



Indiana State University

Board of Trustees Agenda Meeting

October 21, 2022

State Room, Tirey Hall



Board of Trustees Agenda Meeting, October 21, 2022

Indiana State University Board of Trustees Meeting

1. Call Meeting to Order

Call Meeting to Order
Mrs. Cabello

2. Remarks

Faculty Senate Chairperson
Dr. Gustafson

Staff Council Chairperson
Ms. Leek

Student Government Association President
Ms. Angel

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

President of the University
Dr. Curtis

Chairperson of the ISU Board of Trustees
Mrs. Cabello

3. New Business Items

3a Minutes of the May 6, 2022 and July 29, 2022,
Meetings and Certification of Executive Sessions
Mrs. Cabello

Approval

3b Finance Committee Report
Mrs. Smith

3b1 University Health Benefits Plan for 2023
Mrs. McKee

Approval

3b2 Right of Way Property Acquisition
Mrs. McKee

Approval

3c Policies

3c1 Proposed Modifications to Policy 923 Non-
Discrimination
Mr. Bayh

Approval

3c2 Proposed Modifications to Policy 226
Graduation Latin Honors Policy

Approval

Dr. Olsen	
3c3 Proposed Modifications to Policy 651 Red Flags Mrs. McKee	Information
3c4 Proposed Modification to Policy 710 Use of University Mr. Bayh	Information
3c5 Proposed Modifications to Policy 726 Weather Guidelines Mrs. McKee	Information
3c6 Proposed Modification to Policy 910 Right of Expression Mr. Bayh	Information
3c7 Proposed Modifications to Policy 955 Tobacco, Vapor, and Smoke Free Campus Mrs. McKee	Information
3d New Program Certificate in Evaluation and Assessment Dr. Olsen	Approval
3e New Program Non-degree Licensure Program Elementary Education Transition to Teaching Dr. Olsen	Approval
3f Updated Memorandum of Understanding between Indiana State University and the Indiana State University Foundation Mrs. Angel	Approval
3g Naming of the Union Health Nursing Skills Lab Mrs. Angel	Approval
3h Conflict of Interest Disclosure Statements Mr. Bayh	Approval
3i Conferral of Honorary Degree Dr. Curtis	Approval
3j New Program Minor in Digital Forensics Dr. Olsen	Information
3k New Program Certificate in Digital Forensics Dr. Olsen	Information
3l New Program Minor in Security and Risk Dr. Olsen	Information
3m New Program Certificate in Security and Risk Dr. Olsen	Information

4. Items for the Information of the Trustees

4a University Investments

4b Financial Report

4c Purchasing Report

4d Vendor Report

4e Faculty Personnel

4f Other Personnel

4g Grants and Contracts

4h Agreements

4i Board Representation at University Events

4j In Memoriam

Old Business

Adjournment

1. Call Meeting to Order – Kathy Cabello

3a Minutes of the May 6, 2022 and July 29, 2022, Meetings and Certification of Executive Sessions.

The Indiana State University Board of Trustees met in Executive Session at 11:00 a.m. on Friday, May 6, 2022.

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

The Trustees met in a regularly scheduled meeting on Friday, May 6, 2022 at 3:15 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mrs. McKenzie, Mr. Pratt, Mrs. Smith and Mr. Woodruff.

Trustees absent: Mr. Minas and Mrs. Powers.

The Indiana State University Board of Trustees met in Executive Session at 2:45 p.m. on Friday, July 30, 2021.

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

The Trustees met in a regularly scheduled meeting on Friday, July 29, 2021 at 3:15 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Lowe, Mrs. Powers, Mr. Pratt, Mrs. Smith and Mr. Woodruff.

Trustee absent: Mr. Minas.

Recommendation: Approve the Board Minutes of the May 6, 2022 and July 29, 2022, Meetings and Certifications of Executive Sessions.

3b1 University Health Benefits Plan for 2023

Medical Coverage: It is recommended that the University's medical plan continue to be administered by Anthem. The University offers employees two plan options – a Preferred Provider Organization (PPO) plan and a High Deductible Health Plan (HDHP). No plan design changes are recommended for either plan for 2023.

Prescription Drug Coverage: It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP). CVS Caremark will continue as prescription drug administrator for this program in 2023 with no changes recommended in coverage.

Dental Coverage: It is recommended that the University's dental plan continue to be administered by Delta Dental of Indiana with no change in coverage.

Employee Coverage - Contribution Rates: The following premiums are recommended effective January 1, 2023, representing no increase to employee rates. The 2023 wellness incentives will remain at \$40 per month for employees and \$30 per month for spouses. The rates, as shown below, are inclusive of medical, prescription drug, dental coverage, wellness costs, administrative fees, and stop-loss insurance.

Proposed 2023 ISU Health Coverage Monthly Rates

Employee Rates - PPO Plan

	2022 Standard Rate*	2023 Standard Rate*	Standard Rate Monthly Increase
Employee	\$270.00	\$270.00	\$0.00
Employee/Child(ren)	\$499.00	\$499.00	\$0.00
Employee/Spouse	\$652.00	\$652.00	\$0.00
Employee/Dependents	\$713.00	\$713.00	\$0.00

Employee Rates - High Deductible Health Plan (HDHP)

	2022 Standard Rate*	2023 Standard Rate*	Standard Rate Monthly Increase
Employee	\$185.00	\$185.00	\$0.00
Employee/Child(ren)	\$388.00	\$388.00	\$0.00
Employee/Spouse	\$511.00	\$511.00	\$0.00
Employee/Dependents	\$559.00	\$559.00	\$0.00

Employees Below 200% of Federal Poverty Level - PPO Plan Only

	2022 Standard Rate*	2023 Standard Rate*	Standard Rate Monthly Increase
Employee	\$180.00	\$180.00	\$0.00
Employee/Child(ren)	\$333.00	\$333.00	\$0.00
Employee/Spouse	\$435.00	\$435.00	\$0.00
Employee/Dependents	\$475.00	\$475.00	\$0.00

Wellness Incentive & Tobacco Surcharge**

	2022 Monthly Rate Adjustment	2023 Monthly Rate Adjustment	Monthly Increase
Employee Wellness Incentive	(\$40.00)	(\$40.00)	\$0.00
Spouse Wellness Incentive	(\$30.00)	(\$30.00)	\$0.00

Employee Tobacco Surcharge	\$50.00	\$50.00	\$0.00
Spouse Tobacco Surcharge	\$50.00	\$50.00	\$0.00

* Standard rate assumes employee does not use tobacco and has not received wellness incentive.

** Employee and spouse each receive separate discount or surcharge for participation.

Note: For employees paid bi-weekly, monthly rates are divided by two and taken over 24 pays in a year.

Recommendation: Approval of the health coverage and rates as presented effective January 1, 2023.

3b2 Right of Way Property Acquisition

The Indiana Department of Transportation (INDOT) is undertaking a highway improvement project in Vigo County. This pavement replacement project is located on US 150 from .60 miles west of US 41 to US 41. Indiana State University owns property located at 100 North 3rd Street in Terre Haute, Indiana of which INDOT is acquiring 444 square feet of fee simple (permanent) right-of-way. The fee simple right-of-way consists of a strip of land located along the US 150 (Cherry Street) frontage at the southern side of the property. In exchange for the acquisition of this right-of-way, INDOT has offered \$14,275 to the University.

Recommendation: Approval of the resolution as shown below for the right-of way acquisition by the Indiana Department of Transportation of 444 square feet of property located at 100 North 3rd Street in exchange for payment to the University of \$14,275, based on appraised value.

RESOLUTION

WHEREAS, Indiana State University owns certain real estate at 100 North 3rd Street in Terre Haute, Indiana consisting of a vacant lot and said real estate was not acquired by gift or devise.

WHEREAS, the State of Indiana acting by and through the Indiana Department of Transportation has offered \$14,275 for the acquisition of 444 square feet of right of way to undertake a highway improvement project and it would be in the best interests of the University to accept the permanent right-of-way acquisition by the State of Indiana at this time.

BE IT FURTHER RESOLVED, that the University, pursuant to I.C. 21-36-3-7, authorizes the Treasurer of the University to execute the right-of-way acquisition by the State of Indiana for the appraised value and all other documents necessary to complete the transaction.

President

ATTEST:

Secretary

3c1 Proposed Modifications to Policy 923 Non-Discrimination and Anti-Harassment

Rationale: The administration proposes revising Policy 923 Non-Discrimination and Anti-Harassment to address procedural questions that arose in past cases and that may arise in the future. First, the revisions make clear that individuals may file a formal complaint of Sexual Misconduct even if the individual is not a participant in the University's programs or activities. The revisions also explain that if the Director of Equal Opportunity/Title IX Coordinator files a formal complaint, the alleged victim will be considered the Complainant rather than the Director of Equal Opportunity/Title IX Coordinator. Further, the Director of Equal Opportunity/Title IX Coordinator's filing of a formal complaint does not make the Director of Equal Opportunity/Title IX Coordinator an advocate for the Complainant or adverse to the Respondent, nor does it otherwise create a conflict of interest. That "filing" of the complaint is simply the necessary administrative step to serve as the foundation for an ensuing investigation and other proceedings. This addresses and corrects the potential misperception that the Director of Equal Opportunity/Title IX Coordinator serves both as the "complainant" and the investigator of the complaint; the Director of Equal Opportunity/Title IX Coordinator is not the complainant or an advocate for the complaint, and has no interest in the findings of the investigation or the outcome of any ensuing proceedings.

Proposed Modification to Policy 923:

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

923.1 Policy of Nondiscrimination.

Indiana State University prohibits discrimination on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. Discrimination based upon any protected class is strictly prohibited in ISU programs and activities or that interferes with the educational or workplace environment. ISU recognizes that discrimination and harassment may take many forms, and it is our collective commitment to respond promptly and vigorously to discriminatory or harassing behavior.

923.2 Definitions

- A. Complainant: An individual who is alleged to be the victim of conduct that could constitute discrimination or harassment.
- B. Consent: Knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent must be freely and actively given and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. Consent may be withdrawn at any time. Consent to some sexual contact cannot be presumed to be consent for other sexual

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

activity including previous consent or the existence of a current or previous relationship. Silence or the absence of resistance is not the same as consent. Lack of consent means:

1. The person has not given consent;
 2. The person is incapable of giving consent because of mental, developmental, or physical disability;
 3. Force is used or threatened;
 4. The person is incapable of giving consent because of judgment-inhibiting intoxication without regard to the intoxicant;
 5. The person is not sufficiently conscious to provide consent; or
 6. The person is not old enough to give consent. In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services or to the police.
- C. Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- D. Domestic Violence: A felony or misdemeanor crime of violence committed by (i) a current or former spouse or intimate partner of the victim; (ii) a person with whom the victim shares a child in common; (iii) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (iv) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; (v) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the state of Indiana.
- E. Education Programs or Activities: All the operations of the University, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the University. It also includes off-campus locations, events, or circumstances over which the University exercises substantial control over the Respondent and the context in which the alleged misconduct occurs, including conduct occurring in any building owned or controlled by a student organization that is officially recognized by the University.

- F. Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute discrimination or harassment.
- G. Sexual Assault: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and includes the sex offenses of rape, attempted rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape as defined in 20 U.S.C. §1092(f)(6)(A)(v). The definition of sexual assault encompasses:
1. The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim and regardless of the gender of the individuals.
 2. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
 3. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 4. Sexual intercourse with a person who is under the statutory age of consent.
- H. Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others or (ii) suffer substantial emotional distress.

For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

923.3 Categories of Prohibited Conduct

923.3.1 Discrimination.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

Discrimination means treating someone differently because of their membership in a protected class (or a perception that someone is a member of a protected class) in matters of admissions, employment, housing, services, or any other educational programs or activities of the University. Disparate treatment discrimination occurs when there has been an adverse impact on the individual's work or educational environment, individuals outside of the protected class have received more favorable treatment, and there is no legitimate, non-discriminatory reason for the action. Disparate impact discrimination occurs when a University policy or practice adversely impacts persons in a protected class even though the policy or practice is neutral on its face.

923.3.2 Prohibited Harassment.

Prohibited Harassment may be categorized as hostile environment harassment or *quid pro quo* harassment. Hostile environment harassment is defined as unwelcome verbal or physical conduct directed toward an individual because of their membership in a protected class (or a perception that someone is a member of a protected class) that has the purpose or effect of substantially interfering with the individual's educational or work performance, or creating an intimidating, hostile or offensive working or academic environment. A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the University's education or employment programs and/or activities. In determining whether a hostile environment exists, the University examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

Quid pro quo harassment occurs where submission to or rejection of prohibited conduct is used, explicitly or implicitly, as the basis for decisions adversely affecting an individual's education, employment, or participation in a University program or activity.

Examples of Prohibited Harassment include offensive jokes, slurs, name calling, intimidation, ridicule, mockery, or displaying or circulating offensive objects and pictures that are based on a protected class. Prohibited Harassment may also include unwelcome sexual advances, requests for sexual favors, physical conduct and other verbal or physical conduct of a sexual nature that falls outside the scope of Title IX Sexual Harassment.

923.3.3 Title IX Sexual Harassment.

Title IX Sexual Harassment is conduct on the basis of sex that constitutes *quid pro quo* harassment, Title IX Hostile Environment Sexual Harassment, sexual assault, domestic violence, dating violence, or stalking and that occurs in the United States and within the University's Education Programs or Activities.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

“Title IX Hostile Environment Sexual Harassment” is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University’s Education Programs or Activities.

923.3.4 Sexual Misconduct.

Sexual Misconduct is sexual assault, domestic violence, dating violence, or stalking that occurs off-campus, in a private setting, and/or outside the scope of the University’s Education Programs or Activities.

923.4 Other Harassing, Intimidating, or Physically Abusive Conduct.

Conduct that seeks to intimidate or harass or constitutes unwelcome or abusive physical contact but is not discriminatory is also prohibited by [Policy 410 Code of Student Conduct](#), [Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior](#) and other ISU policies as may be adopted from time to time.

923.5 Commitment to Freedom of Expression and Academic Freedom.

ISU values the principles of freedom of expression and academic freedom, even when speech or academic discourse is uncomfortable and challenging. However, speech that is discriminatory and harassing is not protected and will be subject to investigation and possible disciplinary action.

923.6 Reporting Discrimination and Harassment.

All ISU employees are expected to report discrimination and harassment to the Equal Opportunity and Title IX Office. Those individuals who act in a supervisory capacity or who serve as faculty/staff advisors to ISU student organizations should be especially mindful of the obligation to report discrimination and harassment promptly. Reports of discrimination or harassment should be directed to:

Equal Opportunity and Title IX Office
Rankin Hall, Room 426
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
ISU-equalopportunity-titleix@mail.indstate.edu
https://cm.maxient.com/reportingform.php?IndianaStateUniv&layout_id=10

923.6.1 Confidential Reporting.

ISU has designated certain employees to be confidential resources to students and employees. These confidential resources may be found on the Equal Opportunity and Title IX website.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

923.6.2 Review of Reports of Discrimination and Harassment.

ISU has designated the Equal Opportunity and Title IX Office to review all reports of discrimination and harassment. Upon receipt of a report, the Director of Equal Opportunity/Title IX Coordinator will undertake a continuing assessment to determine the form of discrimination or harassment at issue and which adjudication procedures are applicable.

In all matters where the Complainant's identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of supportive measures; to discuss and consider the Complainant's wishes with respect to supportive measures; to inform the Complainant about the availability of supportive measures with or without filing a formal complaint; and to explain the process for filing and pursuing a formal complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

923.6.3 Filing of Formal Complaints.

Upon receipt of a report of discrimination or harassment, the Director of Equal Opportunity/Title IX Coordinator will contact the Complainant, if their identity is known, and explain the process for filing a formal complaint. A formal complaint is submitted by the Complainant to the Office of Equal Opportunity and Title IX in person, by mail, or by email. The formal complaint must contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is the person filing the formal complaint. At the time of filing a formal complaint of Title IX Sexual Harassment, a Complainant must be participating in or attempting to participate in the University's Education Programs or Activities. **A Complainant may file a formal complaint of Sexual Misconduct without being a current participant, or attempted participant, in the University's Education Programs or Activities.**

The Director of Equal Opportunity/Title IX Coordinator has discretion to file a formal complaint even if the Complainant chooses not to, and even if the Complainant chooses not to participate in the investigation or adjudication process. In general, the Director of Equal Opportunity /Title IX Coordinator will seek to respect the Complainant's wishes not to file a formal complaint.

The Director of Equal Opportunity/Title IX Coordinator will file a complaint on behalf of the University in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University community. Factors the Director of Equal Opportunity/Title IX Coordinator may consider in deciding whether to file a complaint include (but are not limited to): (a) was a weapon involved in the incident; (b) were multiple assailants involved in the incident; (c) is the accused a repeat offender; and (d) does the incident create a risk of occurring again. **When the Director of Equal Opportunity/Title IX Coordinator files a formal complaint, that action**

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

does not make the Director of Equal Opportunity/Title IX Coordinator the “complainant” in the matter, nor does it put him or her in a position adverse to the Respondent or otherwise create a conflict of interest.

923.6.4 Required Dismissal of Title IX Sexual Harassment Complaints.

At any time during the handling of a formal complaint, the Director of Equal Opportunity/Title IX Coordinator will dismiss a formal complaint of Title IX Sexual Harassment if it is determined that:

- The conduct alleged in the formal complaint would not constitute Title IX Sexual Harassment if proved;
- The conduct alleged in the formal complaint did not occur in the University’s Educational Programs or Activities; or
- The conduct alleged in the formal complaint did not occur against a person in the United States.

The parties will be notified in writing that the allegations of Title IX Sexual Harassment must be dismissed and the reason for dismissal. If the behavior at issue would still, as alleged, constitute Discrimination, Prohibited Harassment, or Sexual or Gender-Based Misconduct, the allegations will continue to be addressed under this Policy and the applicable adjudication procedures.

If a formal complaint of Title IX Sexual Harassment is dismissed for one of the above reasons, the parties may appeal that dismissal using the appeal process described in Section 923.12.

923.6.5 Other Dismissal and Closure.

In addition to the dismissal of a formal complaint for Title IX purposes, the Director of Equal Opportunity/Title IX Coordinator may dismiss a formal complaint if at any time:

- The Complainant notifies the Director of Equal Opportunity/Title IX Coordinator in writing that the Complainant would like to withdraw their formal complaint;
- The Respondent is no longer a student of or employed by the University, as applicable; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination on the underlying allegations of the formal complaint.

If a formal complaint is dismissed pursuant to this section, the parties may appeal that dismissal using the appeal process described in Section 923.12.

923.7 Reports of Other Misconduct.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

Reports of misconduct other than discrimination or harassment will be referred by the investigator to the Office of Human Resources for Staff, the appropriate Dean for faculty, or the Office of Student Conduct and Integrity for students, including student employees.

