Criminology and Criminal Justice; Ph.D., Sam Houston State University; six hours; salary \$6,399.

Robin Hudson; Part-Time Lecturer, Department of Advance Practice Nursing; M.S., Indiana State University; three hours; salary \$7,500.

Richard Jinbo; Assistant Professor Emeritus, Department of Electronics and Computer Engineering; M.Ed., Bowling Green University; six hours; salary \$7,344.

Malynnda Johnson; Part-Time Lecturer, Department of Communication; Ph.D., University of Wisconsin-Milwaukee; three hours; salary \$3,122.

Kenneth Jones; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana University; three hours; salary \$5,228.

E. Stephen Joseph; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.A., Ball State University; three hours; salary \$3,821.

Paul Kaiser; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$4,001.

Thomas Keeley; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$4,001.

David Kelty; Part-Time Lecturer, Department of English; M.Ed., Indiana State University; six hours; salary \$6,492.

Leslie Alan King; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; three hours; salary \$3,746.

Megan Kirk; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,060.

Kara Kish; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Indiana State University (special credentials on file); six hours; salary \$6,399.

Crystal Lantrip; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., University of Texas – Austin; three hours; salary \$3,000.

Eve Lasswell; Part-Time Lecturer, Department of Psychology; M.S., Indiana State University; three hours; salary \$3,123.

Ralph Leck; Part-Time Lecturer, University Honors; Ph.D., University of California-Irvine; six hours; salary \$6,150.

Susan Livingston; Part-Time Lecturer, Department of Multidisciplinary Studies; M.A., University of Illinois at Urbana-Champaign; three hours; salary \$3,060.

Tresa Makosky; Part-Time Lecturer, Department of Theater; M.F.A., University of Iowa; eight hours; salary \$8,160.

Erica Mandsager; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S.N., Indiana State University; three hours; salary \$7,500.

Melody Marley; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.Ed., Indiana State University; three hours; salary \$3,060.

Ron Martin; Librarian Emeritus, Department of English; M.S., Indiana State University; three hours; salary \$3,246.

Florence Mathieu-Connor; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., University of Illinois; six hours; salary \$6,249.

Martin Maynard; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,120.

Amy McCalister; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,600.

Dave McCarter; Part-Time Lecturer, Department of History; Ph.D., University of Iowa; nine hours; salary \$9,594.

Matthew McClure; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; six hours; salary \$7,344.

Rebecca McElroy; Part-Time Lecturer, Department of English; M.S., Indiana State University; three hours; salary \$3,246.

Nicole McGuire; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; six hours; salary \$7,500.

David McMannus; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; two hours; salary \$2133.

Ann McNeill; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; eight hours; salary \$20,000.

Julie McNichols; Part-Time Lecturer, Department of Teaching and Learning; M.S., Indiana State University; three hours; salary \$3,375.

Candice Milam; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,840.

Heidi Millspaugh; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; one hour; salary \$2,500.

Jana Mishler; Part-Time Lecturer, Department of Social Work; M.S.W., University of Southern Indiana; four hours; salary \$4,000.

Teressa Moore; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; four hours; salary \$9,572.

Michelle Morahn; Part-Time Lecturer, Department of History; M.A., Indiana State University; nine hours; salary \$9,594.

Sam Morgan; Part-Time Lecturer, Department of Aviation Technology; M.S., Embry-Riddle Aeronautical University; three hours; salary \$3,060.

Edward Motley; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Salve Regina University-Newport; three hours; salary \$3,200.

Sarah Mullican; Part-Time Lecturer, Department of Political Science; J.D., Valparaiso University School of Law; three hours; salary \$3,717.

Jon Musgrave; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; nine hours; salary \$11,520.

Malissa Muyumba; Part-Time Lecturer, Department of Communication; M.S., Indiana State University; three hours; salary \$3,000.

Angela Napier; Part-Time Lecturer, Department of Social Work; Ph.D., University of Louisville; four hours; salary \$4,000.

Cheryl Newbold-Thompson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., IUPUI; 1.5 hours; salary \$3,590.

Michael Odigie; Part-Time Lecturer, Department of Applied Engineering and Technology Management; Ph.D., Indiana State University; three hours; salary \$3,600.

Laura Olbrich; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; nine hours; salary \$9,000.

Tammy Pearson; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,493.

Charles Peebles; Part-Time Lecturer, Department of Applied Medicine Rehabilitation; B.S., Capella University; three hours; salary \$6,243.

Kenneth Pell; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,492.

Eric Petenbrink; Part-Time Lecturer, Department of History; M.A., Indiana University; nine hours; salary \$9,594.

Lauren Pickrell; Part-Time Lecturer, Department of Applied Health Sciences and Department of Biology; M.S., Indiana State University; seven hours; salary \$7,850.

Kathleen Pirtle; Associate Professor Emerita, Department of Advance Practice Nursing and Baccalaureate Nursing; B.S.N., Indiana University; 4.5 hours; salary \$10,865.

Eloise Pitt; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.P.H., Kentucky State University; three hours; salary \$3,200.

Jody Pomfret; Part-Time Lecturer, Department of Social Work; M.S.W., IUPUI; four hours; salary \$4,000.

Jeanne Potts; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S.N., IUPUI; nine hours; salary \$22,500.