923.8 Alternative Resolution.

The University offers voluntary alternative resolution for complaints of discrimination and harassment, except where the Respondent is a non-student employee accused of committing Title IX Sexual Harassment against a student. Information about alternative resolution can be found in the Complaint Resolution and Investigation Procedures.

923.9 Complaint Resolution and Investigation Procedures; Guiding Principles.

The Director of Equal Opportunity/Title IX Coordinator is responsible for conducting the investigation or assigning an investigator to investigate the complaint of discrimination. The Director of Equal Opportunity/Title IX Coordinator will publish Complaint Resolution and Investigation Procedures, approved by the President, for all investigations of discriminatory conduct, including sexual harassment. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The Complaint Resolution and Investigation Procedures will comply with the Guiding Principles for the investigation of discriminatory behavior set forth below:

1. The Investigator will remain fair, objective, and impartial throughout the investigation process and will not have a conflict of interest or bias.
2. ISU will ensure that the Title IX Coordinator, investigators, decision-makers, and any individual who facilitates alternative resolution will receive appropriate training.
3. The investigator will provide sufficient notice to the Respondent and appropriate time to prepare a response before an interview, consistent with the Complaint Resolution and Investigation Procedures.
4. The Director of Equal Opportunity/Title IX Coordinator, in consultation with appropriate university officials, may remove a student Respondent from an education program or activity, including student employment, on an emergency basis if ISU determines that an immediate threat to the physical health or safety of any student, faculty member, staff member or visitor exists arising from the allegations of sexual harassment. The Respondent will be given notice and an opportunity to challenge the decision immediately following removal.
5. Non-student employees may be reassigned consistent with [Policy 501 Principles of Conduct for Faculty and Staff, Section 501.2 Extraordinary Action](#).
6. The Respondent will be presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the adjudication process.

7. ISU, not the Complainant or Respondent, is responsible for gathering information sufficient to reach a determination that Respondent violated the policy.
8. Complainants and Respondents will have an equal opportunity to have a support person or advisor present at interviews, consistent with the Complaint Resolution and Investigation Procedures.
9. Complainants and Respondents will have an equal opportunity to present witnesses, including fact and expert witnesses, and other evidence, consistent with the Complaint Resolution and Investigation Procedures.
10. Complainants and Respondents will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint, consistent with the Complaint Resolution and Investigation Procedures.
11. The investigation and determination will be completed reasonably promptly.
12. The investigator will produce a report that will be available to both Complainant and Respondent in a manner consistent with the Complaint Resolution and Investigation Procedures.

923.10 Standard of Evidence.

The standard of evidence in all discrimination matters is preponderance of evidence. The investigator or Hearing Panel (as applicable) will determine whether it is more likely than not that the Respondent violated this policy.

923.11 Determinations of Discriminatory Behavior

The specific procedures for adjudicating prohibited conduct depend upon the nature of the Respondent's relationship to the University, and when a Respondent is an employee or a third party, on the type of prohibited conduct at issue.

923.11.1 Determinations of Discriminatory Behavior.

In all investigations except those involving allegations of Title IX Sexual Harassment, Prohibited Harassment (sexual) with a student Respondent, or Sexual Misconduct with a student Respondent, the assigned investigator will make a determination about whether or not it is more likely than not that discrimination or harassment prohibited by this policy has occurred.

The final investigation report, including the determination, will be provided to the appropriate Cabinet Member(s). The Cabinet Member to whom the Respondent reports will make a determination about disciplinary action or sanctions, if warranted. The appropriate Cabinet Member may take disciplinary action against a Respondent based on the contents of the investigation report and the determination of discrimination.

923.11.2 Determinations of Title IX Sexual Harassment.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

Formal complaints of Title IX Sexual Harassment will be adjudicated by a Hearing Panel after the conclusion of the fact-gathering investigation. The Hearing Panel will hold a live hearing that is governed by the Guiding Principles set forth in Section 923.11.6 and conducted in accordance with Hearing Procedures approved by the President. The Hearing Panel will make the determination about whether it is more likely than not that the Respondent engaged in Title IX Sexual Harassment as defined by Section 923.3.3.

923.11.2.1 Disciplinary Outcomes in Title IX Sexual Harassment Determinations.

If the Hearing Panel determines that the Respondent engaged in Title IX Sexual Harassment, federal law requires the Hearing Panel to include the sanction within its written determination. Disciplinary outcomes for students may include, but are not limited to, a conduct warning, conduct probation, mandated assessments, educational requirements, and/or temporary or permanent separation from Indiana State University in accordance with the Code of Student Conduct. Disciplinary outcomes for faculty and staff will be consistent with University policies and procedures related to employee discipline.

923.11.3 Determinations of Prohibited Harassment (Sexual) or Sexual Misconduct (Students).

Formal complaints of Prohibited Harassment (sexual) or Sexual Misconduct involving student Respondents will be adjudicated by a Hearing Panel after the conclusion of a fact-gathering investigation. The Hearing Panel will hold a live hearing that is governed by the Guiding Principles set forth in Section 923.11.6 and conducted in accordance with Hearing Procedures approved by the President. The Hearing Panel will make the determination about whether or not it is more likely than not that the Respondent engaged in Prohibited Harassment, as defined by Section 923.3.2, or Sexual Misconduct, as defined in Section 923.3.4.

923.11.4 Other Misconduct.

In cases where the final investigation report identifies misconduct other than discriminatory conduct, the Cabinet member may refer the matter for further review or take disciplinary action based on the contents of the investigation report. All such disciplinary action will be consistent with ISU policy.

923.11.5 Allegations of more than one form of discrimination.

If more than one form of discrimination is alleged, the investigator will make the determination regarding all allegations of discrimination or harassment that would not otherwise be determined by a Hearing Panel pursuant to this policy.

923.11.6 Hearing Procedures; Guiding Principles.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

The Director of Equal Opportunity/Title IX Coordinator will publish Hearing Procedures, approved by the President, for all adjudications of Title IX Sexual Harassment, Prohibited Harassment (sexual), and Sexual Misconduct. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The Hearing Procedures will comply with the following Guiding Principles:

1. The Hearing Panel will remain fair, objective, and impartial throughout the investigation process and will not have a conflict of interest or bias.
2. ISU will ensure that the Hearing Panel and Advisors provided by ISU will receive appropriate training.
3. All Complainants and Respondents will be entitled to have an Advisor present during the hearing, and the Advisor will have the opportunity to question witnesses, the investigator, and the other party. The Complainant and Respondent may choose the Advisor, or, at the request of the Complainant or Respondent, ISU will provide the Advisor. No party will be allowed to ask questions of any witness, the investigator, or the other party.
4. All Complainants and Respondents will be entitled to have a support person, subject to the Hearing Procedures.
5. The hearing may, at the request of any party, be conducted in separate areas, and connected to the hearing using technology resources.
6. The Respondent will be presumed not responsible for the alleged conduct until a determination regarding responsibility is made final.
7. Complainants and Respondents will have an equal opportunity to present information to the Hearing Panel, consistent with the Hearing Procedures.

923.11.7 Notification to Complainant and Respondent.

In all investigations of discriminatory conduct, both the Complainant and the Respondent will be notified in writing of the determination and, where appropriate, the disciplinary outcome.

923.12 Appeal.

Either party may appeal the determination to the President on the following grounds:

1. Procedural irregularity that affected the outcome.
2. New evidence, not reasonably available at the time of determination or dismissal was made, that could reasonably affect the outcome.
3. Conflict of interest or bias that affected the outcome of the hearing.

The Director of Equal Opportunity/Title IX Coordinator will publish Appeal Procedures, approved by the President, for all investigations of discriminatory conduct, including sexual harassment. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

The President's decision on the merits of the appeal will be final.

923.13 Retaliation.

Retaliation against participation in the reporting, investigation, or determination of discriminatory or harassing conduct is prohibited and will constitute a separate violation of this policy.

923.14 Campus Notifications.

The Director of Equal Opportunity/Title IX Coordinator will cooperate with the ISU Chief of Police on any notifications to the campus about health and safety emergencies that might arise because of a report of a violation of this policy.

923.15 Privacy.

All reports of discrimination will be treated with the maximum possible privacy.

923.16 Training.

Those individuals involved in investigation, adjudication, and appeal of allegations of discrimination and harassment will be provided appropriate training and education. The President may require training or education of all employees and students on this policy.

Recommendation: Approval of the proposed modification to Policy 923 Non-Discrimination and Anti-Harassment.

3c2 Proposed Modifications to Policy 226 Graduation Latin Honors Policy

Rationale: The current policy

Proposed Modifications:

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

226 Graduation Honors Policy

226.1 General Policy

Latin Honors are recognized by Indiana State University ~~honors~~ **honors** for baccalaureate ~~graduates~~ **graduates** candidates ~~who have high academic achievement by conferring the Latin designations of Cum Laude, Magna Cum Laude, and Summa Cum Laude.~~ **who have high academic achievement by conferring the Latin designations of Cum Laude, Magna Cum Laude, and Summa Cum Laude.** At commencement and on diplomas and transcripts. ~~To be considered for Latin honors, students must:~~

- ~~1. Have a current graduation application on file in the Office of the Registrar~~
- ~~2. Adhere to commencement deadlines (March 15th for Spring/Summer and October 15th for Fall commencement). Once the deadline has passed, graduation candidates will not be included in the commencement booklet or have Latin honors announced at the commencement ceremony.~~
- ~~3. Complete a minimum of 55 hours of resident (ISU) credit (not including credit awarded through credit by exam, prior learning, or other advanced standing programs).~~
- ~~4. Earn a minimum ISU cumulative grade point average of 3.50.~~
- ~~5. Earn a minimum Latin honors grade point index of 3.50. The Latin honors index is based on all eligible coursework completed at all regionally accredited institutions. Eligible coursework includes all college-level courses, whether or not the courses are transferable to ISU. All non-ISU coursework is converted to ISU's grading scale and combined with the ISU cumulative grade point average to calculate the honors grade point index. Latin honor designations are based on the student's cumulative honors index (not the ISU cumulative grade point average): Latin Honor Cumulative Honors Grade Point Index Summa Cum Laude 3.90 or higher Magna Cum Laude 3.70-3.89 Cum Laude 3.50-3.69 When determining Latin Honors for the commencement ceremony, the student's record will be reviewed at the beginning of the semester/term of graduation and will include all coursework completed at that point in time.~~

~~Latin honors will be recalculated after graduation and will include all coursework. The official Latin Honor will be designated on the diploma and transcript.~~

Latin Honor Designations	
Latin Honor	Cumulative Honors Grade Point Index

	Indiana State University cumulative grade point average
Summa-Cum Laude	3.90 or higher 3.50-3.69
Magna Cum Laude	3.70-3.89
Summa Cum Laude	3.50-3.69 3.90 or higher

When determining Latin Honors honor eligibility for the commencement ceremonies, The Latin designation for the commencement ceremony will be reflective of the student's candidates' academic record will be reviewed at the established commencement deadline. beginning of the semester/term of graduation and will include all coursework completed at that point in time. Latin honors will be recalculated after graduation and will include all coursework. The official Latin Honor will be designated on the diploma and transcript. The candidate for graduation must:

- Have a current graduation application on file in the Office of the Registrar by the established commencement deadline.
- Complete a minimum of 55 hours of Indiana State University resident credit (excludes course transfer credit, advanced or prior learning credit, placement exams, and military credit).
- Earn a minimum ISU cumulative grade point average of 3.5.
 - Indiana State University courses approved for academic renewal will be included in the honor grade point average calculation.

Latin honors eligibility for placement on the official record. The Latin designation placed on the academic transcript and diploma will be reflective of the academic record at that point in time the degree is awarded. The graduate is eligible for a Latin designation if they meet the minimum 55 hour resident credit (see above) and the required cumulative grade point average.

Latin honors may apply to a subsequent baccalaureate degree provided all eligibility requirements are met. All Indiana State University resident credit will be used in the calculation of the Latin designation.

Recommendation: Presented for information only.

3c3 Proposed Modifications to Policy 651 Red Flags

Rationale: As part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications comply with the Federal Trade Commission Red Flags Rule regarding the establishment of an Identity Theft Prevention Program.

Proposed Modifications: The current Policy 651 Red Flags can be found at [Policy 651 Red Flags](#). Proposed revised Policy 651 Red Flags is shown below.

651.1 Requirements

This policy establishes Indiana State University's Identity Theft Prevention Program, which helps protect students, employees and others who have certain accounts with the university. The program is designed to detect, prevent, and mitigate theft as required by the Federal Trade Commission's Red Flag Rule and the Fair and Accurate Credit Transaction Act.

651.2 Definitions

Covered Account. A consumer account designed to permit multiple payments or transactions, and any other account which there is a reasonable foreseeable risk of identity theft, including, but not limited to:

- Student accounts established for the payment of tuition, fees, room, board, and other charges related to university activities; and;
- Personal accounts through which students/employees receive wages, reimbursements, or refunds; and;
- Accounts tied to university identification cards.

Customer. A person who has a covered account with the university. A customer may be a student, employee, or other individual.

Identity Theft. A fraud committed or attempted using the identifying information of another person without his or her authority.

Red Flag. A pattern, practice or specific activity that could indicate identity theft.

651.3 Identity Theft Prevention Program

The university is committed to protecting its students, faculty, staff, and others who entrust their personal information with the university. Common Red Flags include:

1. Receipt of Notice of Dispute from a credit agency;
2. Identification document or card that appears to be forged, altered or inauthentic;
3. Identification document or card on which a person's photograph or physical description is not consistent with the person presenting the document;
4. Inconsistencies in information among different documents presented by the customer (example: inconsistent birth dates);
5. Identifying information presented by the customer that is inconsistent with other sources of information;
6. Social Security number presented that is the same as one given by another student or employee; and

7. Notice to the university from an external source, student, or employee that an account has unauthorized activity.

The Identity Theft Prevention Program consists of this policy, which identifies common Red Flags, and other policies and procedures to detect and respond to Red Flags that occur. The Senior Vice President for Finance and Administration is responsible for the Policy and establishment of an Identity Theft Prevention Committee to be charged with overseeing the program.

The Committee is responsible for ensuring that reasonable policies and procedures exist to identify, detect, and respond to Red Flags relating to covered accounts. The Committee is charged with reviewing existing university policies and procedures related to identity theft and incident reporting, and developing new policies and procedures as needed to ensure that the university maintains a high level of due diligence with respect to preventing, detecting, and mitigating identity theft. The Committee will be responsible for establishing and maintaining routine training for staff in relevant positions, including training in how to identify a Red Flag, how to report a Red Flag, and how to mitigate against identity theft in Covered Accounts. The Committee will also provide a report to the Senior Vice President for Finance and Administration in the fall, following the close of each fiscal year, regarding the University's compliance with the Red Flags Rule.

Recommendation: The proposed modifications to Policy 651 Red Flags is provided to the Board of Trustees for information only.

3c4 Proposed Modification to Policy 710 Use of University Facilities

Rationale: Indiana recently expanded free speech protections on public college and university campuses by preventing public colleges and universities from discriminating against or denying benefits to student groups based upon their religion, political affiliation or ideology, and by banning free speech zones, i.e., designated outdoor areas for protests or gatherings, which often are remote or with limited accessibility. Ind. Code section 21-39-8. This new law impacts ISU's current Policy 710 Use of University Facilities. We therefore propose a modification to ensure Policy 710 complies with the law.

For Policy 710, the current language remains useful and applicable. We propose the addition of one paragraph, which ensures that individuals may engage in free speech on any outdoor area of the campus unless reserved in advance, and which references Policy 910 for further information about the right of expression in University facilities.

Proposed Modification to Policy 710:

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

710.1 General Policy

The University has established policies and procedures for maximum benefit and utilization of its resources, facilities, and services. The policies and procedures include safeguards and administrative guidelines, and define the University's obligations to matriculated students, the faculty, the staff and the public.

710.1.1 Reservations. Reservations for meeting rooms in campus buildings other than Hulman Memorial Student Union, Tirey Hall, and Hulman Center may be made on forms available in the Registrar's Office. Groups not associated with the University may be charged a rental fee for the use of University rooms at established rates that are available in the Controller's Office.

710.1.2 Student Activities Space. Student Activities space of a general nature is available in Hulman Memorial Student Union, Tirey Hall, and Hulman Center. Space for social events, such as dances, movies, organizational meetings, and other activities, will be reserved through the director of the facility.

710.2 Types of University Facilities

The facilities of the University include all buildings and grounds owned or leased by the University. Space within the buildings and grounds is of three types: dedicated, semi-public, and public.

710.2.1 Dedicated Facilities. Dedicated space is defined as space used primarily to serve and support the educational, cultural residential, and recreational functions of the University. Although such areas may be used by the public, University functions have priority. Examples of such space are:

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

classrooms, laboratories, libraries, residence halls, parking areas, recreational facilities, intramural and athletic fields.

710.2.2 Semi-Public Facilities. The semi-public space areas are defined as space available for use by internal and external individuals and groups on a reservation-only basis. Normally, non-University organizations will pay a rental fee for the use of such space. Examples of such space are: Tilson Music Hall, activity and meeting rooms in Hulman Memorial Student Union, Tirey Hall, and Hulman Center.

710.2.3 Public Facilities. The public space areas are defined as those which accommodate pedestrian as well as vehicular traffic flow and facilities of the University open to the public. These areas are defined to include sidewalks, campus streets and drives, entrances to buildings, lobbies and corridors in classroom and office buildings and semi-public facilities, and common areas in the residence halls, Hulman Memorial Student Union and Tirey Hall.

710.3 Guidelines

710.3.1 Persons with Legitimate University Business. Every person with legitimate business at the University has the privilege of access to the public areas of the buildings and grounds during designated open hours.

710.3.2 Solicitation. Soliciting for monetary reasons or selling will not be permitted on the campus except in cases of student groups whose activities are approved through the Student Affairs Office.

710.3.3 Purpose. Use of space for purposes other than those for which it has been designated will not be allowed. Neither will individuals or groups be permitted to interrupt the use of space after it has been duly assigned, without permission of the University President or designee.

710.3.4 Reservation of Lobby Space. Space in lobbies which are designated public areas as defined by this policy may be reserved by recognized student, faculty, or staff organizations. Public groups, organizations, or agencies may reserve these areas for purposes other than recruitment for employment, or which are intended to culminate in recruitment for employment, if approved by the designated building coordinator. A listing of building coordinators is maintained in the Public Safety Office.

710.3.5 Right of University to Deny Use. The University reserves the right to deny the use of areas if it is determined that access by the group is disruptive to the normal operation of the facility or the University. If the individual in charge of a facility or function determines a situation is no longer peaceful and orderly, the assistance of the Public Safety Office will be requested.

710.3.6 Full-Time Employment Recruitment Activities. Agencies coming to campus to recruit full-time employees must make reservations for space and schedule with the Career Center. The Center will schedule personal interviews in

its facilities or in semi-public areas if the facilities of the Center do not accommodate the demand.

710.3.7 Recruitment Activities in High-Traffic Area. Agencies wishing to recruit near a heavy traffic area may reserve a room at a regularly established rental rate. Reservations for facilities must be made with the person responsible for the building in which the space is located.

710.3.8 Part-Time or Temporary Employment Recruitment Activities. Agencies coming to campus to recruit students for part-time or temporary employment may make reservations for space with the student employment staff in the Human Resources Office.

710.4 University Groups and Agencies

Employee groups and officially recognized student organizations may schedule University facilities on a space available basis for the purpose of holding meetings or conducting activities consistent with the objectives of that organization. Use of any facility is determined by the University officials designated by the University President according to the following priorities.

710.4.1 Permanent Academic and Office Space. Academic department chairpersons will submit requests for space needs of a permanent nature, such as faculty offices, research, and instructional laboratories, to the appropriate academic dean's office. All such requests will then be forwarded to the Provost and Vice President for Academic Affairs Office.

710.4.2 General Instructional Space. General classroom areas in the academic buildings are not assigned to any specific academic department. These areas are under the jurisdiction of the Registrar's Office for assignment of regularly scheduled classes and are available for meetings and study purposes only on a temporary basis.

710.4.2.1 Non-Classroom Space. General instructional space other than classrooms, such as tennis courts, athletic fields, the ISU field campus, and library study rooms, may be reserved for use by making application to the specific department to which the desired space has been assigned.

710.4.3 General Buildings and Grounds. Persons with legitimate University related business have the privilege of access to the public areas of the buildings and grounds during designated open hours. These areas are defined to include sidewalks, certain designated streets, entrances to buildings, corridors in classroom and office buildings, library reading rooms, and commons areas in the residence halls, Hulman Memorial Student Union and Tirey Hall.

710.4.4 Denial of Access. The University President, or designee, may deny access to an individual or group which disrupts the normal operation of the University.

710.5 Non-University Groups and Agencies

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

The University recognizes its obligation to extend its facilities to its communities-at-large under the same priorities and guidelines followed by University groups. These resources bring together students, scholars, and the public in educational and cultural settings. University projects concerned with the resolution of societal, environmental, business, or industrial problems often involve students, faculty, and representatives of the communities-at-large to mutual advantage.

710.6 Conferences and Special Events

The Center for Public Service and Community Engagement is responsible for scheduling and managing conferences held at Indiana State University and provides assistance in the major areas of conference planning and implementation.

710.7 Visiting Speakers

Indiana State University considers freedom of inquiry and discussion essential to a student's educational development. The appearance of visiting speakers is encouraged as one means by which members of the University community are provided with an opportunity to explore a variety of views and opinions.

710.7.1 Divergent Views and Subject Matter. The University recognizes that any subject or view may be repugnant or distasteful to an individual or group holding divergent views. The University further recognizes that the question of appropriateness is not determined by the subject matter as such, but by the method of presentation and the extent to which there is critical examination through disciplined inquiry by faculty and students.

710.7.1.1 Restraints. Restraints on activities connected with learning should be held to that minimum which is consistent with preserving an organized society in which peaceful, democratic means for change are utilized. Each individual has the right to express ideas and opinions; however, it must be recognized that those who have different opinions have the same rights. The exercise of rights involves acceptance of responsibility.

710.7.2 Guidelines. On the basis of these premises, Indiana State University will encourage any University recognized group of students, faculty, or staff, to invite speakers to campus subject to the following guidelines.

- a. The speaker does not advocate violation of any federal or state law.
- b. Following the speaker's presentation, adequate time should be allowed and opportunities provided for questions and comments from members of the audience. The speaker must be made aware of and agree to this condition.
- c. Neither the sponsoring group nor the speaker will indicate University support of the speaker or his/her ideas.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

d. A member or members of the sponsoring group will be in attendance with the speaker to present the speaker and the topic as well as to conduct the question period.

710.7.3 Reservations of Space. In order to properly schedule the event, assure adequate facilities, ensure necessary publicity and proper procedures, the sponsoring group wishing to invite a visiting speaker to the University will make all reservations of space with appropriate University officials seven (7) days in advance of the speaker's appearance.

710.7.4 Approvals for University Speakers. Approval for visiting speakers may be obtained from the appropriate University office as follows: Office of the Provost and Vice President for Academic Affairs - faculty, administration and staff. Office of Student Life - SGA, fraternities, sororities, Union Board, and all other student organizations (departmental, honorary, religious, etc.), Office of Residential Life - residence halls and organizations.

710.7.5 Other Speakers. Speakers participating in regularly scheduled classes or University programs or speakers seeking state or federal offices are covered under other provisions. (See also Policy Library, Section 310.1.3, "Methods of Instruction," and Section 915.2, "Political Activities.")

710.8 Protected Expressive Activities

Nothing in this policy is designed to prevent the free expression and exchange of ideas in all University facilities whether they are dedicated spaces, semi-public, or public. Except when an outdoor area of campus has been reserved in advance, individuals may engage in protected expressive activity in any outdoor area of campus that is generally accessible to the public.

For more information, refer to the University's Right of Expression policy, Policy 910.

Recommendation: The proposed policy is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2022 meeting of the ISU Board of Trustees.

3c5 Proposed Modifications to Policy 726 Weather Guidelines

Rationale: As a part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications re-titles the policy and updates the policy to reflect current practice.

Proposed Modifications:

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

726.1 Adverse Weather Policy Guidelines

Although weather conditions may necessitate the closing of the University, such occasions are extremely rare. The University's academic programs, courses, classes, seminars and offices will continue and remain open, except in the most unusual circumstances.

726.1.1 Decision to Close University. When a decision is made to close the University ~~— that is, a decision to cancel classes and to close University offices—~~ an official announcement will be made by ~~means of radio, and television reports~~ University Communication through email and notification of local media. When information is not conveniently available through public news media, verification of the University's status is available on the ISU Infoline (237-7777).

726.1.1.1 University President. The decision to close the University because of adverse weather conditions will be made by the University President, or designee.

726.1.2 Continuation of Services in the Event of Closure. When a decision is made to close the University because of adverse weather conditions, certain essential institutional services must continue on an emergency basis. ~~When possible, services at the following locations will be continued:-~~

- ~~• University Arena~~
- ~~• Student Health Center~~
- ~~• Facilities Management (designated staff)~~
- ~~• University Power Plant~~
- ~~• Residence Halls~~
- ~~• Public Safety Office.~~

726.1.2.1 Essential Employees. Some essential employees will be required to physically be present on campus to ensure the safety and continued operation of the University. Such designated employees will be notified in advance of this requirement by their supervisor. Examples of essential employees include: Campus Police Officers, Dispatchers, Steam Plant Operators, Grounds personnel, and other designated Maintenance staff.

726.1.2.2 Non-Essential Employees. With approval of supervisors, non-essential employees may work remotely if job duties allow for remote work during times of campus closure.

~~726.1.2.1 Supervisory Role.~~ Supervisors of these services are responsible for maintaining sufficient staff in such circumstances. Activities scheduled for Hulman Memorial Student Union and Hulman Center may require University staff coverage. Facilities for plant and animal research will be staffed by the appropriate departments. Additional emergency needs will be addressed and responded to by the appropriate vice president.

726.1.3 Tornado. When a tornado has been sighted which places the campus area in danger, a siren will be sounded. All persons on campus should immediately move inside and go to shelter areas designated on emergency procedures signs posted in campus buildings. In general, the best shelter is below ground level or in lower interior areas of reinforced concrete buildings out of sight of windows and glass doors.

726.1.3.1 Securing Facilities. Persons responsible for offices, laboratories, and other facilities should develop procedures for securing facilities against theft during a severe weather warning or drill.

Recommendation: The proposed policy modifications is provided to the Board of Trustees for information only. The administration plans to request approval of the policy changes at the December 2022 meeting of the ISU Board of Trustees.

3c6 Proposed Modification to Policy 910 Right of Expression

(Proposed additions appear in red and deletions appear in strikethrough. Note that the proposed modification replaces the current language of Policy 910, in full.)

Rationale: Indiana recently expanded free speech protections on public college and university campuses by preventing public colleges and universities from discriminating against or denying benefits to student groups based upon their religion, political affiliation or ideology, and by banning free speech zones, i.e., designated outdoor areas for protests or gatherings, which often are remote or with limited accessibility. Ind. Code section 21-39-8. This new law impacts ISU's current Policy 910 Right of Expression. We therefore propose a modification to ensure Policy 910 complies with the law.

Policy 910 in its current form does not address the requirements of the new Indiana law; that new law makes nearly all of current Policy 910 outdated and inapplicable. We therefore propose a new Policy 910, rewritten in its entirety, albeit incorporating relevant provisions from the current policy. The proposed modified Policy 910 tracks the requirements of the new statute. It expressly allows individuals to engage in public speech in any area of the campus, with certain limitations. It likewise affirmatively states the University's commitment to refrain from discriminating against student organizations based upon their religion, political affiliation, or ideology. It includes reasonable limitations on speech activities such as those that disrupt classrooms, hinder the transaction or completion of University business, invoke violence or the destruction of property, and other similar restrictions.

910.1 Overview of Policy

~~The right of expression is as necessary as the right of inquiry and both must be preserved as essential to the pursuit and dissemination of knowledge and truth. Consequently, University faculty, staff and students, individually and collectively, may express their views through the normal channels of communication. University faculty, staff and students also may express their views by demonstrating peacefully for concepts they wish to make known, and the University will make every reasonable effort to protect that right.~~

910.2 Reasonable Limitations

~~It is the objective of the University to provide through explicit reasonable limitations on expression, a context in which expression may be protected and in which violent actions are avoided. The University has an obligation to assure the safety of individuals, the protection of property, and the continuity of the educational process.;~~

910.2.1 Violations. ~~The following actions are defined as exceeding the limits of appropriate expression or peaceful demonstration and are in violation of University policy:~~

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

- ~~a. Actions which endanger the safety and well-being of individuals.~~
- ~~b. Actions which destroy property.~~
- ~~c. Actions which disrupt, by physical or auditory means, the on-going operations of the University or interfere with the rights of other individuals in their exercise of expression.~~

~~**910.2.2 Opposing Views.** Individuals holding views opposed to those presented by persons participating in a peaceful demonstration, protest, or other expression of attitudes are subject to the same policies.~~

910.1 Overview of Policy

The right of expression is as necessary as the right of inquiry and both must be preserved as essential to the pursuit and dissemination of knowledge and truth. Consequently, the University takes seriously its commitment to protecting the rights of students, employees, guests and other visitors to engage in free speech and protected expressive activity. Importantly, nothing in this policy shall interfere with the right of any member of the University faculty to conduct and manage their teaching and research activities in accordance with their professional judgment and the principles of academic freedom.

910.2 Applicability of Policy

This policy applies to all invited guests and visitors to the University and to the following members of the University community:

- a. Students;
- b. Student organizations;
- c. University employees, including faculty, administrators, and staff;
- d. Individuals using University resources or facilities or receiving funds administered by the University; and
- e. Other individuals when speaking or acting on behalf of the University.

910.3 Policy Statement

The University is committed to protecting the rights of the University community, invited guests and visitors to engage in free speech and protected expressive activity. Protected expressive activity includes:

- a. Conduct and speech protected by the First Amendment to the United States Constitution.
- b. Communicating by lawful verbal, written, audio visual, or electronic means.
- c. Participating in peaceful assembly.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

- d. Protesting.
- e. Making speeches, including speeches of guest speakers.
- f. Distributing literature.
- g. Carrying signs.
- h. Circulating petitions.

Except when an outdoor area of campus has been reserved in advance, individuals may engage in protected expressive activity in any outdoor area of campus that is generally accessible to the public.

910.3.1. Religious, Political, or Ideological Student Organizations.

The University will not deny any benefit or discriminate against a religious, political, or ideological student organization on the basis of the organization's protected expressive activity or a requirement that a leader of the student organization:

- a. Affirm or adhere to the sincerely held beliefs of the student organization;
- b. Comply with a standard of conduct of the organization; or
- c. Further the mission or purpose of the student organization.

910.3.2. Speakers and Visitors. The University does not limit who may speak at or visit the University on the basis of their views or beliefs, nor does it endorse the views or beliefs of any speaker or visitor who does. The University likewise does not prohibit others from expressing their objections to the views and beliefs of any speaker or visitor.

910.4 Prohibited Activities

The University may regulate the time, place and manner of free speech and protected expressive activities if necessary to ensure the safety of individuals, the protection of property, and the continuation of University functions. To that end, individuals engaged in protected expressive activities must comply with all federal, state, and local laws, and with the following restrictions. Expressive activities may not, whether by physical, auditory, or other means:

- a. Significantly hinder the protected expressive activity of another individual or group or prevent the communication of a message by that individual or group.
- b. Prevent the transaction of business at a lawful meeting, gathering, or procession including by:
 - i. Engaging in fighting, violence, or other unlawful behavior; or

- ii. Physically blocking or threatening violence to prevent an individual from attending, listening to, viewing, or participating in a protected expressive activity.
- b. Endanger the safety and well-being of individuals.
- c. Result in the destruction of property.
- d. Constitute harassment.

Examples of prohibited activities include substantial disruption to classroom instruction, interference with the normal functioning of the University, interference with the flow of pedestrian or vehicular traffic, disruption to scheduled programs or events, and similar activities.

It cannot be emphasized more that physical violence, threats or implied threats of physical violence, intimidation, and destruction of property are strictly prohibited. The University reserves the right to ban any individual from its property and facilities who engages in such activity.

Nothing in this section is designed to interfere with or prohibit members of the University community from spontaneously and contemporaneously assembling and distributing literature.

910.5 Sanctions

Violations of this policy by any member of the University community will be addressed in accordance with applicable University policies and procedures, which may include disciplinary action, up to and including suspension, termination or expulsion from the University.

Any person who is not a member of the University community and who violates this policy may be removed from University property. The University reserves the right to pursue legal remedies, including trespassing.

Anyone who is suspected of violating the law will be referred to law enforcement and may be subject to criminal penalties.

Recommendation: The proposed policy is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the December 2022 meeting of the ISU Board of Trustees.

3c7 Proposed Modifications to Policy 955 Tobacco, Vapor, and Smoke Free Campus

Formatted: Font: 16 pt, Font color: Blue

Rationale: This is a clean-up of policy as all designated smoking areas on campus have been removed, effective July 2022. The proposed changes delete reference to designated smoking areas of campus.

Proposed Modification:

(Proposed deletions appear in strikethrough.)

955.1 Overview of Policy

Indiana State University is committed to the health and wellness of its students, faculty, and staff. This commitment is demonstrated by the Student Health Promotion and Campus Recreation programs coordinated by the Division of Student Affairs by the efforts of the Employee Assistance Program coordinated through the Office of Human Resources, and by curricula and activities in several academic units throughout the University.

Documented research has substantiated the health problems caused by electronic smoking devices, hookah, smoking, tobacco products, and passive smoke. The General Assembly of the State of Indiana adopted the Indiana Clean Indoor Air Law which is applicable to all state entities in order to address concern for the health and wellness of all Indiana government employees and students. This law sets forth minimum standards but allows state agencies to adopt more stringent rules if desired. Both the City of Terre Haute and Vigo County have passed ordinances that prohibit or limit smoking in public places and places of employment. The U.S. government has enacted restrictions on the sale of cigarettes, e-cigarettes, and other devices in recognition of the health risks associated with smoke and tobacco products.

955.2 Definitions

955.2.1 "Electronic Smoking Device" means any product containing or delivering nicotine or any other substance intended for human consumption that can be used by a person in any manner for the purpose of inhaling vapor or aerosol from the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, e-hookah, or vape pen, or under any other product name or descriptor.

955.2.2 "Hookah" means a water pipe and any associated products and devices used to produce fumes, smoke, and/or vapor from the burning of material, including but not limited to, tobacco, shisha, or other plant matter.

955.2.3 "Smoking" means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, hookah, or any other lighted or heated tobacco or plant product intended for inhalation, including marijuana, whether natural or synthetic, in any manner or in any form. "Smoking" also includes the use of an electronic smoking device, which creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking in this Policy.

955.2.4 "Tobacco Product" means any substance containing tobacco leaf, including but not limited to cigarettes, cigars, pipe tobacco, hookah tobacco, snuff, chewing tobacco,

dipping tobacco, bidis, blunts, clove cigarettes, or any other preparation of tobacco; and any product or formulation of matter containing biologically active amounts of nicotine that is manufactured, sold, offered for sale, or otherwise distributed with the expectation that the product or matter will be introduced into the human body by inhalation; but does not include any cessation product specifically approved by the U.S. Food and Drug Administration for use in treating nicotine or tobacco dependence.

955.3 Prohibition of Sales

The sale of electronic smoking devices, hookah, smoking and tobacco products is prohibited on university-owned, operated, or leased property

955.4 Prohibition of Electronic Smoking Devices, Hookah, Smoking, and Tobacco Products Use

The use of electronic smoking devices, hookah, smoking, and tobacco products is prohibited on university-owned, operated, or leased property.

955.4.1 Exception for Private Vehicles ~~and Designated Areas~~. The use of legal electronic smoking devices, hookah, smoking, and/or tobacco products is permitted in the enclosed cabin of privately owned vehicles. ~~and in designated smoking areas on campus. Designated smoking areas will be gradually phased out in a manner determined by the administration as use diminishes.~~

955.4.2 Exception for Inhaler Devices for Medical Use. Legal use of an inhaler device for medical purposes is not prohibited.

955.4.3 Other Exceptions. Any other exceptions for the use of electronic smoking devices, hookah, smoking, and/or tobacco products on university-owned, operated, or leased property will be limited to specific university-sponsored research in a controlled laboratory setting ~~or upon approval by the President.~~

955.5 Enforcement

Enforcement of this policy will depend on the cooperation of all faculty, staff, and students not only to comply with the policy, but also to encourage others to comply, in order to promote a healthy environment in which to work, study, and live. Peer ambassadors can assist with enforcement by providing policy education and connection to cessation resources to persons who violate the policy.

955.6 Violations

Policy violations may be reported to the ISU Police Department. ISU Police will forward alleged policy violations by employees to the Office of Human Resources for potential disciplinary action under Policy 562. Information about student violations of the policy will be referred to the Dean of Students for potential disciplinary action under the Code of Student Conduct.

Recommendation: The proposed modifications to Policy 955 Tobacco, Vapor, and Smoke Free Campus is provided to the Board of Trustees for information only.

3d New Program Certificate in Evaluation and Assessment

Many professionals in the academic and mental health setting are tasked with making data-driven decisions on a daily basis. This 14-credit, graduate certificate program offers professionals the insight in selecting the appropriate assessment tool, weeding through complex results of assessments, and using the results to make improvements in the learning or therapeutic process. The program will be delivered on campus.

Recommendation: Approval of program, effective date pending approval by Indiana Commission of Higher Education.