Rachel Rasley; Part-Time Lecturer, Department of Psychology; M.A., Indiana State University; six hours; salary \$6,246.

Traci Ray; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; six hours; salary \$7,500.

Monty Records; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,492.

Jennifer Roach; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$3,000.

Elizabeth Roerig; Part-Time Lecturer, Department of Communication; M.A., University of Missouri-Columbia; three hours; salary \$3,000.

Meghan Salinas; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; B.A., Indiana State University; nine hours; salary \$9,180.

James Sanchez; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Indiana State University; nine hours; salary \$11,682.

Michael Sanford; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.A., University Southern California; two hours; salary \$2,091.

Tonya Sawyer; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; three hours; salary \$3,200.

Richard Setliff; Part-Time Lecturer, Department of Economics; Ph.D., Indiana State University; nine hours; salary \$9,790.

Ashley Shrader; Part-Time Lecturer, Department of English; M.A., Indiana State University; three hours; salary \$3,060.

Glenna Simons; Part-Time Lecturer, Department of Multidisciplinary Studies; J.D., Loyola University School of Law; six hours; salary \$6,360.

Lacey Skwortz; Part-Time Lecturer, Department of Social Work; M.S.W., University of Southern Indiana; three hours; salary \$3,000.

Stacey Smith; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., University of South Florida; 7.5 hours; salary \$18,750.

Jonathan Soard; Part-Time Lecturer, Department of Art and Design; M.A., Columbia University; three hours; salary \$3,000.

Catherine Spicer; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,240.

John Stein; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Ohio University; one hour; salary \$1,000.

Anthony Stenger; Part-Time Lecturer, Department of Political Science; J.D., University of Virginia Law School; six hours; salary \$6,000.

Kristal Stewart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.P.C.N., Indiana Wesleyan University; four hours; salary \$9,572.

Gerald Stuthers; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., Indiana State University (special credentials on file); six hours; salary \$6,000.

Crystal Sullivan; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,492.

Scott Sundvall; Part-Time Lecturer, Department of English; M.A., Bowling Green State University; three hours; salary \$3,060.

Kori Swalls; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; six hours; salary \$6,249.

Matthew Swift; Part-Time Lecturer, Department of Psychology; M.A., Indiana State University; nine hours; salary \$9,369.

Robin Thoma; Part-Time Lecturer, Department of Teaching and Learning; M.Ed., St. Mary of the Woods College; six hours; salary \$6,750.

Philip Thompson; Part-Time Lecturer, Department of Multidisciplinary Studies; Ph.D., Southern Illinois University; six hours; salary \$7,344.

Douglas Timmons; Associate Professor Emeritus, Department of Built Environment; Ph.D., West Virginia University; three hours; salary \$4,011.

Lisa Tinchler; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; two hours; salary \$4,329.

Betty Tonui; Part-Time Lecturer, Department of Social Work; M.S.W., Western Kentucky University; three hours; salary \$3,000.

Danielle Trierweiler; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; one hour; salary \$2,300.

Edward Trover; Part-Time Lecturer, Department of Art and Design; M.F.A., Pacific Northwest College of Art; three hours; salary \$3,000.

Erika True; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport Management; M.Ed., University of Nebraska – Omaha; two hours; salary \$2,000.

Kimberly Tucker; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,060.

Alex VanDeusen; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; five hours; salary \$5,000.

Mandi Walker; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Brigham Young University; six hours; salary \$7,500.

Camille Wallace; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,840.

Alexandrea Warren; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,243.

Deborah Webster; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed., Indiana State University; six hours; salary \$6,366.

Tami Weinzapfel-Smith; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.L.D., St. Mary of the Woods College; nine hours; salary \$11,520.

Wanda Wilkey; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; three hours; salary \$3,198.

Mark Wright; Part-Time Lecturer, Department of English; M.S., Indiana State University; nine hours; salary \$9,360.

Dorothy Yaw; Professor Emerita, Department of Human Resource Development and Performance Technologies; Ph.D., Indiana State University; three hours; salary \$3,840.

Jalal Zreba-Dover; Part-Time Lecturer, Department of Aviation Technology; B.S., Indiana State University; three hours; salary \$3,138.

Randi Zwerner; Part-Time Lecturer, Department of Advanced Practice Nursing; B.S.N., Millikin University (special credentials on file); 6.5 hours; salary \$16,250.

Change of Status and/or Pay Rate

Matthew Blaszkas; Assistant Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Kelly Brown; Full-Time Lecturer, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of January 1, 2016 through February 5, 2016.

E. Matthew Cohen; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; stipend of \$1,500 for additional duties with the Course Transformation Project; for the appointment period of January 1, 2016 through April 30, 2016.

Braden Cole; Instructor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the spring semester of the 2015-2016 academic year.

Quang DuongTran; Professor, Department of Social Work; from twelve-month fiscal year position, to ten-month academic year position; salary \$73,698 per academic year, prorated from the effective date of January 1, 2016.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$4,000 for teaching an additional four hours; for the spring semester of the 2015-2016 academic year.

Christopher Fischer; Associate Professor, Department of History; stipend of \$4,282 for additional duties as University College Council President; effective August 1, 2015, through May 31, 2016.