3e New Program Non-degree Licensure Program Elementary Education Transition to Teaching

In response to an overwhelming increase in open teaching positions in the state of Indiana, an elementary education transition to teaching program would provide an opportunity for individuals with a bachelor's degree to change careers or those currently working in the educational setting to gain the required content knowledge and student teaching experience to obtain an Indiana teaching license.

The Elementary Education Transition to Teaching Program (a **graduate-level, non-degree, initial-licensure program**) is designed to meet the needs of post baccalaureate candidates who wish to expedite their training. Successful completion of the program and passing scores on all applicable licensing tests are required in order to be recommended for an Indiana instructional license. The program is to be completed through a series of sequential courses (24 credits) which are based upon the primary curriculum and instruction, as well as developmental characteristics of elementary age learners, multicultural characteristics of elementary age learners, assessment, and management of students.

Recommendation: Approval of non-degree Elementary Education Transition to Teaching licensure program, effective date pending approval by the Indiana Department of Education.

3f Updated Memorandum of Understanding between Indiana State University and the Indiana State University Foundation

Rationale: The four-year agreement between the Indiana State University and the Indiana State University Foundation is due to be renewed. Proposed modifications appear in red and deletions appear in strikethrough.

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING ("Agreement"), entered into and effective October 21, 2022, between the Board of Directors of the Indiana State University Foundation, an Indiana not-for-profit corporation (the "Foundation" or "Foundation Board") and the Board of Trustees of Indiana State University, an Indiana higher education institution located in Terre Haute, Indiana (the "University").

WHEREAS, Indiana State University was established by the State of Indiana in 1865 for purposes of educating its citizens, and is dedicated to teaching, learning, and the creation of knowledge while maintaining its longstanding commitment to inclusiveness, and access to higher education; and

WHEREAS, as stated in its Articles of Incorporation, the Indiana State University Foundation was organized and incorporated in 1928 for the purpose of stimulating private support from alumni, parents, friends, corporations, foundations, and others for the benefit of Indiana State University; and

WHEREAS, the Indiana State University Foundation and University are separate legal entities and are subject to and governed by the provisions of their Articles of Incorporation, Bylaws, applicable state and federal statutes and regulations, and the common law of Indiana; and

WHEREAS, the Indiana State University Foundation is the primary fundraising and resource development entity for Indiana State University and exists to secure and manage private resources supporting the mission and priorities of the University, foster positive relationships with various constituencies, provide opportunities for students, and help ensure a margin of institutional excellence unavailable with state funds; and

WHEREAS, the Indiana State University Foundation is dedicated to assisting Indiana State University in the building of the endowment and in addressing, through financial support, the long-term academic and other priorities of the University; and

WHEREAS, the Indiana State University Foundation is responsible for identifying and nurturing relationships with potential donors and other friends of the University, soliciting cash, securities, real and intellectual property, and other private resources for the support of the University; and acknowledging and stewarding such gifts in accordance with donor intent and its fiduciary responsibilities; and

WHEREAS, the University and Foundation agree to become are partners in developing a culture of philanthropy with constituencies, and fostering a positive relationship among stakeholders in support of the mission and work of Indiana State University; and

WHEREAS, the University and Foundation ~~agree to develop~~ have developed a "Funding Model" that clearly defines their respective responsibilities for human and operational support of the Foundation and the University's Division of University Advancement and acknowledges consideration for future needs in the advancement area. See Financial Terms effective October 21, 2022, attached hereto as Exhibit A; and

NOW, THEREFORE, in consideration of the mutual promises contained herein, and other good and valuable consideration, the Foundation Board and the University agree as follows:

1. Foundation Name, Seal and Logotype.

Consistent with its mission to help to advance the plans and objectives of the University, the Foundation Board is granted the use of the name Indiana State University Foundation; however, the Foundation Board will operate under its own seal and logotype and shall not use the University seal or other identifying marks in the promotion of its business and activities unless deemed appropriate by the University to support the work of the Foundation in carrying out its mission and the services stated in this Agreement.

2. Governance.

a. The Board of Trustees of Indiana State University is responsible for overseeing the mission, leadership, and operations of the University, and determining long-range planning, philanthropic and strategic priorities.

b. The Board of Trustees of Indiana State University is responsible for the employment, compensation and evaluation of all University employees.

c. The University and Foundation are separate legal entities subject to and governed by the provisions of their respective Articles of Incorporation, Bylaws, applicable state federal statutes, and the common law of Indiana.

d. The Foundation Board is responsible for the performance and oversight of all aspects of its operations based on a comprehensive set of Bylaws that clearly addresses the board's fiduciary responsibilities, including expectations of individual board members based upon ethical guidelines and policies. The Foundation Board shall apprise the University of any significant modification to the Foundation bylaws.

e. The University recognizes that the Foundation is a separate, private corporation with the authority to keep all records and data confidential, consistent with applicable law.

3. Foundation's Relationship to the University.

a. The Foundation shall maintain its status as a separately incorporated 501(c)(3) nonprofit organization created to raise, manage, distribute and steward private resources to support the various priorities of the University.

b. The Foundation Board is responsible for the control and management of all Foundation Assets, including the prudent management of all gifts, consistent with donor intent.

c. The Foundation Board is responsible for guiding the development of strategies and tactics for increasing fundraising and resource development.

d. The Foundation Board shall establish and enforce policies to identify and manage potential conflicts of interest and ensure that Foundation Board Assets do not directly or indirectly unduly benefit any individual or group.

e. The ISU Vice President for University Advancement (VPUA) shall function as the Foundation Board's Chief Executive Officer and shall oversee the ISU Division of University Advancement. The VPUA shall keep the Foundation Board Chair and Executive Board informed at all times as to all matters relating to the Foundation Board's business. Annually, the President of the University will seek input from the Chair of the Foundation Board regarding the President's evaluation of the Vice President for University Advancement. If the VPUA position becomes vacant, the Chair of the Foundation's Board of Directors will be asked to participate in the interview process when final VPUA candidates are invited to campus or his/her designee shall be a member of the University's search committee to select a new VPUA and the Chair of the Foundation Board may select two additional search committee members.

4. University's Relationship to the Foundation Board.

a. The Chair of the University Board of Trustees, the University President and a second University Trustee elected by the Foundation Board shall serve as ex officio members of the Foundation Board of Directors and all will have a prominent role in fundraising activities. The University's Senior Vice President for Finance and Administration shall serve as an ex-officio member of the Foundation Board's Finance Committee and Audit Committee. The University's Provost and Vice President for Academic Affairs shall serve as an ex-officio member of the Foundation Board's Development Committee. Ex-officio members of the Foundation Board or any of its committees shall receive written notice of all meetings, including special meetings, of the full Foundation Board of Directors and the Executive Board. All meetings will be conducted in accordance with the Foundation Bylaws.

b. The University Board of Trustees is responsible for overseeing the mission, leadership, and operations of the University.

c. The President of the University and the Chair of the University Board of Trustees are responsible for communicating the University's priorities, long-term plans and annual budget parameters, as approved by the University's Board, to the Foundation Board.

d. The University Board of Trustees has will adopted a University Naming Policy, which shall be endorsed followed by the Foundation Board of Directors.

e. The University Board of Trustees, through the President, is responsible for determining philanthropic and strategic priorities.

f. The VPUA is included as a member of the University President's Cabinet and senior administrative team.

g. The University shall include the Foundation Board as a participant in the strategic planning for the University.

h. The University and its employees or assignees agrees to direct all philanthropic gifts of all kinds to the Foundation Board for receipt, management and stewardship.

Philanthropic gifts are considered to be but are not limited to gifts from Foundation Boards, individuals, public entities or corporations. The University leadership will follow generally accepted practices of distinguishing between philanthropic commitments and financial commitments associated with grants through sponsored programs.

5. Foundation Board's Responsibilities.

The Foundation Board of Directors is responsible for the control and management of all Foundation assets, including the prudent management of all gifts consistent with donor intent.

a. Fundraising.

i. The Foundation Board will establish, adhere to, and periodically assess its gift- management and acceptance policies. It will promptly acknowledge and issue receipts for all gifts on behalf of the Foundation Board and the University and provide appropriate recognition and stewardship of such gifts.

ii. The Foundation Board shall establish and enforce policies that support the Foundation Board's and the University's ability to respect the privacy and confidentiality of donor records and proprietary information.

iii. The Foundation Board shall create an environment conducive to increasing levels of private support for the mission and priorities of the University.

b. Asset Management.

i. The Foundation Board's primary role and responsibility is the receipt, investment, administration, compliance and disbursement of funds and other forms of property raised through donations and grants by individuals, corporations, foundations, and all other non-governmental sources. The Foundation Board is responsible for establishing and reviewing any fee assessments and spending policies as may be adopted from time to time.

ii. The Foundation Board shall establish and maintain appropriate guidelines, policies and procedures to assure that all funds received are appropriately managed in accordance with applicable rules and regulations, accounting procedures and the expressed desire of donors.

iii. The Foundation Board shall establish prudent asset-allocation, disbursement and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Investor Act (UPIA) and the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

iv. The Foundation Board shall be subject to annual financial audit and will engage an independent accounting firm annually to conduct an audit of the Foundation Board's operational records and will provide the University with a copy of the annual audited financial statements, including management letters. The Foundation agrees that the audit will be conducted in a timely manner.

c. Institutional Flexibility.

i. The University ~~manages will take on the management of the~~ shared office space located at 101 Ohio Street, Indianapolis, IN (15th Floor), ~~as set forth in Exhibit A.~~ The Foundation Board will continue to use ~~the use of~~ this office space as may be needed.

ii. The Foundation Board will retain its obligations, including housekeeping, maintenance and repair, debt service, reserve or lease payments, and any other obligations now in place or which may be in place in the future for the ISU Foundation Offices, located at 30 N. Fifth Street, Terre Haute, Indiana. The Foundation Board will provide the use of the office space at no charge to the University.

iii. The Foundation Board will continue to provide Foundation credit cards to Division of Development staff, the Alumni Office, and the Office of the President for Foundation-related expenses.

iv. When distributing gift funds to the University, the Foundation Board will disclose any terms, conditions, or limitations imposed by donor or legal determination on the gift. Gifts that require University action or other obligation must be approved, in advance, by the University Treasurer or designee. University may identify standard agreement terms as they relate to University obligations. The Foundation Board will abide by such restrictions and provide appropriate documentation of such.

v. The Foundation Board is prohibited from storing and or processing any form of credit card information on any Indiana State University owned, operated, and/or maintained electronic storage systems such as, but not limited to, the Banner system. The Foundation Board will meet all PCI-related requirements as set forth in Exhibit A.

d. Transfer of Funds.

i. The Foundation Board is the primary depository of private gifts and will transfer funds to the designated entity within the institution in compliance with applicable laws, university policies, and gift agreements.

ii. The Foundation Board's disbursements on behalf of the University must be reasonable business expenses that support the institution, are consistent with donor intent, and do not conflict with the law.

6. Foundation Operations and Management.

a. Foundation Management. The Foundation Board's operations and asset management shall be: (a) under the sole and exclusive control of the Foundation Board's Executive Committee; and (b) for the benefit of the University, consistent with the University's mission, goals, and objectives. The Foundation will continue to provide financial support for the operations of the Foundation Board, expenses of the Division of Advancement for Foundation-related events, the ISU Alumni Association and related services, and Foundation or Foundation Board special events, as set forth in Exhibit A.

~~b. Corporate Sponsorship and University Rights Agreement. The Corporate Sponsorship and University Rights Agreement dated February 10, 2016 between the University and the Foundation is now void. Effective July 1st, 2021, the Sports Marketing Program is now managed by the Athletics Department at the University.~~

~~e.b.~~ Confidentiality of Records. Preserving the confidentiality of donor or donor prospect information or records is paramount to the effectiveness of the Foundation in carrying out its mission and purposes and its responsibilities under this Agreement. Public or other indiscriminate disclosure of Foundation Confidential Information (as defined below) would violate the need for discretion and confidentiality inherent in the fund-raising mission of the Foundation and could irreparably damage the Foundation's or University's relationships with past and current contributors and negatively impact the Foundation's ability to develop new donors. To that end, the parties agree to the following terms related to the protection of donor and donor prospect records.

i. The Foundation will own and maintain the central database of contributors, prospects, alumni and friends of the University, the Foundation, and the Alumni Association (the "Donor Database") to be used in the Foundation's role as the primary fundraising and resource development entity for the University. The Donor Database and related information, including data, materials and other information maintained by the Foundation, in verbal or written form or on electronic, magnetic or other media, pertaining to past, current or prospective donors, e.g., identifying information, giving history, past involvement with the University, cultivation and solicitation strategies, is considered proprietary to the Foundation. The Donor Database and related information constitutes the Foundation's confidential information and trade secrets (hereinafter "Confidential Information").

ii. The University agrees that Foundation Confidential Information is and shall remain the proprietary and confidential information of the Foundation and shall be used by the University or the Alumni Association solely for the purposes authorized by the Foundation consistent with their missions and responsibilities as described in this Agreement. The University further agrees that it will establish and maintain data security procedures and other safeguards against the destruction, corruption, loss or alteration of Foundation Confidential Information, and shall prevent access, intrusion, alteration or other interference by any unauthorized third parties with respect to the same. The University agrees not to use, disclose, or make copies of Foundation Confidential Information except as authorized and required for the performance of their responsibilities under this Agreement. Access to Foundation Confidential Information shall be limited to those individuals who have a need to know such Foundation Confidential Information in connection with the performance of their responsibilities under this Agreement, and then only to the extent such individuals need to know such Foundation Confidential Information. Disclosure of Foundation Confidential Information to any third party without the prior written consent of the Foundation is prohibited, except as expressly provided in this Agreement.

~~d.c.~~ Support for Services. In view of the Foundation Board needs that may be

readily met by the University through use of its trained personnel and available facilities, the University agrees to provide the Foundation Board with the following in-kind support:

i. Record Keeping. The University shall segregate and maintain separately all Foundation Confidential Information from any of its own records and files and limit access to such information pursuant to the terms set out in section 6(b).

ii. Personnel. The University has created a Division of University Advancement to conduct fundraising activities on behalf of the Foundation Board and to assist the Foundation Board in carrying out its operations. Such employees shall be subject to all University policies and procedures and to supervision. The University shall be responsible for interviewing, hiring, evaluation and review, discipline, termination, management and changes in job description and salary of all University Advancement Division employees, except for the hiring and evaluation of the Vice President of University Advancement which shall be done in accordance with section 3(e)-f. University Advancement Division employees shall comply with all Foundation Board policies, procedures and guidelines and report any noncompliance with appropriate officials of the Foundation Board.

iii. Financial Relationship. The Foundation and the University have entered into a funding agreement, attached hereto as Exhibit A Financial Terms effective October 21, 2022, which shall govern the financial relationship between University and Foundation.

e-d. The Foundation Board may also serve as the contracting organization or grantee for certain grants or contracts with external funding sources, which are charitable in nature. The Foundation Board will not receive, manage or maintain commercial transactions or government grants or contracts.

f.e. The Foundation Board may earmark a portion of its unrestricted funds to a discretionary fund to distribute to the University through the Board of Trustees for the University leadership to use as they deem appropriate.

g-f. The Foundation Board has the right to use a reasonable percentage of the annual unrestricted funds; assess fees for services; or assess fees on gifts, endowed funds and other investments. The use of fees and assessments should be decided in consultation with University administrators, applied uniformly and disclosed to donors.

7. Additional Terms.

a. Term. The term of this Agreement shall be for four (4) years. All addendums and conditions are subject to the same terms unless specifically amended and agreed upon by the Foundation Board and University. This Agreement may be terminated by either party upon ninety sixty(90) calendar days prior written notice to the other party. In the event of termination, the parties shall pay all fees and costs incurred or accrued to the date of termination and an amount to settle any non-cancelable obligations incurred prior to the notice of termination. Any and all terms of this MOU, which may require performance after termination, shall survive the termination of this Agreement until performed.

b. Insurance. The Foundation will maintain appropriate levels of general liability, commercial auto, commercial umbrella, management liability, and cyber liability ~~and worker's compensation insurance~~ and will provide the University with copies of all policies. The Foundation will maintain appropriate levels of property insurance on all properties owned, leased, or operated by the Foundation. Where appropriate, the Foundation will name the University as an additional insured. Payment of premiums or payment of any claims made under a Foundation-related insurance policy shall not be the responsibility of the University.

c. Annual Event. To ensure effective achievement of items of this agreement, the University Board of Trustees and the Foundation Board's Executive Committee shall coordinate an annual event to foster and maintain productive relationships and to ensure open and continuing communications and alignment of priorities.

d. Consistent with provisions appearing in the Foundation Board's bylaws and its articles of incorporation, should the Foundation Board cease to exist or cease to be an Internal Revenue Code 501(c)(3) organization, the Foundation Board will transfer its assets and property to the University or to a reincorporated successor Foundation Board, or to the state or federal government for public purposes, in accordance with the law and donor intent.

e. Any notice required under this Agreement shall be in writing and shall be personally given to the other party or mailed postage prepaid first-class mail to the address set forth below or to such other address as may be specified in a prior written notice to the other party.

To the University:

President
Indiana State University
200 North Seventh Street
Terre Haute, IN 47809

To the Foundation Board:

Chair
Indiana State University Foundation Board
30 North Fifth Street
Terre Haute, IN 47809

f. The Foundation shall comply with the University's equal opportunity, affirmative action, and non-discrimination rules and regulations in carrying out its responsibilities under this Agreement, as well as all applicable federal and state laws and regulations covering equal opportunity, affirmative action, and non-discrimination.

g. This Agreement constitutes the entire understanding between the parties. The parties acknowledge that this Agreement supersedes and replaces any prior agreements between the parties, including the Memorandum of Understanding between the University and the Foundation dated October ~~16, 2016~~ 12, 2018 and any amendments thereto. This Agreement may be amended by the parties at any time by mutual written and signed agreement.

h. Neither party shall assign or transfer any interest in this Agreement nor assign any claims for money due or to become due hereunder, without the prior written consent of the other party.

i. This Agreement is binding upon the parties hereto, their successors and assigns.

j. If any term of this Agreement is to any extent invalid or illegal, or unenforceable, such term shall be excluded to the extent of such invalidity, illegality, or unenforceability; all other terms hereof shall remain in full force and effect.

Chair
Board of Trustees
Indiana State University

Chair
Board of Directors
Indiana State University Foundation

Exhibit A

Indiana State University (ISU) and Indiana State University Foundation (ISUF)

Financial Terms - October 21, 2022

1. ISU is responsible for the cost of salary and related benefits (health, life, retirement, etc.) for Advancement staff, including Alumni and Foundation Operations. Request for new or additional staff positions beyond those in place as of October 1, 2022 is at the discretion of ISU and dependent on available budgetary resources. Should University funding not be available, such new positions may be funded through Foundation reimbursement to the University with the approval of the University President. Any additional staff as may be required to carry out a comprehensive fundraising campaign is to be negotiated between ISU and ISUF.
2. Consistent with an interdependent educational related foundation model, the ISUF is responsible to provide funding for all Advancement, Alumni, and Foundation operating costs, including unrestricted funds in support for priorities of the University President. Any increased operating cost associated with a future comprehensive fundraising campaign is the responsibility of ISUF.
3. ~~Cost of leased space at 101 West Ohio in Indianapolis, Indiana is to be covered by the University. Facility parking costs of the University President, Executive Director of Governmental Relations, and one Admissions representative to be based in the Indianapolis area will be reimbursed to ISUF by the University.~~ ISUF will cover parking costs for the VPUA and other Foundation staff at 101 West Ohio in Indianapolis, Indiana.
4. ISUF will provide office and meeting space, at no cost to ISU, for all Advancement, Alumni, and Foundation Operation staff at the 30 North Fifth Street-5th St location in Terre Haute, Indiana, as set forth in Section 5(c).
5. ISUF will adhere to the following Payment Card Industry (PCI) requirements for processing and maintaining donor credit card information.
 - All credit card machines shall be acquired from the bank used by the Indiana State University Foundation and purchased with Indiana State University Foundation money.
 - Credit card machines may be plugged into a dedicated phone line, connected via Ethernet network jack utilizing a verified Point 2 Encrypted (P2PE) machine or connected via cellular connection. No wireless connection to the network should be utilized.
 - All credit card machines should be programmed with an Indiana State University Foundation merchant ID. At no time shall any Indiana State University merchant ID be used.
 - No credit card payments should be processed via websites or card swipes on Indiana State University Foundation desktop computers, laptops, tablets, cellphones, etc.

- Indiana State University Foundation must perform due diligence regarding all vendors utilized for online payments to ensure the payment solutions operate in a PCI-DSS compliant manner.
- Indiana State University Foundation payment sites must be clearly identified as Indiana State University Foundation pages and have verbiage that patrons will be redirected to a payment processing vendor.
- Indiana State University Office of Information Technology staff may not assist with any credit card machines or maintenance/hardening of laptops/iPads for online payments.
- Indiana State University Foundation is responsible for their own Payment Card Industry compliance assessment. Documentation showing a compliant status must be provided each year to Indiana State University.

Recommendation: Approval of an updated Memorandum of Understanding dated October 21, 2022 and authorization for the Chair of the Board of Trustees to execute the memorandum substantially in the form provided.

•

3g Naming of the Union Health Nursing Skills Lab

This item requests Board of Trustees approval for the naming of Lab C-11 in the College of Health and Human Services as the Union Health Nursing Skills Lab, in recognition of a \$300,000 gift from Union Health.

Indiana State University's relationship with Union Health can be traced back to 1950 when the Nursing Program affiliated with the Union Hospital School of Nursing to offer the Bachelor of Science in Nursing. Since that time, the partnership has evolved and strengthened to support nursing education and to develop a highly qualified nursing workforce for the Wabash Valley. Union Health is an integrated health system comprised of Union Hospital, Union Medical Group, and Union Hospital Clinton.

This gift will provide funding and support to Indiana State University's pre-nursing and nursing students to ensure successful completion of the nursing program and to pave the way for success after graduation, while creating a larger pipeline of nursing employees for Union Health. The gift will also fund Career Center activities related to strengthening the health care professional employee pathway between ISU and Union Health.

Union Health is pleased to expand its philanthropic connection to ISU with a gift that recognizes the need to support the next generation of professional nurses.

Recommendation: The total amount of the gift received to support this naming opportunity is consistent with the Indiana State University Naming Policy requirements. We respectfully recommend the naming of Lab C-11 in the College of Health and Human Services as the Union Health Nursing Skills Lab.

3h Conflict of Interest Disclosure Statements

Rationale: Members of the Board of Trustees and President's Cabinet annually complete the ISU conflict of interest disclosure statement. Members of the University community are also reminded of the need to complete a conflict of interest disclosure statement and await a decision by the ISU Board of Trustees before any contract or other financial transaction takes place in which the employee has a pecuniary interest.

Recommendation: Acceptance of Annual Conflict of Interest Disclosure Statements.

3i Conferral of Honorary Degree

The administration is asking board consideration for the conferral of an honorary degree at the December 2022 Commencement Ceremony. Additional details will be provided at the agenda meeting.

3j New Program Minor in Digital Forensics

This 15-credit undergraduate minor will be offered to non-majors to Cybercriminology and Security Studies. The minor is an excellent career readiness program, with courses in cyber fundamentals, computer forensics, cyber crime investigations, and media forensics. The program will be delivered both on campus and at a distance.

Recommendation: Presented for information only.

3k New Program Certificate in Digital Forensics

This 12-credit undergraduate certificate will be offered to degree seeking and non-degree seeking students. The program can be useful for people in the workplace seeking to enhance their knowledge and skills. The certificate can also be used to entice non-degree students back to higher education and use this certificate to move into the related major or stack this certificate with others as part of our degree completion programs. Courses are in computer forensics and media forensics. The program will be delivered both on campus and at a distance.

Recommendation: Presented for information only.

3I New Program Minor in Security and Risk

This 15-credit minor will be offered to majors outside of the Cybercriminology and Security Studies. The minor is an excellent career readiness program, with courses in cyber threat analysis, information systems security, response and disaster recovery, and cyber fundamentals. The program will be delivered both on campus and at a distance.

Recommendation: Presented for information only.

3m New Program Certificate in Security and Risk

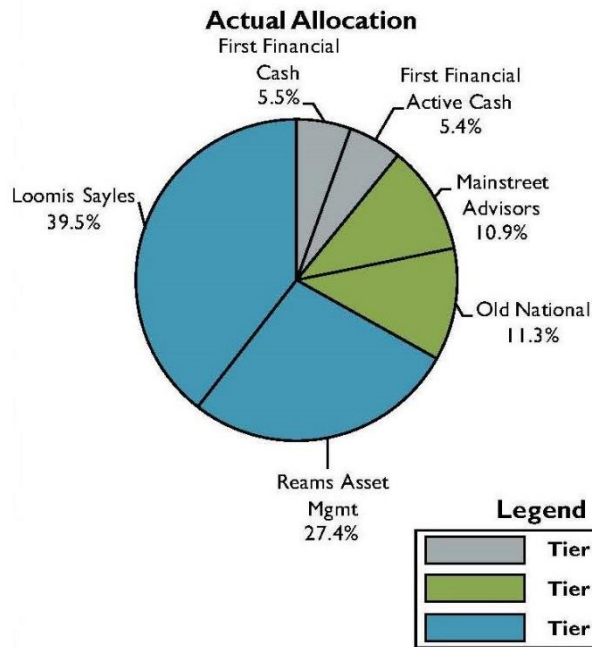
This 12-credit undergraduate certificate will be offered to degree seeking and non-degree seeking students. The program can be useful for people in the workplace seeking to enhance their knowledge and skills. The certificate can also be used to entice non-degree students back to higher education and use this certificate to move into the related major or stack this certificate with others as part of our degree completion programs. Courses are in cyber threat analysis, information systems security, response and disaster recovery, and security and risk analysis. The program will be delivered both on campus and at a distance.

Recommendation: Presented for information only.

4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending June 30, 2022.

Indiana State University Operating Funds Plan Summary Period Ended June 30, 2022



Manager	Market Value
ISU-First Financial Cash	\$7,623,832
ISU-First Fincl. Active Cash	\$7,543,217
ISU-Mainstreet Adv.	\$15,281,936
ISU-Old National	\$15,787,584
ISU-Reams Asset Mgmt.	\$38,252,754
ISU-Loomis Sayles	\$55,100,839
ISU-Total Fund	\$139,590,161

June 30, 2022			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$7,623,832	5.5%	\$10mm - \$25mm
First Financial Active Cash	\$7,543,217	5.4%	
	\$15,167,049	10.9%	
Tier II			
Mainstreet Advisors	\$15,281,936	10.9%	\$25mm - \$30mm
Old National Intermediate	\$15,787,584	11.3%	
	\$31,069,520	22.3%	
Tier III			
Reams Asset Management Core	\$38,252,754	27.4%	Remaining Balance
Loomis Sayles Core Plus	\$55,100,839	39.5%	
	\$93,353,592	66.9%	
	\$139,590,161	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED JUNE 30, 2022

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,615,434	(\$3,115)	\$11,513	\$7,623,832
ISU-First Fincl. Active Cash	\$7,572,980	(\$3,164)	(\$26,599)	\$7,543,217
ISU-Mainstreet Adv.	\$15,372,403	(\$6,459)	(\$84,008)	\$15,281,936
ISU-Old National	\$16,148,546	(\$9,435)	(\$351,528)	\$15,787,584
ISU-Reams Asset Mgmt.	\$40,127,888	(\$35,759)	(\$1,839,375)	\$38,252,754
ISU-Loomis Sayles	\$58,308,199	(\$58,189)	(\$3,149,172)	\$55,100,839
ISU-Total Fund	\$145,145,450	(\$116,121)	(\$5,439,169)	\$139,590,161

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

FISCAL YEAR TO DATE ENDED JUNE 30, 2022

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,617,409	(\$11,680)	\$18,103	\$7,623,832
ISU-First Fincl. Active Cash	\$7,607,875	(\$12,305)	(\$52,353)	\$7,543,217
ISU-Mainstreet Adv.	\$15,769,815	(\$26,017)	(\$461,862)	\$15,281,936
ISU-Old National	\$16,953,553	(\$38,858)	(\$1,127,112)	\$15,787,584
ISU-Reams Asset Mgmt.	\$42,205,998	(\$144,144)	(\$3,809,100)	\$38,252,754
ISU-Loomis Sayles	\$61,557,592	(\$238,237)	(\$6,218,517)	\$55,100,839
ISU-Total Fund	\$151,713,243	(\$471,241)	(\$11,651,841)	\$139,590,161

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 June 30, 2022

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
ISU-Tier 1	(0.10)	(0.21)	0.55	1.07	0.92	0.75	0.70
ISU-First Financial Cash	0.15	0.28	0.63	1.08	0.95	0.74	0.67
3 Month T-Bill	0.10	0.17	0.63	1.11	0.89	0.64	0.56
ISU-First Fincl. Active Cash	(0.35)	(0.68)	0.57	1.09	0.91	0.80	0.79
FTSE:Treas BM OTR 1 Yr	(0.49)	(1.44)	0.54	1.11	0.94	0.75	0.70
ISU-Tier 2	(1.39)	(4.87)	0.40	1.37	1.50	1.49	1.63
ISU-Mainstreet Adv.	(0.56)	(2.95)	0.73	1.45	1.43	1.32	1.35
MainStreet:1-3 Yr G/C Comp	(0.55)	(2.97)	0.72	1.43	1.37	1.29	1.35
Blmbg:Gov/Cred 1-3 Yr	(0.63)	(3.56)	0.31	1.07	1.04	1.01	1.04
ISU-Old National	(2.18)	(6.66)	0.10	1.30	1.56	1.65	1.92
Old Nat': Interm Comp	(2.62)	(7.32)	(0.12)	1.20	1.51	1.70	1.95
Blmbg:Intmtdt Gov/Credit	(2.37)	(7.28)	(0.16)	1.13	1.39	1.45	1.78
ISU-Tier 3	(5.11)	(9.63)	0.96	2.19	2.51	2.73	3.29
ISU-Reams Asset Mgmt.	(4.61)	(9.05)	1.48	2.58	2.59	2.49	3.00
Reams:Core Comp	(4.62)	(9.47)	1.91	2.84	2.82	2.60	3.12
Blmbg:Aggregate	(4.69)	(10.29)	(0.93)	0.88	1.42	1.54	2.05
ISU-Loomis Sayles	(5.45)	(10.04)	0.60	2.11	2.61	3.10	3.73
Loomis:Core Plus Comp	(5.71)	(10.61)	0.45	2.00	2.51	2.96	3.67
Blmbg:Aggregate	(4.69)	(10.29)	(0.93)	0.88	1.42	1.54	2.05
ISU-Total Fund	(3.78)	(7.69)	0.69	1.84	2.11	2.23	2.54
ISU-Total Fund-Net	(3.86)	(7.98)	0.36	1.51	1.78	1.90	2.23
Total Fund Target*	(3.01)	(7.07)	(0.37)	0.98	1.27	1.28	1.59

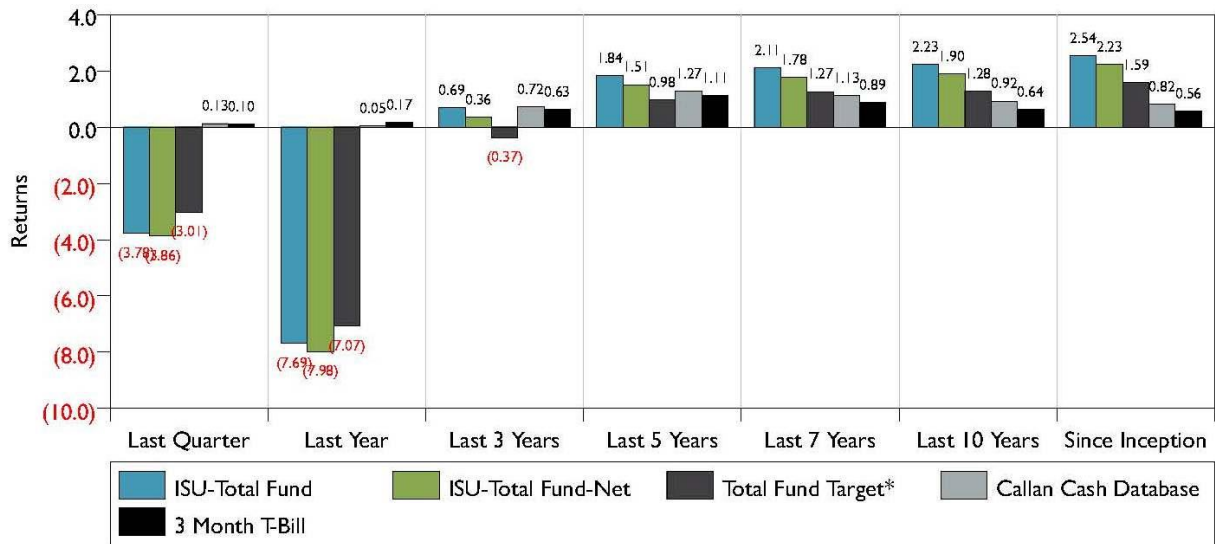
Total Fund Target* = 19% 90 Day T-Bill, 19% Bloomberg Govt/Credit 1-3 Year Index, 62% Bloomberg Aggregate Index

RETURN SUMMARY PERIOD ENDED JUNE 30, 2022

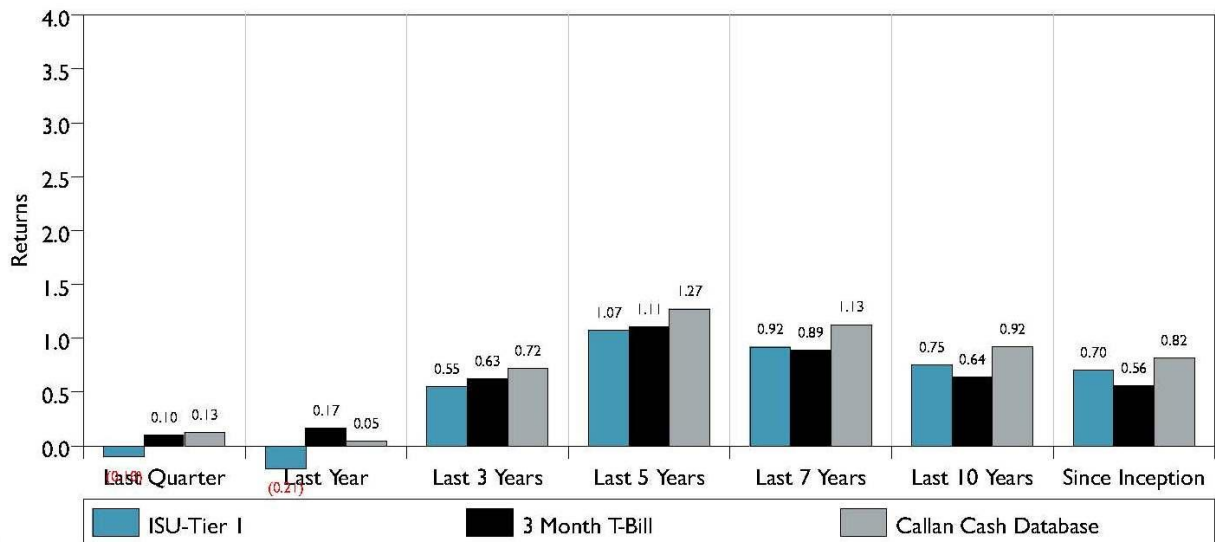
Total Fund Performance

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 June 30, 2022
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending June 30, 2022
Inception Date: October 1, 2010