Valentina French; Associate Professor, Department of Chemistry and Physics; supplemental instructional stipend of \$1,000 for teaching one additional hour, prorated for the appointment period of September 1, 2015, through December 31, 2015.

Harry Gallatin; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; stipend of \$1,500 for additional duties with the Course Transformation Project; for the appointment period of January 1, 2016 through April 30, 2016.

Kathy Ginter; Instructor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the spring semester of the 2015-2016 academic year.

Rhonda Impink; Associate Professor, Department of Social Work; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Paula Jarrard; Assistant Professor, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$1,000 for teaching one additional hour; for the fall semester of the 2015-2016 academic year.

Mary Kahl; from Chairperson and Professor, Department of Communication, to Professor, Department of Communication; surrenders chairperson supplement of \$18,000; salary \$98,888 per academic year; effective December 31, 2015.

Stephanie Krassenstein; Instructor, Department of English; stipend of \$6,000 for additional duties as Faculty Fellow in the Office of Information Technology; for the spring semester of the 2015-2016 academic year and an additional \$6,000 stipend for summer 2016.

Robert McMahan; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; change in salary from \$43,911 to \$44,790 per academic year; effective August 1, 2015.

Robin O'Connor-Ledbetter; Full-Time Lecturer, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Christopher Olsen; Chairperson and Professor, Department of History; surrenders chairperson supplement of \$7,000 during sabbatical; effective January 1, 2016 through May 31, 2016; resume chairperson supplement effective August 1, 2016.

Andrew Payne; Chairperson and Associate Professor, Department of Built Environment; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

JaDora Sailes; Assistant Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; stipend of \$3,000 for additional duties with the Course Transformation Project; for the appointment period of January 1, 2016 through April 30, 2016.

Jeanne Sowers; Associate Professor, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$8,000 for teaching an additional eight hours; for the fall semester of the 2015-2016 academic year.

Joseph West; Associate Professor, Department of Chemistry and Physics; supplemental instructional stipend of \$2,000 for teaching two additional hours; prorated for the appointment period of September 1, 2015, through December 31, 2015.

Chad Witkemper; Assistant Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Guo Zhang; Professor, Department of Chemistry and Physics; supplemental instructional stipend of \$1,500 for teaching additional 1.5 hours; for the fall semester of the 2015-2016 academic year.

Leave of Absence with Pay – Spring 2016 Semester

Kimberly Bodey; Professor, Department of Kinesiology, Recreation, and Sport.

Retirements

Julia Fine; Associate Professor, Department of Advanced Practice Nursing; effective May 31, 2016.

Emeriti

Julia Fine; Associate Professor Emerita, Department of Advanced Practice Nursing; effective May 31, 2016.

Jon Hawes; Professor Emeritus, Department of Marketing and Operations; effective December 31, 2015.

Bruce McLaren; Associate Dean Emeritus, Scott College of Business and Professor Emeritus, Department of Management, Information Systems, and Business Education; effective June 30, 2016.

Constance McLaren; Professor Emerita, Department of Marketing and Operations; effective May 31, 2016.

Separations

Roxann Moore; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective December 31, 2015.

Amber Young; Instructor, Department of Applied Medicine and Rehabilitation; effective December 31, 2015.

6f Other Personnel

NON-EXEMPT

Appointments

Ally Caddell; Custodian I, Burford Housing; \$11.00/hr; effective January 19, 2016.

Kimberly Crumrin; Administrative Assistant III, MBA Program; \$15.00/hr; effective January 11, 2016.

Tiffany Grassick; Custodian I, Sycamore Housing; \$11.00/hr; effective January 25, 2016.

Lea Grayless; Custodian II, Student Rec Center; \$11.67/hr; effective January 25, 2016.

Robert Grayless; Events Setup Technician I, Hulman Memorial Student Union; \$11.00/hr; effective January 11, 2016.

Catherine Kennedy; Multimedia Design Coordinator, Office of Information Technology; \$15.50/hr; effective January 6, 2016.

Katharine Miner; Custodian I, Sycamore Housing; \$11.00/hr; effective January 25, 2016.

Christina Pearman; Overnight Library Supervisor, Library Services; \$12.88/hr; effective December 14, 2015.

Karen Pennington; Administrative Assistant I, Advanced Practice Nursing; \$13.50/hr; effective January 11, 2016.

Devin Price; Enrollment Management Specialist, Admissions and High School Relations; \$12.88/hr; effective November 30, 2015.

Kane Troxal; Custodian I, Sycamore Housing; \$11.00/hr; effective January 25, 2016.

Timothy Wenk; Custodian II, Sandison Housing; \$11.67/hr; effective January 25, 2016.

Vickie Williams; Early Childhood Assistant Teacher, Early Childhood Education Center; \$11.90/hr; effective January 25, 2016.

Separations

Leslie Boling; Electrician, Facilities Management; effective December 21, 2015.

Jacqueline Heighton; Administrative Assistant I, Student Support Services; effective February 5, 2016.

Linda Horstketter; Custodian I, Sycamore Housing; effective November 23, 2015.

Kimberly McCollough; Admissions Processing Specialist, Admissions and High School Relations; effective January 15, 2016.

Kenneth Neal; Communications Officer, Public Safety; effective December 28, 2015.