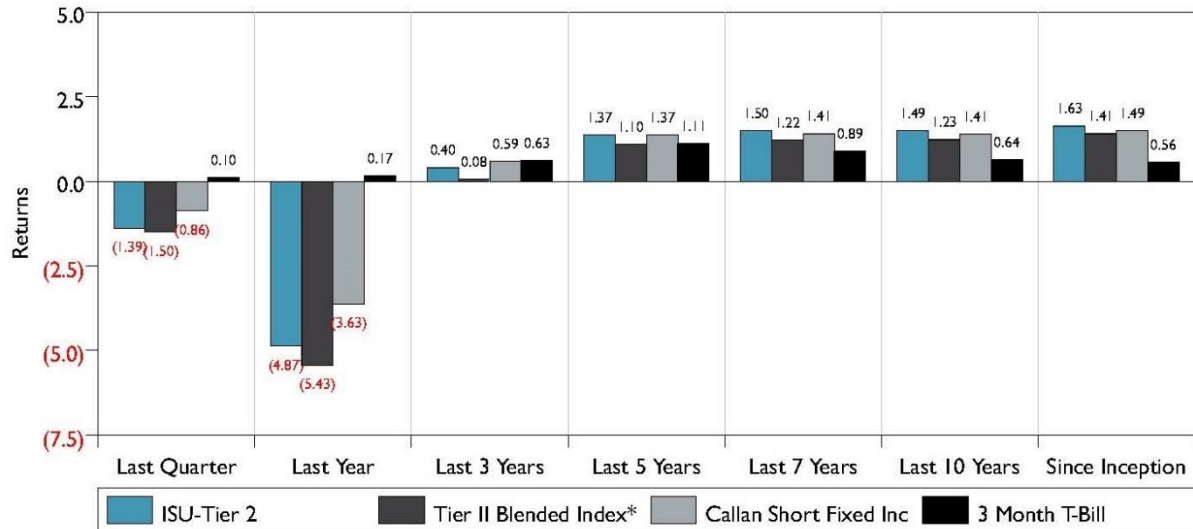


RETURN SUMMARY PERIOD ENDED JUNE 30, 2022

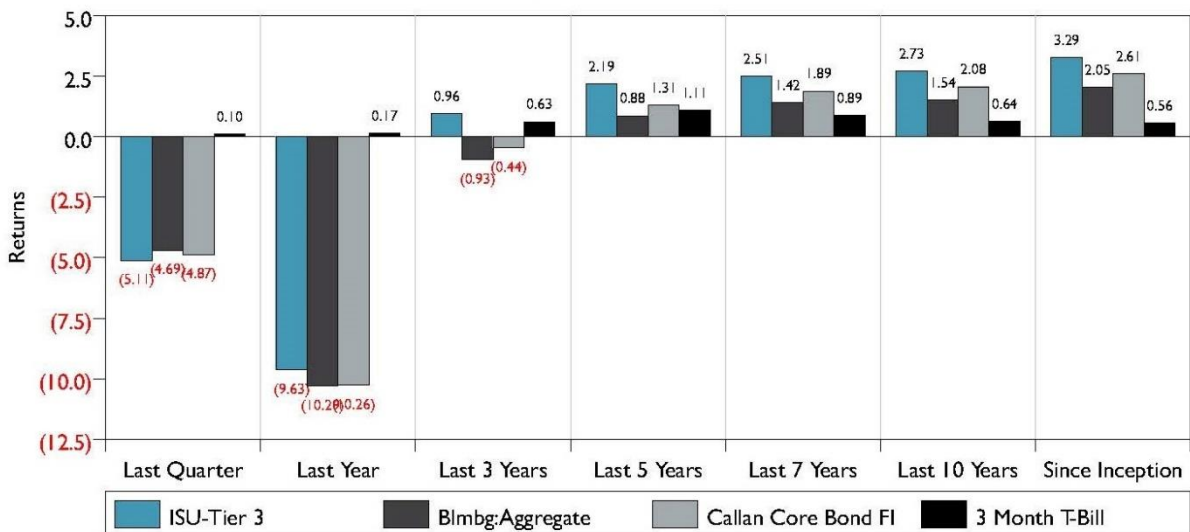
Total Fund Performance

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 June 30, 2022
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending June 30, 2022
Inception Date: October 1, 2010



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

4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending June 30, 2022							
	2021-22 Base Budget	2021-22 Adjusted Budget	YTD through 6/30/22*	Percent of Adjusted Budget	2020-21 Adjusted Budget	YTD through 6/30/21*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 72,063,968	100.0%	\$ 72,063,968	\$ 67,005,210	93.0%
HEERF						\$ 5,044,478	100.0%
Debt Service Appropriation	11,044,480	11,044,480	11,044,480	100.0%	15,285,628	15,288,291	100.0%
Sub-Total State Appropriations	83,108,448	83,108,448	83,108,448		87,349,596	87,337,979	
Student Tuition	83,030,362	83,030,363	72,548,216	87.4%	91,271,096	83,992,070	92.0%
HEERF (ARPA)			4,454,798				
Other Fees and Charges	1,398,903	1,399,046	1,156,309	82.6%	1,388,621	1,272,832	91.7%
Other Income and Transfers	6,618,287	6,618,286	6,164,116	93.1%	6,749,046	6,427,881	95.2%
Program Fees	900,000	900,000	1,214,176	134.9%	900,000	1,139,593	126.6%
Total Budgeted Revenue	\$ 175,056,000	\$ 175,056,143	\$ 168,646,063		\$ 187,658,359	\$ 180,170,355	
Encumbrances and Carryforward		13,687,010	13,687,010		12,195,145	12,195,145	
Reimbursements and Income Reappropriated From Other Sources		3,120,281	3,120,281		3,391,905	3,391,905	
Total Revenues	\$ 175,056,000	\$ 191,863,434	\$ 185,453,354	96.7%	\$ 203,245,409	\$ 195,757,405	96.3%
Expenditures							
Compensation							
Salaries and Wages	\$ 81,719,271	\$ 77,177,768	\$ 76,192,410	98.7%	\$ 83,316,016	\$ 81,992,347	98.4%
Fringe Benefits	24,479,924	24,154,818	24,149,931	100.0%	25,518,385	25,518,385	100.0%
Sub-Total Compensation	106,199,195	101,332,586	100,342,341	99.0%	108,834,401	107,510,732	98.8%
Departmental Expenses							
Supplies and Related Expenses	14,178,138	17,840,231	12,637,209	70.8%	18,936,450	10,569,677	55.8%
Repairs and Maintenance	4,893,661	8,160,191	7,851,833	96.2%	6,737,335	6,352,703	94.3%
Other Committed Expenses	1,558,372	2,246,917	2,246,917	100.0%	1,864,079	1,864,079	100.0%
Sub-Total Departmental Expenses	20,630,171	28,247,339	22,735,959	80.5%	27,537,864	18,786,459	68.2%
Utilities and Related Expenses	10,064,556	9,426,166	9,426,166	100.0%	9,197,708	9,197,708	100.0%
Equipment and Other Capital							
Operating Equipment	993,329	2,447,190	1,072,045	43.8%	2,425,864	761,058	31.4%
Capital Improvements	3,000,000	2,819,467	2,819,467	100.0%	4,508,147	4,508,147	100.0%
Sub-Total Equipment & Other Capital	3,993,329	5,266,657	3,891,512	73.9%	6,934,011	5,269,205	76.0%
Student Scholarship and Fee Remissions	16,178,839	17,903,746	17,858,164	99.7%	19,109,745	19,029,146	99.6%
Academic Debt Service	11,652,480	11,652,480	11,652,480	100.0%	15,892,923	15,892,923	100.0%
Budgeted Reserve	4,000,000	-	-	0.0%	-	-	0.0%
Transfers Out and Program Fees	2,337,430	5,324,943	5,510,299	103.5%	6,962,969	7,145,582	102.6%
Reserve for Revenue Shortfall	-	6,299,437	-	0.0%	1,287,784	-	0.0%
Total Expenditures	\$ 175,056,000	\$ 185,453,354	\$ 171,416,921	92.4%	\$ 195,757,405	\$ 182,831,755	93.4%
*Includes encumbrances and open commitments							

Revenues

Student Tuition

Fall semester of \$34.7 million is below budget by \$4.0 million. Spring semester tuition of \$30.3 million is below budget by \$4.1 million and Summer tuition of \$7.5 million is below budget by \$2.4 million. The University budgeted \$4.0 million as a reserve to offset this shortfall.

HEERF (ARPA)

The University drew down \$4,454,798 from American Rescue Plan Act (ARPA) to partially offset the loss of tuition revenue.

Other Fees and Charges

Other Fees and Charges are below last year's amount by \$116,523. This a result of reduced undergraduate and graduate admission applications fees, College Challenge, change of course fees, deferment fees and collection fees.

Other Income and Transfers

Other Income and Transfers are down \$263,765 due to reduced transcript fees, miscellaneous reimbursement, and salary reimbursements. This was partially offset by increased commissions, auxiliary overhead, and federal cost recovery.

Program Fees

Program fees are up \$74,583 due to NHHS program fees increases.

Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$1.4 million due to an increase of \$1.1 million of open commitments in 2021 and \$0.3 million increase in carryforward. The University has reserved \$6.3 million to cover the budgeted revenue shortfall of \$4,450,000 for FY23.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources are down \$271,624 from last year resulting from reduced lab fee revenue and the RHIC salary reimbursement recorded in designated funds.

Expenses

Compensation

Compensation expense is below last year's total by \$7.2 million. Salaries and Wages are down \$5.8 million due to reduced administrative, instructional, support staff, and student wages. Overtime wages increased for this time period. Fringe benefits decreased by \$1.4 million due to reduced medical, retirement, and FICA. There was an increase in retirement incentive pay for the 22 fiscal year.

Departmental Expenses

Total Departmental Expenses increased by \$3.9 million. Supplies and Related Expenses increased by \$2.1 million due to increased travel, printing, office supplies and other expenses as the University returned to normal operations after the pandemic. Repairs and Maintenance increased \$1.5 million due to increased computer software maintenance and general building repairs. Other Committed Expenses increased by \$0.4 million due to risk management premiums.

Utilities and Related Expenses

Utilities and Related Expenses increased by \$228,458 due to increased electricity and sewage costs that was offset by reductions in natural gas costs.

Equipment and Other Capital

Equipment and Other Capital decreased by \$1.4 million. Operating Equipment increased by \$0.3 million as the result of increased computer equipment purchases. The Capital Improvements decreased by \$1.7 million due to decreased budget.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions decreased by \$1.2 million due to reduced enrollment. The overall scholarship shortfall was \$1.3 million.

Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The reduction of \$4.2 million is a result of the balloon payment of Series P made in 2021.

Budgeted Reserve

The Budgeted Reserve of \$4.0 million was used to cover revenue shortfalls.

Transfers Out and Program Fees

Transfers Out and Program Fees decreased by \$1.6 million. This is a result of a one-time transfer for support of the Marketing program in 2021, a timing difference of Indirect Cost Recovery transfer in 2022, and reduced lab fees in 2022.

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall will carry forward into 2023 with \$4,450,000 being committed to the 2022-23 operating budget.

4c Purchasing Report

Purchase Order Activity for Period April 11, 2022 to September 25, 2022			
Purchases over \$50,000			
Sole Source-Consistency with Existing Equipment			
Otis Elevator	P0090216	HMSU Tower Passenger Elevator Modernization	\$ 436,979.00
Only Bid Received			
Haykinson	P0090329	2008 Diamond DA-40 Aircraft	\$ 320,000.00
Sole Source-Consistency with Existing Equipment			
Motorola Solutions Inc	P0090651	H51UCF9PW6AN: APX 4000 7/800 MHZ MODEL 2 PORT (15)	\$ 201,425.92
Sole Source-Consistency with Existing Equipment			
Dell Inc	P0090242	Customer #13584750 (Upgraded Computer Equipment)	\$ 63,080.25
Lowest Bid to Meet Specifications			
S&G Excavating Company	P0090437	Center for Multimedia Services Building	\$ 61,520.00
Lowest Bid to Meet Specifications Contracted Supplier			
Network Solutions Inc	P0090277	Cisco Product/Services	\$ 117,126.10
Only Bid Received - Single Provider at Location			
Hoosier Aviation LLC	P0090926	Aircraft Fuel	\$ 300,000.00
Sole Source - Consistency with Existing Services			
Borshoff Inc	P0090869	SOW for 2022-2023 Campaign Creative	\$ 405,000.00
Lowest Bid to Meet Specification/Sole Source - Timeline Accomodation			
	P0090905	SOW for 2022-2023 Campaign - Media	\$ 1,200,000.00

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period July 1, 2022 through September 30, 2022 (Fiscal Year 2022) in excess of \$250,000:

Epic Insurance Midwest	\$ 254,486	Commercial Property, Flight Academy Liability and Workman's Comp Coverage Insurance Policies
500 Wabash Housing LLC	\$ 255,890	500 Wabash Lease Payments
One To One Health LLC	\$ 268,037	Administration & Management of COVID Testing
Otis Elevator	\$ 289,243	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
City of Terre Haute	\$ 305,621	Sewage Utility Payments
Bell Techlogix Inc	\$ 317,024	Microsoft Maintenance Licenses and Software
EDF Energy Services LLC	\$ 328,870	Natural Gas Purchases
Key Government Finance Inc	\$ 423,500	Networking Software Maintenance Agreement
AmWins/NEBCO Group Benefits	\$ 436,674	Retiree Insurance Coverage
Hannig Construction Inc	\$ 623,719	Dreiser Hall Renovation
Borshoff Inc	\$ 1,015,000	University Advertising Media Buy & Management
Sodexo Inc and Affiliates	\$ 1,028,134	Dining and Catering Services
Daktronics Incorporated	\$ 1,050,803	Hulman Center Scoreboard
CVS Pharmacy Inc	\$ 1,214,062	Prescription Drug Coverage
Duke Energy	\$ 1,236,402	Electricity Utility Payments
TIAA CREF	\$ 1,687,767	Retirement Contributions
Anthem Life Insurance Company	\$ 3,135,558	Health Care Benefits and Reimbursements of Medical Claims

4e Faculty Personnel

FACULTY

Appointments

Heather Adams; Assistant Professor, Department of Applied Medicine and Rehabilitation; Ph.D., Indiana State University; salary \$71,282 per fiscal year; prorated from the effective date of August 1, 2022.

Hailee Lauritzen; Assistant Professor, Department of Social Work; D.H.S., Indiana State University; salary \$65,000 per academic year.

Jisoo Park; Assistant Professor, Department of Built Environment; Ph.D., Georgia Institute of Technology; salary \$71,500 per academic year.

Chad Yost; Assistant Professor, Department of Earth and Environmental Systems; Ph.D., University of Arizona; salary \$62,000 per academic year.

Instructor Appointments of 2-5 years – 2022-2023 Academic Year

(Effective August 1, 2022 unless otherwise noted)

Todd Alberts; Senior Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$75,340 per academic year.

Heather Anderson; Senior Instructor, School of Nursing; M.S., Indiana State University; salary \$56,390 per academic year.

Patrick Barcus; Instructor, Department of English; M.A., Indiana State University; salary \$43,513 per academic year.

Travis Behem; Instructor, School of Criminology and Security Studies; M.S., Indiana State University; salary \$42,500 per academic year.

Kimberly Campbell; Instructor, Department of Management, Information Systems and Business Education; M.S., Indiana State University; salary \$46,000 per academic year.

Kevin Donnar; Instructor, Department of Aviation Technology; B.S., Indiana State University; salary \$67,135 per academic year.

Harry Gallatin; Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management; M.B.A., Indiana State University; salary \$51,641 per academic year.

Colleen Haas; Senior Instructor, Department of History; Ph.D., Indiana University; salary \$47,223 per academic year.

Gary Hartsock; Instructor, School of Criminology and Security Studies; M.S., Indiana State University; salary \$42,500 per academic year.

Lori Henson; Instructor, Department of Communication; Ph.D., Indiana University; salary \$55,812 per academic year.

Debra Knaebel; Senior Instructor, Department of Teaching and Learning; Ph.D., Indiana State University; salary \$61,381 per academic year.

Heather Lennox; Instructor, Department of Aviation Technology; M.S., Embry-Riddle Aeronautical University; salary \$63,120.

Steven McCaw; Instructor, Department of Applied Medicine and Rehabilitation; Ph.D., University of Oregon; salary \$78,000 per fiscal year; prorated from the effective date of August 1, 2022.

Bobbie Monahan; Senior Instructor, Department of Educational Leadership; Ph.D., Indiana State University; salary \$69,009 per academic year.

Katheryn Ocampo; Senior Instructor, Department of Psychology; Ph.D., Arizona State University; salary \$77,049.50 per fiscal year; effective July 1, 2022.

May Suasin; Instructor, School of Nursing; D.N.P., University of Illinois; salary \$53,000 per academic year.

Amber Walker; Instructor, School of Nursing; M.S.N., Indiana University Purdue University; salary \$48,500 per academic year.

Matthew Warner; Instructor, Department of Applied Health Sciences; M.S., Eastern Illinois University; salary \$55,000 per academic year.

Temporary Full-Time Faculty for 2022-2023 Academic Year (Unless Stated Otherwise)

Lakisha Bradley; Full-Time Lecturer, Department of Social Work; M.S.W., Indiana State University; salary \$55,000 per academic year.

Lucy Campbell; Full-Time Lecturer, Department of Languages, Literatures, and Linguistics; Ph.D., Indiana State University; salary \$38,000 per academic year.

William Croft; Full-Time Lecturer, Department of Built Environment; Ph.D., Indiana University; salary \$61,500 per academic year.

Michael Davis; Full-Time Lecturer; Applied Engineering and Technology Management; M.S., Indiana State University; salary \$63,000 per academic year.

Stephen Gage; Full-Time Lecturer, School of Music; Ph.D., University of Illinois; salary \$45,000 per academic year.

Samuel Grant; Full-Time Lecturer, Department of English; M.S., Indiana State University; salary \$30,000 per academic year.

Debra Howe; Full-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; salary \$65,000 per academic year.

Alex Kenney; Full-Time Lecturer, Department of Educational Leadership; Ph.D., Pennsylvania State University; salary \$60,000 per academic year.

Matthew Morgan; Full-Time Lecturer, School of School of Criminology and Security Studies; M.S., Indiana State University; salary \$42,000 per academic year; prorated from the effective date of September 14, 2022.

Blake Reed Full-Time Lecturer, Department of Accounting, Finance, Insurance and Risk Management; J.D., Valparaiso University; salary \$40,000 per academic year.

Angela Reynolds; Full-Time Lecturer, School of Music; D.M.A., West Virginia University; salary \$38,000 per academic year.

Kathryn Spangler; Full-Time Lecturer, School of Music; D.A., Ball State University; salary \$50,000 per academic year.

Catherine Spicer; Full-Time Lecturer, Department of English; M.A., Indiana State University; salary \$33,528 per academic year.

Tammy Spivey; Full-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana State University; salary \$45,107 per academic year.

Donna Wetzel-Deiters; Full-Time Lecturer, Department Applied Clinical and Educational Sciences; E.D.S., Indiana University; salary \$52,000 per academic year.

Ahmad Zaher; Full-Time Lecturer, Department of Biology; M.B.A., Indiana State University; salary \$42,000 per academic year.

Change of Status and/or Pay Rate

R. Troy Allen; Professor, Department of Aviation Technology; reappointment as Chairperson, Department of Aviation Technology; supplement of \$15,000 per academic year; for the 2022-2023 academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Andrea Arrington; from Associate Professor, Department of History; to Associate Professor and Faculty Senate Vice Chairperson, Department of History; stipend of \$2,000 per academic year; for the 2022-2023 academic year.

Azizi Arrington-Slocum; from Associate Professor, Department of Built Environment to Acting Chairperson and Associate Professor, Department of Built Environment; supplement of \$15,000 per academic year, prorated from the effective date of October 1, 2022; for the 2022-2023 academic year.

Mohammad Badar; from Professor, Department of Applied Engineering and Technology Management to Professor and Interim Director of the College of Technology Ph.D. Program, Department of Applied Engineering and Technology Management; supplement of \$5,000 per academic year; prorated from the effective date of September 1, 2022; for the 2022-2023 academic year.

Linda Behrendt; Professor, Department of Applied Health Sciences; reappointment as Chairperson, Department of Applied Health Sciences; supplement of \$15,000 per academic year; for the 2022-2023 academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Kuntal Bhattacharyya; from Associate Professor, Department of Marketing and Operations to Associate Professor and GEODIS Project Manager, Department of Marketing and Operations; stipend of \$10,000 per academic year; for the 2022-2023 academic year.

Robin Bonifas; Professor, Department of Social Work; reappointment as Chairperson, Department of Social Work; supplement of \$12,000 per academic year; for the 2022-2023 academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Lisa Calvin; from Associate Professor, Department of Languages, Literatures and Linguistics; to Chairperson and Associate Professor, Department Languages, Literatures and Linguistics; supplement of \$15,000 per academic year; for the 2022-2023 academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Aruna Chandrasekaran; from Chairperson and Professor, Department of Management, Information Systems and Business Education to Chairperson and Professor, Department of Management, Information Systems and Business Education, and Interim Chairperson, Department of Human Resource Development and Performance Technologies; supplement of \$20,000 per academic year; for the appointment period of August 1, 2022 through May 31, 2023.

Michael Chambers; Professor, Department of Political Science, reappointment as Faculty Fellow, College of Arts and Sciences; supplement of \$7,500 per academic year; for the 2022-2023 academic year.

Daniel Clark; Associate Professor, Department of History; reappointment as Coordinator of Social Science Education, Department of History; supplement of \$3,000 per academic year; for the 2022-2023 academic year.

Julie Campbell-Miller; from Instructor, Department of Social Work to Instructor and Master of Social Work Program Director, Department of Social work; for the 2022-2023 academic year.

Nancy Cummins; Senior Instructor, Department of Kinesiology, Recreation and Sport; phased retirement stipend of \$22,968 per academic year; for the 2022-2023 academic year.

Ryan Donlan; from Professor, Department of Educational Leadership; to Professor and IRB Vice Chairperson, Department of Educational Leadership; stipend of \$15,103 per academic year; for the 2022-2023 academic year.

Lindsey Eberman; from Professor, Department of Applied Medicine and Rehabilitation; to Professor and IRB Chairperson, Department of Applied Medicine and Rehabilitation; stipend of \$14,210 per academic year; for the 2022-2023 academic year.

Brittany Edmondson; Instructor, Department of Applied Medicine and Rehabilitation; reappointment as Clinical Coordinator of Physician Assistant Studies Program; supplement of \$8,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Chelsea Elwood; Assistant Professor, Department of Applied Medicine and Rehabilitation; reappointment as Didactic Coordinator for the Physician Assistant Program; supplement of \$8,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Kira Enriquez-Loya; Associate Professor, Department of Art and Design; reappointment as Interim Chairperson, Department of Art and Design; supplement of \$15,000 per academic year; for the 2022-2023 academic year.

Tad Foster; Professor Emeritus, Department of Human Resource Development and Performance Technologies; phased retirement stipend of \$20,447; for the fall semester of the 2022-2023 academic year.

Jodi Frost; Associate Professor, Department of Mathematics and Computer Science to Associate Professor and Faculty Senate Secretary, Department of Mathematics and Computer Science; stipend of \$3,000 per academic year; for the 2022-2023 academic year.

Kenneth Games; from Professor, Department of Applied Medicine and Rehabilitation to Professor, Department of Applied Medicine and Rehabilitation and Interim Dean, College of Graduate and Professional Studies; supplement of \$15,000 per academic year; prorated from effective date of September 1, 2022; for the 2022-2023 academic year.

Carroll Graham; Professor, Department of Human Resource Development and Performance Technologies; phased retirement stipend of \$36,338; per academic year; for the 2022-2023 academic year.

Robert Guell; Professor, Department of Economics; reappointment as Faculty Fellow to the Provost for Strategic Initiatives, Academic Affairs; stipend of \$10,000 per academic year; for the 2022-2023 academic year.

James Gustafson; Associate Professor, Department of History to Associate Professor and Faculty Senate Chairperson, Department of History; stipend of \$5,000 per academic year for the 2022-2023 academic year.

JoEllen Henson; from Instructor, Department of Social Work to Instructor and Field Program Director, Department of Social Work; supplement of \$2,000 per academic year; for the 2022-2023 academic year.

Diana Hews; Professor Emerita, Department of Biology; phased retirement stipend of \$22,982; for the fall semester of the 2022-2023 academic year.

Alyce Hopple; from a 10-month position as Assistant Professor, Department of Applied Clinical and Educational Sciences; to a 12-month position as Assistant Professor in the Department of Teaching and Learning; salary of \$66,048 per fiscal year; prorated from the effective date of August 1, 2022.

Jennifer Inlow; Professor, Department of Chemistry and Physics; reappointment as Chairperson, Department of Chemistry and Physics; supplement of \$15,000 per academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Debra Israel; Associate Professor, Department of Economics; reappointment as Chairperson, Department of Economics; supplement of \$12,000 per academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Paula Jarrard; from Associate Professor, Department of Applied Medicine and Rehabilitation to Associate Professor and Program Director of Occupational Therapy Program, Department of Applied Medicine and Rehabilitation; supplement of \$7,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

John Kiesel; from Assistant Professor, Department of Applied Medicine and Rehabilitation to Assistant Professor and Director of Curriculum for the Doctor of Physical Therapy Program, Department of Applied Medicine and Rehabilitation; supplement of \$3,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Jennifer Latimer; Professor, Department of Earth and Environmental Systems; reappointment as Chairperson, Department of Earth and Environmental Systems; supplement of \$15,000 per academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Katherine Lee; Associate Professor, Department of English; reappointment as Interim Chairperson, Department of Multidisciplinary Studies; supplement of \$12,000 per academic year; for the 2022-2023 academic year.

Marilyn Leinenbach; Professor, Department of Teaching and Learning; phased retirement stipend of \$35,975; per academic year; for the 2022-2023 academic year.

Jack Maynard; Professor Emeritus, Department of Educational Leadership; phased retirement stipend of \$68,753; per academic year; for the 2022-2023 academic year.

Charmaine Mullins-Jaime; Assistant Professor, Department of Built Environment; reappointment as Master's Program Coordinator; supplement of \$3,000 per academic year; for the 2022-2023 academic year.

Terry McDaniel; Professor Emeritus, Department of Educational Leadership; phased retirement stipend of \$33,317.30; per academic year; for the 2022-2023 academic year.

Donald McNabb; from Senior Instructor, Department of Built Environment to Senior Instructor & Construction Management Coordinator, Department of Built Environment; supplement of \$3,000 per academic year; for the 2022-2023 academic year.

Maria Osborne; from Assistant Professor, Department of Applied Medicine and Rehabilitation to Assistant Professor and Assistant Clinical Coordinator of the Doctoral of Physical Therapy Program; supplement of \$3,000 per fiscal year; prorated from effective date of July 18, 2022 through June 30, 2023.

Keith Perry; Senior Instructor, Department of Built Environment; reappointment as Coordinator UG Safety Management, Department of Built Environment; supplement of \$3,000 per academic year; for the 2022-2023 academic year.

John Pommier; Professor, Department of Applied Medicine and Rehabilitation; reappointment as Chairperson, Department of Applied Medicine and Rehabilitation; supplement of \$21,600 per fiscal year; for the appointment period of July 1, 2022 through June 30, 2025.

Paul Schikora; from Interim Chairperson and Professor, Department of Marketing and Operations to Chairperson and Professor, Marketing and Operations; supplement of \$15,000 per academic year; effective August 1, 2022 through May 31, 2025.

Elsun Seung; Professor, Department of Chemistry and Physics; reappointment as Director of Science Education; supplement of \$3,000 per academic year; for the 2022-2023 academic year.

Kimberly Smith; from Senior Instructor, Department of Built Environment, to Senior Instructor and Acting Program Coordinator IAD Program, Department of Built Environment; stipend of \$3,000 for the academic year; prorated from the effective date of October 1, 2022 through May 31, 2023.

Douglas Stevens; Assistant Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director for the Physician Assistant Program, Department of Applied Medicine and Rehabilitation; supplement of \$30,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Meghan Steward; from Instructor, Department of Applied Medicine and Rehabilitation to Instructor and Clinical Coordinator of Occupational Therapy, Department of Applied Medicine and Rehabilitation; supplement of \$7,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Howell Tapley; Professor, Department of Applied Medicine and Rehabilitation; reappointment as Program Director of Doctor of Physical Therapy; supplement of \$30,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Stasia Tapley; Associate Professor, Department of Applied Medicine and Rehabilitation; reappointment as Clinical Coordinator of Doctor of Physical Therapy Program; supplement of \$7,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Michael Thompson; Instructor, Department of Biology; salary adjustment from \$49,500 to \$51,000 per academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Linda Walters; from Associate Professor, School of Nursing; to Associate Professor and Interim Associate Director of Students, School of Nursing; stipend of \$1,200 per month; appointment period of July 1, 2022 through September 30, 2022.

Betsy Wilkinson; Instructor, Department of Built Environment; reappointment as Construction Management Lab Manager; stipend of \$3,000 per academic year; for the 2022-2023 academic year.

Yana Weinstein; Senior Instructor, School of Music; salary adjustment from \$44,868 to \$46,368 per academic year; effective August 1, 2022.

DeVere Woods; Professor, School of Criminology and Security Studies; reappointment as Director, School of Criminology and Security Studies; supplement of \$15,510 per academic year; for the 2022-2023 academic year; for the appointment period of August 1, 2022 through May 31, 2025.

Bassam Yousif; from Associate Dean and Professor, College of Arts and Sciences to Professor, Department of Economics; salary of \$120,000 per academic year; for the 2022-2023 academic year.

Bassam Yousif; from Associate Dean and Professor, College of Arts and Sciences to Professor, Department of Economics; stipend of \$1,058.50 per month for the fall 2022 semester; effective August 1, 2022 through December 31, 2022.

Retirement

John Conant; Professor, Department of Economics; effective December 31, 2022.

Anna Viviani; Associate Professor, Department of Applied Clinical and Educational Sciences; effective December 31, 2022.

Joyce Young; Professor, Department of Marketing and Operations; effective December 31, 2022

Emeriti

John Conant; Professor, Department of Economics; effective December 31, 2022.

Joyce Young; Professor, Department of Marketing and Operations; effective December 31, 2022

Separations

Jonathon Burns; Senior Instructor, School of Criminology and Security Studies; effective May 31, 2022.

Christian Chapman; Full Time Lecturer, Department of English, effective May 31, 2022.

Lynette Coffey; Senior Instructor, School of Nursing; effective December 31, 2022.

Shy-Quon Ely; Instructor, Department of Educational Leadership; effective May 31, 2022.

Trevor Paulsen; Instructor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2022.

Olvin Rosado; Full-Time Lecturer, Department of Kinesiology, Recreation, and Sport; effective May 31, 2022.

Donna Selman; Professor, School of Criminology and Security Studies; effective May 31, 2022.

Kimberly Stanley; Assistant Professor, Department of History; effective May 31, 2022.

Nathaniel Wagner; Asst Professor, Department of Applied Clinical and Educational Sciences; effective May 31, 2022.

Edith Wittenmyer; Senior Instructor, Department of Electronics and Computer Engineering Technology; effective May 31, 2022.

4f Other Personnel

NON-EXEMPT

Appointments

Alison Angermeier; Travel Account Specialist, Assoc VP University Controller; \$18.00 per hour; effective August 6, 2022.

Robert Barabas; Events Setup Technician I, HMSU-Operations; \$12.00 per hour; effective August 13, 2022.

Rebecca Barker; Custodian I, Maehling Terrace Univ Apartments; \$12.00 per hour; effective August 2, 2022.

Shampaigne Barton; Early Childhood Asst Teacher, Early Childhood Education Center; \$13.00 per hour; effective June 27, 2022.

Alecsandre' Baumgartner; Communications Officer, Public Safety Department; \$16.36 per hour; effective June 11, 2022.

Jessie Bellinger; Payroll Specialist, Budget, Payroll & Risk Mgt; \$17.49 per hour; effective May 9, 2022.

Angela Benedict; Enrollment Management Spec, Admissions and High Schl Relations; \$13.95 per hour; effective May 16, 2022.

Sheldon Branson; Custodian I, Custodians; \$12.00 per hour; effective June 23, 2022.

Theresa Buchanan; Custodian I, Sycamore Housing; \$12.00 per hour; effective June 27, 2022.

Jeremiah Carson; Police Officer, Public Safety Department; \$19.24 per hour; effective June 20, 2022.

Calee Casmer; Custodian I, Custodians; \$12.00 per hour; effective September 14, 2022.

James Craig; Custodian I, Custodians; \$12.00 per hour; effective August 8, 2022.

Connie Cree; Library Assoc III, Reserves, Library Services; \$15.00 per hour; effective August 6, 2022.

Elizabeth Daugherty; Custodian I, Sycamore Housing; \$12.00 per hour; effective August 1, 2022.

Carmen Dean; Events Specialist, Conference Activities; \$16.20 per hour; effective May 16, 2022.

Allison Dellion; Enrollment Management Spec, Admissions and High Schl Relations; \$13.95 per hour; effective August 24, 2022.

Shyler Drake; Custodian I, Custodians; \$12.00 per hour; effective August 22, 2022.

Megan Fox; Custodian I, Custodians; \$12.00 per hour; effective June 6, 2022.

Kevin Halsey; Custodian I, Custodians; \$12.00 per hour; effective June 13, 2022.

Jennifer Heaton-Kincaid; Administrative Assistant II, Acct,Fin,Insur and Risk Mgt; \$15.00 per hour; effective September 16, 2022.

Heather Ireland; Administrative Assistant III, Dean, College of Arts & Sciences; \$16.20 per hour; effective September 26, 2022.

Angela Jeffers; Early Childhood Asst Teacher, Early Childhood Education Center; \$13.00 per hour; effective August 15, 2022.

Jessica Kurdelak; Administrative Assistant II, Dean, College Health & Human Svcs; \$15.00 per hour; effective August 22, 2022.

Colleen Magnuson; Administrative Assistant II, Career Center; \$15.00 per hour; effective September 19, 2022.

CiCerly Majors; Custodian I, Custodians; \$12.00 per hour; effective June 7, 2022.

Kimberly McCleary-Beams; Accounting and Auditing Assc, Assoc VP University Controller; \$16.56 per hour; effective August 8, 2022.

Shannon Mills-Jones; Purchasing Assistant, Purchasing; \$16.56 per hour; effective September 2, 2022.

John Moeller; Custodian I, Custodians; \$12.00 per hour; effective July 18, 2022.

Nevada Renshaw; Groundskeeper, Grounds; \$12.00 per hour; effective July 18, 2022.

Kathy Riddle; Custodian II, Student Rec Center; \$12.30 per hour; effective June 20, 2022.

Kaeli Rodriguez; Custodian II, Sandison Housing; \$12.30 per hour; effective July 18, 2022.

Nathan Roe; Events Setup Technician I, HMSU-Operations; \$12.00 per hour; effective August 15, 2022.

Jackson Sample; Police Officer, Public Safety Department; \$19.24 per hour; effective June 20, 2022.

Barbara Shaw; Custodian I, Custodians; \$12.00 per hour; effective May 23, 2022.

Kara Tebben; Administrative Assistant I, School of Music; \$14.20 per hour; effective June 15, 2022.

Kimberley VanLannen; Administrative Assistant II, Applied Clinical & Educ Sciences; \$15.00 per hour; effective May 14, 2022.

Skyler Vogleman; Police Officer, Public Safety Department; \$19.24 per hour; effective June 20, 2022.

Brianna Wilkey; Custodian I, Custodians; \$12.00 per hour; effective August 8, 2022.

Michael Wright; Custodian I, Custodians; \$12.00 per hour; effective May 2, 2022.

Regina Zerkel; Student Services Assistant III, Doctor of Physical Therapy; \$17.00 per hour; effective August 1, 2022.

Temporary Appointments

Alexandria Bailey; ISBDC Specialist, ISU/Wabash Vally Small Bus Devel Ct; \$16.57 per hour; effective April 25, 2022 through June 30, 2022.

Nese Basaran-Akgul; Research Associate-IUSM-TH, IU School of Medicine-Terre Haute; \$20.97 per hour; effective July 1, 2022 through June 30, 2023.

Tyler Calvert; Administrative Assistant I, IU School of Medicine-Terre Haute; \$14.41 per hour; effective July 1, 2022 through June 30, 2023.

Stephanie Deckard; Early Childhood Ed Ctr Teacher, Early Childhood Education Center; \$15.00 per hour; effective June 29, 2022 through June 30, 2023.

Jeremy Evans; Storekeeper - Req Reapt, Purchasing; \$15.20 per hour; effective July 1, 2022 through June 30, 2023.

Eric French; Animal Caretaker, IU School of Medicine-Terre Haute; \$13.62 per hour; effective June 1, 2022.

Kelsey Hart; Student Services Assistant II, IU School of Medicine-Terre Haute; \$15.95 per hour; effective July 1, 2022 through June 30, 2023.

Timothy Herrick; 8th St Facility Super - IUSM, IU School of Medicine-Terre Haute; \$17.00 per hour; effective July 1, 2022 through June 30, 2023.

Jason Hughes; Laboratory Research Coord IUSM, IU School of Medicine-Terre Haute; \$16.56 per hour; effective July 1, 2022 through June 30, 2023.

Kimberly Kimbler; Student Services Assistant III, School of Nursing; \$24.69 per hour; effective July 1, 2022 through June 30, 2023.

Zachary Lane; Unified Comm Engineer Jr RA, Telecommunications; \$16.20 per hour; effective July 1, 2022 through June 30, 2023.

Jadie Napier; Administrative Assistant I, Dean University College; \$13.95 per hour; effective July 1, 2022 through June 30, 2023.

Kathy Newhart; Student Services Assistant III, School of Nursing; \$20.16 per hour; effective July 1, 2022 through June 30, 2023.

Jacqueline Parvin; Administrative Assistant I, Student Success; \$13.95 per hour; effective May 2, 2022 through June 30, 2023.

Olivia Smith; Admin Asst II Req Reapt, Center for Student Success; \$15.00 per hour; effective July 1, 2022 through June 30, 2023.

Kimberly Strain; Administrative Assistant I, IU School of Medicine-Terre Haute; \$14.41 per hour; effective July 1, 2022 through June 30, 2023.

Promotions / Transfers

David Barber; from Police Officer to Police Corporal, Public Safety Department; \$25.24 per hour; effective April 16, 2022.

Angela Chamberlain; Sr Laboratory Research Asst, Biology to Laboratory Research Coord IUSM, IU School of Medicine-Terre Haute; \$20.76 per hour; effective May 31, 2022.

Brenton Gard; from Maintenance Mechanic to Senior Maintenance Mechanic, Electrical; \$17.45 per hour; effective April 2, 2022.

Rachelle Graves; from Custodian I to Lead Custodian, Reeve Hall Housing; \$14.43 per hour; effective July 23, 2022.

Joie Harney; from Admin Asst I - 9/10 Month, University Faculty Senate; to Administrative Assistant I, Biology; \$14.41 per hour; effective June 11, 2022.

Laura Hayes; from Custodian I to Lead Custodian, Sycamore Housing; \$15.81 per hour; effective June 11, 2022.