Charles Procarione; Custodial Supervisor, Facilities Management; effective January 4, 2016.

Randall Turpen; Events Setup Technician I, Hulman Memorial Student Union; effective January 5, 2016.

Terra Vail; Administrative Assistant III, MBA Program; effective January 4, 2016.

Timothy Wenk; Custodian II, Sandison Housing; February 1, 2016.

Others

Debra Brothers; Student Union Information Services Supervisor, Hulman Memorial Student Union; deceased January 8, 2016.

Retirements

Julie Hofmann; Administrative Assistant I, Student Media; effective January 7, 2016.

Albert Roach; Carpenter, Facilities Management; effective March 30, 2016.

Brenda Starkey; Student Services Assistant I, Criminology & Criminal Justice; effective January 29, 2016.

Change in Status and/or Pay Rate

Promotion

Michael Colson; from Police Officer, Public Safety; \$21.22/hr to Police Corporal, Public Safety; \$22.37/hr; effective January 4, 2016.

Melinda Grindle; from Custodian I, Facilities Management – Custodians; \$10.39/hr to Custodian II, Facilities Management – Custodians; \$11.01/hr; effective October 6, 2015.

Transfers

Evan Boyer; from Grounds Technician, Facilities Management – Grounds; \$13.24/hr to Custodian I, Facilities Management – Custodians; \$12.11/hr; effective February 1, 2016.

Lesley Bricker; from Enrollment Management Specialist, Student Financial Aid; \$13.34/hr to Student Services Assistant I, Student Financial Aid; \$13.34/hr; effective December 5, 2015.

Leah Myers; from Administrative Assistant II, Department of Communications; \$14.72/hr to Administrative Assistant II, Department of Applied Health Sciences; \$14.72/hr; effective January 11, 2016.

Reclassification

Paul Akers; from Steam Mechanic, Power Plant; \$19.67/hr to Steam Mechanic, Power Plant; \$21.74/hr; effective November 21, 2016.

Timothy Hall; from Steam Mechanic, Power Plant; \$23.28/hr to Steam Mechanic, Power Plant; \$25.35/hr; effective November 21, 2016.

Other

Amanda Eyre; from Administrative Assistant I to Administrative Assistant Part-Time with Benefits, Continuing Education; \$13.34/hr; effective January 5, 2016.

Paula Rikken; title change from Budget Coordinator to Administrative Assistant II; \$15.18/hr; Networks; effective December 5, 2015. Pay rate change from \$15.18/hr to \$16.93/hr; effective December 14, 2016.

EXEMPT

Appointments

Tevis Boulware; IT Project Manager, Office of Information Technology; M.S., University of Oregon; salary \$55,887 per fiscal year, prorated from the effective date of January 11, 2016.

Dustin Bryant; Career Services Coordinator, Career Center; M.S., Indiana State University; salary \$35,159 per fiscal year, prorated from the effective date of January 4, 2016.

Stephanie Nath; Career Services Employer Relations Coordinator, Career Center; B.S., Cuyahoga Community College; salary \$41,000 per fiscal year, prorated from the effective date of January 7, 2016.

Kevin Phillips; Technical Services Manager, Hulman Memorial Student Union Operations; B.S., Indiana State University; salary \$35,159 per fiscal year, prorated from the effective date of January 11, 2016.

Hillary Pietricola; University College Advisor, Dean, University College; M.S., University of California- Los Angeles; salary \$34,000 per fiscal year, prorated from the effective date of November 30, 2015.

John A. Sare, Assistant to the Vice President for Student Affairs, Division of Student Affairs. M.S., University of Oklahoma; \$54,000 per fiscal year, prorated from the effective date of January 11, 2016.

Corry Smith; Admissions Counselor; Admissions and High School Relations; B.S., Indiana State University; salary \$30,750 per fiscal year; prorated from the effective date of January 11, 2016.

Sarah Treash; Information Center Consultant, Office of Information Technology; B.S., University of Indianapolis; salary \$35,159 per fiscal year, prorated from the effective date of January 11, 2016.

Temporary Appointments

Robert Clouse; Senior Researcher and Professor Emeritus, College of Arts and Sciences; Ph.D., State University of Iowa; salary \$1,500 per semester; for the appointment period of January 1, 2016 through December 31, 2018.

Kaitlin Diel; Meis Student Development Center Assistant Director, Dean, Scott College of Business; M.B.A., Indiana State University; salary \$32,442 per fiscal year, prorated for the appointment period of January 1, 2016 through May 31, 2016.

Ashley Miley; Admissions Welcome Center Counselor - 9 months; Admissions and High School Relations; B.S., Indiana State University; salary \$22,406; prorated for the appointment period of January 4, 2016 through May 31, 2016.

Christine Smedley; Admissions Welcome Center Counselor - 9 months; Admissions and High School Relations; B.S., Purdue University; salary \$23,063 per fiscal year; prorated for the appointment period of November 30, 2015 through May 31, 2016.

Change of Status and/or Pay Rate

Samuel Bunch; from Information Technology Analyst, Central Housing, to Information Technology Manager- Residential Life, Central Housing, salary \$54,639 per fiscal year, prorated from the effective date of January 4, 2016.

Nancy Burkett; from non-exempt position as Enrollment Management Specialist, Student Financial Aid, to exempt staff position as Financial Aid Counselor, Student Financial Aid; B.S., Millikin University; salary \$29,874 per fiscal year; prorated from the effective date of January 16, 2016.

Anthony Certain; from Systems Integrator, Office of Information Technology, to IT Security Analyst, Office of Information Technology; no change in salary; effective January 18, 2016.

El-Houcine Chaqra; change in title from International Affairs Associate Director to Center for Global Engagement Associate Director, Center for Global Engagement; effective December 1, 2015.

Maria Chaqra; change in title from International Affairs Assistant Director to Center for Global Engagement Assistant Director, Center for Global Engagement; effective December 1, 2015.

Alexander Dresen; Residential Life Area Coordinator, Sycamore Housing; stipend of \$100 per month for additional supervisory responsibilities; effective for the appointment period of January 1, 2016 through June 30, 2016.

Michelle Fowler; from University College Advisor, Dean, University College, to Athletic Studies Director, Dean, University College; salary \$53,500 per fiscal year, prorated from the effective date of January 1, 2016.

Kelsie Gallion; from Enrollment Management Reporting Specialist, Student Financial Aid to Enrollment Management Reporting Specialist, Admissions to High School Relations; no salary change; effective January 1, 2016.

Adam Gaunt; from Enrollment Management Systems Coordinator, Admissions to High School Relations to Enrollment Management Systems Coordinator, Student Financial Aid; no salary change; effective January 1, 2016.

Darla Grigg; from Financial Aid Counselor to Financial Aid Application Processing Specialist; Student Financial Aid; no salary change; effective December 1, 2015.

Kara Harris; Associate Dean for Students and Student Success, College of Technology, and Associate Professor, Department of Applied Engineering and Technology Management; change in salary from \$117,096 to \$128,031, which includes a \$10,000 Associate Dean supplement; effective January 1, 2016.

Sonja Jordan; from non-exempt position as Enrollment Management Specialist, Student Financial Aid, to exempt staff position as Financial Aid Counselor, Student Financial Aid; B.S., Illinois State University; salary \$29,874 per fiscal year; prorated from the effective date of January 16, 2016.

Zakaria Jouaibi; Instructional Design Specialist, Extended Learning; change in salary from \$45,688 to \$52,371 per fiscal year, prorated from the effective date of January 1, 2016.

Bradley Lone; from Enrollment Management Systems Coordinator, Admissions and High School Relations to Enrollment Management Systems Coordinator, Student Financial Aid; no salary change; effective January 1, 2016.

Deirdre Mahan; from Financial Aid System Manager, Student Financial Aid to Enrollment Management System Manager, Admissions and High School Relations; no salary change; effective January 1, 2016.

Zachariah Mathew; change in title from International Affairs Associate Director to Center for Global Engagement Associate Director, Center for Global Engagement; effective December 1, 2015.

Jennifer McClure; change in title from Immigration Student Advisor to Center for Global Engagement Immigration Student Advisor, Center for Global Engagement; effective December 1, 2015.

Christopher McGrew; change in title from International Affairs Director to Center for Global Engagement Director, Center for Global Engagement; effective December 1, 2015.

Jerald Monds; from Information Center Consultant, Office of Information Technology, to Hardware Support Specialist, Office of Information Technology; no change in salary; effective February 5, 2016.

Tamiko Nicholson; from non-exempt position as Administrative Assistant I, Department of Economics, to exempt staff position as University College Advisor, Dean, University College; salary \$34,000 per fiscal year, prorated from the effective date of February 1, 2016.

Brandie Perry; from Financial Aid Counselor reappointment required to Financial Aid Counselor-9 month; salary \$23,524 per fiscal year; effective December 1, 2015 through May 31, 2016.

Yasenska Peterson; Associate Dean for Academics, College of Nursing, Health, and Human Services, and Professor, Applied Health Sciences; change in salary from \$123,336 to \$133,335, which includes a \$10,000 Associate Dean supplement; effective January 1, 2016.

Joshua Powers; Associate Vice President, Academic Affairs; \$5,000 supplement for additional duties with the Inclusive Excellence Initiatives; for the appointment period January 1, 2016 through June 30, 2016.

Donna Simmonds; change in title from Financial Aid Client Services Coordinator to Student Financial Aid Assistant Director; Student Financial Aid; salary \$40,745 per fiscal year; effective December 1, 2015.

Christine Strong; change in title from Study Abroad Program Director to Center for Global Engagement Study Abroad Program Director, Center for Global Engagement; effective December 1, 2015.

Mark Suiter; Blumberg Center Technology Coordinator, Blumberg Center; position reclassified; change in salary to \$72,774 per fiscal year; prorated for the appointment period of December 1, 2015 through September 30, 2016.

Pamela Tabor; change in title from International Student Advisor to Center for Global Engagement International Student Advisor, Center for Global Engagement; effective December 1, 2015.

Bailey Tait; from non-exempt position as Enrollment Management Specialist, Student Financial Aid, to exempt staff position as Financial Aid Counselor, Student Financial Aid; B.S., Eastern Illinois University; salary \$29,874 per fiscal year; prorated from the effective date of January 16, 2016.

Hope Williams; from Athletic Studies Director, Dean, University College, to University College Advisor, Dean, University College; no change in salary; effective January 1, 2016.

Gail Wright; from Program Coordinator, Indiana Area Health Education Center, to Clinical Coordinator, Indiana Area Health Education Center; salary \$40,797, prorated for the appointment period of January 4, 2016 through June 30, 2016.

Bassam Yousif; Associate Dean for Curriculum, Personnel, and Budget, College of Arts and Sciences, and Professor, Department of Economics; change in salary from \$110,823 to \$124,575, which includes a \$10,000 Associate Dean supplement; effective January 1, 2016.

Administrative Leave with Pay

Kelly Hall; Program Coordinator, IU School of Medicine- Terre Haute; effective December 18, 2015 through December 23, 2015; return to active status January 4, 2016.

Separations

Monique Allen, Student Organizations and Leadership Development Assistant Director, Student Activities & Organizations; effective January 21, 2016.

Bernard Caillouet; University College Adviser, University College; effective January 14, 2016.

Denise Cox; IEPRC Project Coordinator, Blumberg Center, Bayh College of Education; effective February 26, 2016.

Nolan Davis; Special Assistant to the Provost for Inclusive Excellence, Office of the Provost and Vice President for Academic Affairs; effective January 4, 2016.

Nora Hooker; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; effective November 30, 2015.

Brian Lewis; Web Application Server Administrator, Office of Information Technology; effective December 23, 2015.

Matthew Mosley; First Year Residential Initiative Coordinator, Sycamore Housing; effective January 15, 2016.

ATHLETICS

Appointments

Alison Conquest; Assistant Coach, Women's Soccer; annual salary \$31,365; effective January 1, 2016 through December 31, 2016.

Brian Cabral; Assistant Coach, Football; annual salary \$85,313; effective January 1, 2016 through December 31, 2016.

Traci Dahl; Head Coach, Volleyball; annual salary \$76,142; effective January 1, 2016 through December 31, 2016.

Jamison DeBerry; Assistant Coach, Football; annual salary \$42,000; effective January 1, 2016 through December 31, 2016.

Jayden Everett; Assistant Coach, Football; annual salary \$47,989; effective January 1, 2016 through December 31, 2016.

Shannon Jackson; Assistant Coach, Football; annual salary \$68,570; effective January 1, 2016 through December 31, 2016.

Vincent Natali; Assistant Coach, Football; annual salary \$44,207; effective January 1, 2016 through December 31, 2016.

Michael Sanford; Head coach, Football; annual salary \$214,200; effective January 1, 2016 through December 31, 2016.

Brian Sheppard; Assistant Coach, Football; annual salary \$72,516; effective January 1, 2016 through December 31, 2016.

Erika True; Head Coach. Women's Soccer; annual salary \$63,985; effective January 1, 2016 through December 31, 2016.

Nicole Wilson; Assistant Coach, Volleyball; annual salary \$34,595; effective January 1, 2016 through December 31, 2016.

Change in Status and/or Pay Rate/Promotion

Krisstopher Proctor; PT No Benefits Assistant Coach, Football; pay increase; annual salary \$31,620; effective January 1, 2016 through December 31, 2016.

William Lange; PT No Benefits Assistant Coach, Women's Soccer; pay increase; salary \$22,835; effective January 1, 2016 through December 31, 2016.

Angela Lansing; Interim Athletics Director; annual salary \$150,000; effective January 4, 2016 through March 31, 2016.

Matthew Murphy; PT No Benefits Assistant Coach, Football; pay increase; annual salary \$33,948; effective January 1, 2016 through December 31, 2016.

Aaron Williams-Archie; PT No Benefits Assistant Coach, Football; pay increase; annual salary \$22,315; effective January 1, 2016 through December 31, 2016.

Separations

Gerald Alexander; PT No Benefits Assistant Coach; effective December 31, 2015.

Matthew Murphy; PT No Benefits Assistant Coach; effective January 8, 2016.

Ronald Prettyman; Athletics Director; effective January 4, 2016.

6g Grant and Contracts

1. Arts Illiana, Fund No. 549051, Proposal No. 15-113

An agreement in the amount of \$4,925.00 has been received from Indiana Arts Commission and Arts Illiana for the project entitled, “49th Contemporary Music Festival Project,” under the direction of Kurt Fowler, School of Music, for the period July 1, 2015 through June 30, 2016.

2. Arts Illiana, Fund No. 549054, Proposal No. 15-111

An agreement in the amount of \$4,925.00 has been received from Indiana Arts Commission and Arts Illiana for the project entitled, “Rock Camp!,” under the direction of Petra Nyendick, Community School of the Arts, for the period July 1, 2015 through June 30, 2016.

3. Indiana Office of Small Business and Entrepreneurship, Fund No. 548984, Proposal No. 16-0027

Additional appropriations in the amount of \$15,333.08 have been received from Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center – State,” under the direction of Courtney Richey, West-Central Indiana Small Business Development Center, for the period January 1, 2015 through December 31, 2015.

4. Indiana University, Fund No. 549056, Proposal No. 16-046

A sub agreement under the Department of Health and Human Services Health Resources and Services Administration (HRSA) in the amount of \$82,232.00 has been received from Indiana University for the project entitled, “Area Health Education Centers Point of Service Maintenance and Enhancement,” under the direction of Jack Turman, College of Nursing, Health and Human Services, for the period September 1, 2015 through August 31, 2016.

5. Indiana Campus Compact, Fund No. 549067, Proposal No. 16-059

An agreement in the amount of \$549.00 has been received from Indiana Campus Compact for the project entitled, “Conference Registration Scholarship, Campus Compact 30th Anniversary Conference,” under the direction of Kathryn Berlin, Department of Applied Health Sciences, for the period October 1, 2015 through March 23, 2016.

6. Indiana Academy of Science, Fund No. 549058, Proposal No. 16-034

An agreement in the amount of \$2,938.00 has been received from Indiana Academy of Science for the project entitled, “Developing Computational Method for Identifying Genome-Wide Non-Canonical Spliced Regions Using RNA-Seq Data,” under the direction of Yongsheng Bai, Center for Genomic Advocacy, for the period October 27, 2015 through May 15, 2016.

7. Indiana Campus Compact, Fund No. 549065, Proposal No. 16-053

An agreement in the amount of \$2,250.00 has been received from Indiana Campus Compact for the project entitled, "Adapting Picture Books for All Children," under the direction of Shawn Huisinga, Department of Teaching and Learning, for the period January 1, 2016 through May 31, 2016.

8. Indiana Council for Economic Education, Fund No. 549059, Proposal 15-155

An agreement in the amount of \$4,000.00 has been received from Indiana Council for Economic Education for the project entitled, "Center for Economic Education Operational Budget 2015-2016," under the direction of John Conant, Department of Economics, for the period July 1, 2015 through June 30, 2016.

9. Union Hospital, Inc., Fund No. 548977, Proposal No. 14-163

Additional appropriations in the amount of \$46,136.00 have been received from Union Hospital for the project entitled, "Evidence Based Tele Emergency Services Network Grant Program," under the direction of Shiaw-Fen Ferng, Department of Applied Health Sciences, for the period October 1, 2014 through August 30, 2016.

10. National Endowment for the Humanities, Fund No. 549069, Proposal 15-140

An agreement in the amount of \$50,400.00 has been received from National Endowment for the Humanities for the project entitled, "Religious Conversion, Culture, and Identity in Russia's Western Borderlands, 1800-1855," under the direction of Barbara Skinner, Department of History, for the period August 1, 2016 through July 31, 2017.

6h Agreements

Clinical Affiliation Agreements

Adams Memorial Hospital
Alpena Regional Medical Center
Aspire Health Partners
Athletico, LTD
Avita Health System
Ben Archer Health Clinic
Clark County Public Health
Collier Health Services dba Healthcare Network of Southwest FL
Community First Healthcare of Illinois
Concept Rehab, Inc.
Crawford Rehab, Inc.
Crawford Memorial Hospital Rural Health Clinic
Crescent Clinic
Eastern Shore Rural Health System
Evansville Surgery Center Associates
Fairbanks North Star Borough School District
Fairview Haven
Farmington Square
FHN Memorial Hospital
Flint Hills Community Health Center
Franciscan Health Network-Hammond
Functional Pathways
Grady Health System

Gwinnett County Public Schools
Gwinnett County Public Schools
Hardin Memorial Hospital
Harrisburg Medical Center
Harrison Crossing Health Campus
HCA HealthONE LLC
In2Great!
Indiana University Health- Unity Hospital Lafayette
Indiana University Optometry
Intermountain Medical Group Layton Clinic
Iroquois Memorial Hospital
Kaiser Foundation Health Plan of Georgia
LMAS District Health Department
Lutheran Social Services of Northeast Florida
Martinsville High School
McConnell Air Force Base Kansas
Medical Center of Southeastern Oklahoma
Memorial Health System – Springfield, Illinois
Mercy Health Cincinnati
Metro Health Care Services LLC
Monroe County School Corporation
Mountain Crest Behavioral Health Center
Mountainstar Ogden Pediatrics
Munson Medical Center
Nebraska Methodist Health System
NorthEast Ohio Neighborhood Health Services
Northeast School Corporation
Oak Springs of Warrenton
Palm Springs General Hospital
Palo Pinto General Hospital
Pine Rest Christian Mental Health Services
Providence Health and Services
Putnam General Hospital
Revere Health
Richmond County Health Department
Siouxland Mental Health
St. Joseph Medical Center
St. Joseph's Candler Health System, Inc.
Summit Behavioral Healthcare
Sunset Community Healthcare
Tanner Medical Group
The Heritage House
The Therapy Place
Unity Healthcare
VA- Houston, Texas
Value Care Health Clinic
Vincennes University
Wabash General Hospital District
Wabash Valley Health Center

Wabash Valley Health Center
Washington Adventist Hospital
Wayne County Health Department
Women's Healthcare Associates

Performer / Speaker Agreements

Admark Production/BassSchuler
Midwest Dueling Pianos
Neon Entertainment
Record-A-Hit (Bubble Soccer 1/15/16)
Record-A-Hit (Mini Gold & Roller Rink 1/16/16)
Record-A-Hit (Adrenaline Rush Extreme & Obstacle Course 1/30/16)
Record-A-Hit (Cash Cube 4/14/16)

6i Board Representation at University Events

Events Requiring Board Representation

Saturday, April 9, 2016	6:30 p.m., President Scholars Dinner, Sycamore Banquet Center
Monday, April 11, 2016	6:30 p.m., Scholar Athlete Banquet, Sycamore Banquet Center
Thursday, April 14, 2016	6:00 p.m., Faculty Recognition Banquet, Heritage Lounge & Ballroom
Friday, May 6, 2016	ISU Board of Trustees Meeting, State Room, Tirey Hall
Saturday, May 7, 2016	Commencement Ceremony, Hulman Center

Optional Events Requiring Board Representation

Thursday-Sunday, March 3-6, 2016	Men's Basketball Missouri Valley Conference Tournament, St. Louis, MO
Thursday-Sunday, March 10-13, 2016	Women's Basketball Missouri Valley Conference Tournament, Quad Cities
Saturday, April 9, 2016	3:00 p.m., Junior & Senior Awards, Heritage Lounge and Ballroom
Sunday, April 10, 2016	5:30 p.m., University Honors Banquet, Sycamore Banquet Center
Monday, May 9, 2016	President Scholars Golf Outing

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

6j In Memoriam

IN MEMORIAM: Mr. Neil Williams

WHEREAS, Mr. Neil Williams, Professor of Anthropology at Indiana State University, died on the twenty-third day of September two thousand and fifteen; and

WHEREAS Mr. Neil Williams had given loyal and devoted service to Indiana State University for twenty-seven 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, and that a copy thereof be duly executed and transmitted to his family.

IN MEMORIAM: Ms. Janet L. Henderson

WHEREAS, Ms. Janet L. Henderson, Library Associate I for the Cunningham Memorial Library (retired), died on the first day of December two thousand and fifteen; and

WHEREAS, Ms. Janet L. Henderson had given loyal and devoted service to Indiana State University for over twenty two 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Ms. Gladys Taylor

WHEREAS, Ms. Gladys Taylor, Professor Emerita of Mathematics at Indiana State University, died on the eighth day of December two thousand and fifteen;

WHEREAS, Ms. Gladys Taylor had given loyal and devoted service to Indiana State University for twenty five 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Ms. Jessie E. McCune

WHEREAS, Ms. Jessie E. McCune, Assistant Professor Emerita of English of Indiana State University, died on the twelfth day of December two thousand and fifteen;

WHEREAS, Ms. Jessie E. McCune had given loyal and devoted service to Indiana State University for over 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Dr. Charles D. King

WHEREAS, Dr. Charles D. King, Professor Emeritus of Sociology of Indiana State University, died on the seventeenth day of December two thousand and fifteen; and

WHEREAS, Dr. Charles D. King had given loyal and devoted service to Indiana State University for over twenty six 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, and that a copy thereof be duly executed and transmitted to his family.

IN MEMORIAM: Dr. Robert W. Bastian

WHEREAS, Dr. Robert W. Bastian, Professor Emeritus of Geography of Indiana State University, died on the twenty-first day of December two thousand and fifteen; and

WHEREAS, Dr. Robert W. Bastian had given loyal and devoted service to Indiana State University for thirty 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, and that a copy thereof be duly executed and transmitted to his family.

IN MEMORIAM: Dr. J. Edward Gates

WHEREAS, Dr. J. Edward Gates, Professor Emeritus of English of Indiana State University, died on the twenty-fourth day of December two thousand and fifteen; and

WHEREAS, Dr. J. Edward Gates had given loyal and devoted service to Indiana State University for nineteen 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, and that a copy thereof be duly executed and transmitted to his family.

IN MEMORIAM: Ms. Vesta Maxine Mitchell

WHEREAS, Ms. Vesta Maxine Mitchell, Custodial Worker I for Burford Housing (retired), died on the twenty seventh day of December two thousand and fifteen; and

WHEREAS, Ms. Vesta Maxine Mitchell had given loyal and devoted service to Indiana State University for over twelve 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Ms. Sharon Benita McDaniel

WHEREAS, Ms. Sharon Benita McDaniel, Administrative Assistant II for the Purchasing Department (retired), died on the second day of January two thousand and sixteen; and

WHEREAS, Ms. Sharon Benita McDaniel had given loyal and devoted service to Indiana State University for fifteen 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Ms. Debra A. Brothers

WHEREAS, Ms. Debra A. Brothers, Student Union Information Services Supervisor for the Hulman Memorial Student Union, died on the eighth day of January two thousand and sixteen; and

WHEREAS, Ms. Debra A. Brothers had given loyal and devoted service to Indiana State University for over eight 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Ms. Virginia Whitkanack

WHEREAS, Ms. Virginia Whitkanack, Manager of Micro Computing in OIT (retired), died on the twenty-fifth day of January two thousand and sixteen; and

WHEREAS, Ms. Virginia Whitkanack had given loyal and devoted service to Indiana State University for over thirty-eight 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, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM: Robert C. Smith

WHEREAS, Robert C. Smith, Professor Emeritus of Music of Indiana State University, died on the twenty-seventh day of January two thousand and sixteen; and

WHEREAS Robert C. Smith had given loyal and devoted service to Indiana State University for thirty-one 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, and that a copy thereof be duly executed and transmitted to his family.

7 Old Business

8 Adjournment