Angela Herrick; from Acctg & Auditing Assc, Assoc VP University Controller to Purchasing Assistant, Purchasing; \$18.41 per hour; effective April 30, 2022.

Timothy Herrick; from Animal Caretaker to 8th St Facility Super - IUSM, IU School of Medicine-Terre Haute; \$17.00 per hour; effective April 30, 2022.

Tracy Hines; from Lead Custodian, Sycamore Housing to Custodial Supervisor, Sandison Housing; \$16.95 per hour; effective May 14, 2022.

Zachary Lane; from Unified Comm Engineer Jr RA to Cabling Infrastructure Tech, Telecommunications; \$18.89 per hour; effective August 27, 2022.

Kelsey Lumsdon; from Financial Aid Processing Spec to Fin Aid Area Processing Super, Student Financial Aid; \$16.23 per hour; effective June 25, 2022.

Marsha Lutz; from Warehouse Supervisor to Cent Rec and Surplus Manager, Purchasing; \$25.37 per hour; effective July 23, 2022.

Sean Miller; from Steam Plant Systems Operator to Steam Plant Mechanic, Power Plant; \$19.71 per hour; effective May 28, 2022.

Andrew Piske; from Police Corporal to Police Sergeant, Public Safety Department; \$26.27 per hour; effective April 4, 2022.

Eric Robinson; from Custodian I, Sycamore Housing; to Custodian II, 500 Wabash; \$12.81 per hour; effective May 14, 2022.

Amy Schrader; from Custodian I, Sycamore Housing; to Lead Custodian, Sandison Housing; \$14.04 per hour; effective May 14, 2022.

Karen Sheets; from Fincl Advncmnt Srvcs Coord, ISU Foundation Operations; to Payroll Coordinator, Budget, Payroll & Risk Mgt; \$19.47 per hour; effective August 20, 2022.

Thomas Sirois; from Grounds Technician, Grounds; to Steam Plant Systems Operator, Power Plant; \$17.09 per hour; effective September 3, 2022.

Stacey Taylor; from Administrative Assistant I to Budget and Assignment Coord, Residential Life Programming; \$19.98 per hour; effective June 4, 2022.

Roxanne Torrence; from Administrative Assistant III, Dean, College of Arts & Sciences; to Administrative Assistant III, Office of Information Technology; \$20.16 per hour; effective July 25, 2022.

Alivia Vaillancourt; from Administrative Assistant I to Administrative Assistant II, Social Work; \$16.23 per hour; effective June 25, 2022.

Kathryn Warfel; from Student Services Assistant II to Student Services Assistant III, Occupational Therp Prog; \$18.64 per hour; effective May 28, 2022.

Russell Williams; from Locksmith to Lead Locksmith, Crafts; \$24.39 per hour; effective August 27, 2022.

Austin Wolfe; from Police Officer to Police Corporal, Public Safety Department; \$24.94 per hour; effective April 16, 2022.

Title Changes

Eric French; from Animal Caretaker to 8th St Facility Research Asst, IU School of Medicine-Terre Haute; effective August 20, 2022.

Changes in Status / Pay Rate

Brian Blakemore; Custodian II, Custodians; equity adjustment to \$12.30 per hour; effective November 27, 2021.

Taylor Butler; Police Officer, Public Safety Department; education adjustment to \$20.47 per hour; effective July 26, 2022.

Angela Herrick; from Data Entry Operator to Acctg & Auditing Assc, Assoc VP University Controller; \$18.41 per hour; reclassification effective April 2, 2022.

Jarred Kincaid; from Steam Plant Mechanic to Steam Plant Systems Operator, Power Plant; \$18.25 per hour; effective June 11, 2022.

Terri May; Administrative Assistant II, from Human Res Devel & Perf Tech to Electronic & Computer Engin Tech; effective June 1, 2022.

Wendell McCollough; Police Corporal, Public Safety Department; equity adjustment to \$25.24 per hour; effective April 2, 2022.

Cassidy Orth; Custodian II, Student Rec Center; pay rate adjustment to \$12.30 per hour; effective February 21, 2022.

Charles Siebenmorgen; Police Officer, Public Safety Department; education adjustment to \$19.73 per hour; effective August 20, 2022.

Randy Wallace; Steam Plant Mechanic, Power Plant; equity adjustment to \$20.00 per hour; effective May 28, 2022.

Daniel Whallon; Police Officer, Public Safety Department; education adjustment to \$19.98 per hour; effective July 26, 2022.

Retirements

Anita Adams; Student Services Assistant II, Dean, Scott College of Business; effective May 31, 2022.

Jeffrey Bellinger; Police Lieutenant, Public Safety Department; effective May 18, 2022.

Jeffrey Bensinger; Lead Locksmith, Crafts; effective August 26, 2022.

Carl Compton; Senior Maintenance Mechanic, Sandison Housing; effective July 22, 2022.

Carolyn Dages; Administrative Assistant III, MBA Program; effective September 6, 2022.

Kathy Graves; Custodian I, Sycamore Housing; effective May 20, 2022.

Timothy Hall; Steam Plant Mechanic, Power Plant; effective May 13, 2022.

Candace Jarvis; Administrative Assistant III, Dean, College Health & Human Svcs; effective June 29, 2022.

Christine Kennedy; Events Setup Supervisor, HMSU-Operations; effective August 26, 2022.

Glenda Lenges; Custodial Supervisor, Sandison Housing; effective April 29, 2022.

Susie McNeely; Senior Custodial Supervisor, Housing Facilities Operations; effective July 22, 2022.

Louise Montgomery; Purchasing Assistant, Purchasing; effective July 29, 2022.

Toni Roloff; Administrative Assistant I, Theater; effective August 31, 2022.

Darlene Savant; Lead Custodian, Sandison Housing; effective April 22, 2022.

Teresa Stateler; Administrative Assistant II, School of Nursing; effective May 12, 2022.

Deborah Woolard; Custodian I, Custodians; effective May 13, 2022.

Separations

Alexandria Bailey; ISBDC Specialist, ISU/Wabash Vally Small Bus Devel Ct; effective April 29, 2022.

Rachel Baird; Administrative Assistant II, Acct,Fin,Insur and Risk Mgt; effective June 17, 2022.

Shampaigne Barton; Early Childhood Asst Teacher, Early Childhood Education Center; effective August 2, 2022.

Nese Basaran-Akgul; Research Associate-IUSM-TH, IU School of Medicine-Terre Haute; effective September 2, 2022.

Alecsandre' Baumgartner; Communications Officer, Public Safety Department; effective September 2, 2022.

Angela Benedict; Enrollment Management Spec, Admissions and High Schl Relations; effective May 17, 2022.

Sheldon Branson; Custodian I, Custodians; effective July 11, 2022.

Theresa Buchanan; Custodian I, Sycamore Housing; effective September 13, 2022.

Larry Edington; Grounds Equipment Operator, Maehling Terrace Univ Apartments; effective August 5, 2022.

Megan Fox; Custodian I, Custodians; effective June 7, 2022.

Wendy Greer; Dean's Assistant, Dean University College; effective August 12, 2022.

Roxanne Guerra; Early Childhood Asst Teacher, Early Childhood Education Center; effective May 25, 2022.

Kevin Halsey; Custodian I, Custodians; effective June 21, 2022.

Kelsey Hart; Student Services Assistant II, IU School of Medicine-Terre Haute; effective August 12, 2022.

Christopher Heaton; Events Setup Supervisor, Hulman Center; effective June 24, 2022.

Timothy Herrick; 8th St Facility Super - IUSM, IU School of Medicine-Terre Haute; effective August 25, 2022.

Lora Hooker; Custodian I, Custodians; effective June 17, 2022.

Ramon Hughes; Custodian I, Custodians; effective September 7, 2022.

Anastasia Hunt; Payroll Specialist, Budget, Payroll & Risk Mgt; effective June 23, 2022.

Dana Joulani; Laboratory Research Coord IUSM, IU School of Medicine-Terre Haute; effective June 30, 2022.

Breanna Kiser; Simulation Assistant, Dean, College Health & Human Svcs; effective June 20, 2022.

Patrick Lewis; Lead Telecommunications Tech, Telecommunications; effective May 27, 2022.

Kathryn Lindsey; Administrative Assistant I, Biology; effective May 31, 2022.

Brenda McCloud; Communications Officer, Public Safety Department; effective April 1, 2022.

John Moeller; Custodian I, Sycamore Housing; effective July 28, 2022.

Dustin Norris; Custodian I, Custodians; effective August 3, 2022.

Alice Osburn; Administrative Assistant II, Doctor of Physical Therapy; effective May 2, 2022.

Jennifer Ramsey; Administrative Assistant III, Admissions and High Schl Relations; effective April 8, 2022.

Angela Sisson; Custodian I, Sycamore Housing; effective May 7, 2022.

Michael Smith; Custodian II, Sandison Housing; effective June 10, 2022.

Olivia Smith; Admin Asst II Req Reapt, Center for Student Success; effective September 2, 2022.

Sherry Snow; Custodian I, Custodians; effective May 19, 2022.

Brianna Wilkey; Custodian I, Custodians; effective April 29, 2022.

NON-EXEMPT PROFESSIONAL

Appointments

Toby Barkwell; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$16.20 per hour; effective August 29, 2022.

Lisa Behringer; Gift Services Manager, ISU Foundation Operations; B.S., St Mary-of-the-Woods College; \$21.50 per hour; effective May 31, 2022.

William Buchanan; Admissions Counselor, Admissions and High Schl Relations; B.M.Ed., Indiana State University; \$16.20 per hour; effective May 2, 2022.

Erika Cole; Admissions Counselor, Admissions and High Schl Relations; B.S.W., Indiana State University; \$18.00 per hour; effective August 29, 2022.

Julie Daugherty; Assistant Registrar Client Svc, Office of the Registrar; B.S., Western Kentucky University; \$21.89 per hour; effective July 25, 2022.

Brylynn Ellis; Govt Docs - Fed Dep Spec, Library Services; B.S., Indiana State University; \$18.89 per hour; effective August 27, 2022.

Madeline Hittel; New Stu Orientation Asst Dir, New Student Transition Programs; M.A., Ball State University; \$18.40 per hour; effective July 11, 2022.

Sheryl Kiernicki; Simulation Coordinator, Dean, College Health & Human Svcs; A.S., Indiana State University; \$22.00 per hour; effective September 10, 2022.

Kara Lee; Chemistry Stockroom Manager, Chemistry & Physics; B.S., Indiana State University; \$20.52 per hour; effective June 27, 2022.

Allanee Quick; Alum Assc Mkt and Comm Coord, Alumni Engagement Office; B.S., Indiana State University; \$20.00 per hour; effective May 2, 2022.

Amber Taylor; ECEC Program Coordinator, Early Childhood Education Center; M.S., Indiana State University; \$17.49 per hour; effective May 2, 2022.

Cameron Wheeler; Product and Print Design Spec, University Marketing; B.S., Indiana State University; \$22.00 per hour; effective September 7, 2022.

Temporary Appointments

Mallory Eilbracht; Mentoring Ctr Program Coord, Student Success; B.A., Indiana State University; \$19.02 per hour; effective June 27, 2022 through June 30, 2023.

Connor Goodwin; IDOE Program Coordinator, Mathematics & Computer Science; \$19.88 per hour; effective July 1, 2022 through June 30, 2023.

Andre Harden; Info Ctr Consultant Trainee RR, Office of Information Technology; \$17.75 per hour; effective July 1, 2022 through June 30, 2023.

Megan Moats; ION Program Coordinator, ISU/Wabash Vally Small Bus Devel Ct; \$23.08 per hour; effective July 1, 2022 through June 30, 2023.

Elizabeth Nesius; Operations Supervisor, IU School of Medicine-Terre Haute; \$26.40 per hour; effective July 1, 2022 through June 30, 2023.

Matthew Porter; Field Campus Manager, Kinesiology Recre & Sport; \$18.69 per hour; effective July 1, 2022 through June 30, 2023.

Nancy Swift; Budget Specialist, IU School of Medicine-Terre Haute; \$26.15 per hour; effective July 1, 2022 through June 30, 2023.

Drew Taylor; New Stu Orient Prg Asst Dir-RR, New Student Transition Programs; B.S., Indiana State University; \$18.40 per hour; effective May 24, 2022 through June 30, 2023.

Brianne Walters; Bat Center Assistant Director, Biology; \$24.29 per hour; effective July 1, 2022 through June 30, 2023.

Promotions / Transfers

Jillian Bontjes; from Admissions Counselor to Admissions Event Coordinator, Admissions and High Schl Relations; \$18.35 per hour; effective September 17, 2022.

Victor Oetjen; from Data Analyst & Software Coord, Online to Information Center Consultant, Office of Information Technology; \$20.00 per hour; effective September 19, 2022.

Mechelle Padgett; from Administrative Assistant I, History, to Budget Specialist, Office of Information Technology; \$18.89 per hour; effective August 20, 2022.

Zachary Reel; from Financial Aid Counselor to Fin Aid Client Services Coord, Student Financial Aid; B.S., Indiana State University; \$19.19 per hour; effective May 14, 2022.

Sarah Treash; from Information Center Consultant to Info Center Consultant Coord, Office of Information Technology; \$23.20 per hour; effective July 9, 2022.

Laura Vanatti; from Assistant Registrar Client Svc to Graduation Guarantee Analyst, Office of the Registrar; M.A., Ball State University; \$23.16 per hour; effective June 25, 2022.

Title Changes

Ann Malloy; from New Stu Trans Prog Asst Dir to Test Svc and NSO Asst Dir, New Student Transition Programs; \$24.09 per hour; effective August 20, 2022.

Retirements

Erik Ingebrigtsen; Chemistry Stockroom Manager, Chemistry & Physics; effective July 1, 2022.

Separations

Sadie All; New Media Coordinator, University Marketing; effective June 23, 2022.

Nancy Burkett; Fin Aid Client Services Coord, Student Financial Aid; effective May 6, 2022.

Courtney Dosch; Annual Giving Coordinator, Advancement; effective September 17, 2022.

Garrett Hurley; Sustainability Coordinator, Instit for Community Sustainability; effective June 22, 2022.

Zachary Johnson; Enrollment Mgmt Systems Coord, Admissions and High Schl Relations; effective August 5, 2022.

Kimberly Lund; Transfer & Veterans Srvs Coord, Admissions and High Schl Relations; effective July 1, 2022.

Adam Mathis; International Stu Cred Coord, Admissions and High Schl Relations; effective May 31, 2022.

Alisha Moorhead; Budget Specialist, Library Services; effective June 24, 2022.

Casey Powers; Admissions Counselor, Admissions and High Schl Relations; effective August 12, 2022.

Tabytha Seward Ardoin; Fin Aid Coord-Out & Train, Student Financial Aid; effective September 2, 2022.

Christa Stultz; Career Services Emp Rela Coord, Career Center; effective September 15, 2022.

Raquel Thorpe; Contract & Compliance Coord, Office of General Counsel; effective June 3, 2022.

Martha Vaughn; Budget Specialist, Office of Information Technology; effective June 17, 2022.

Micah Wagner; Info Ctr Consultant Trainee RR, Office of Information Technology; effective April 28, 2022.

Brianne Walters; Bat Center Assistant Director, Biology; effective July 25, 2022.

EXEMPT

Appointments

Katelyn Colvin; Annual Giving Director, Advancement; B.S., Indiana State University; salary \$65,000 per fiscal year; effective June 20, 2022.

Rhiannon Cruse; Alumni Assc Asst Dir Prog Outr, Alumni Engagement Office; B.S., Olivet Nazarene University; salary \$59,000 per fiscal year; effective May 2, 2022.

Michael Finkelstein; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; B.S., Northern Kentucky University; salary \$36,000 per fiscal year; effective May 9, 2022.

Maggie McCarrick; Head Football Athletic Trainer, Ctr for Sports Medicine & Perform; B.S., Western Carolina University; salary \$47,483 per fiscal year; effective August 29, 2022.

James Pond; SCOB Academic Advisor, Dean, Scott College of Business; M.S., Indiana State University; salary \$36,000 per fiscal year; effective September 26, 2022.

Melinda Roberts; Dean, Arts and Sciences, Dean, College of Arts & Sciences; Ph.D., Washington State University; salary \$198,000 per fiscal year; effective July 18, 2022.

Christian Scully; Network Engineer, Telecommunications; M.B.A., Western Governors University; salary \$63,900 per fiscal year; effective June 1, 2022.

Joyce Thompson-Mills; Exec Dir Legal Services, Office of General Counsel; J.D., Valparaiso University; salary \$135,500 per fiscal year; effective October 1, 2022.

Temporary Appointments

Michelle Bennett; Osher Program Coordinator, Center for Community Engagement; salary \$45,803 per fiscal year; effective July 1, 2022 through June 30, 2023.

Dave Bittner; ION Business Advisor, ISU/Wabash Vally Small Bus Devel Ct; salary \$50,675 per fiscal year; effective July 1, 2022 through June 30, 2023.

Richard Carle; Syc Care Coord - Req Reappt, Student Counseling Center; B.A., University of Dallas; salary \$40,000 per fiscal year; effective September 12, 2022 through December 31, 2022.

William Croft; Academic Advisor Req Reappt, Built Environment; salary \$38,915 per fiscal year; effective July 1, 2022 through July 31, 2022.

Cortney Cross; Univ College Adviser Proj Succ, Dean University College; salary \$36,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Suzanne Downs; WCI-AHEC Associate Director, Indiana Area Health Ed Ctr; salary \$56,650 per fiscal year; effective July 1, 2022 through June 30, 2023.

Joshua Elmore; Univ College Adviser Proj Succ, Dean University College; salary \$37,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Olivia Finley; Project Success Training Coord, Dean University College; salary \$40,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Andrea Gruger; Res Life Area Coord Req Reap, Residential Life Programming; salary \$40,716 per fiscal year; effective July 1, 2022 through June 30, 2023.

Burr Hartman; Univ College Adviser Proj Succ, Dean University College; Ph.D., Indiana State University; salary \$36,500 per fiscal year; effective June 1, 2022 through June 30, 2023.

Amie Harvey; Univ College Adviser Proj Succ, Dean University College; salary \$36,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; salary \$58,472 per fiscal year; effective July 1, 2022 through June 30, 2023.

Emmanuel Jennings; Res Life Hall Coord Req Reap, Residential Life Programming; B.S., Wingate University; salary \$36,000 per fiscal year; effective July 11, 2022 through June 30, 2023.

Molly Kelly; Res Life Hall Coord Spc Prj-RR, Residential Life Programming; salary \$36,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Bruce Kulwicki; Blumberg Center Director, Blumberg Center; Ed.D., Indiana University; salary \$85,000 per fiscal year; effective June 15, 2022 through June 30, 2023.

Joel Lauritzen; Univ College Adviser Proj Succ, Dean University College; salary \$36,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$50,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Yvonne Luna; Proj Succ Community Sup Spec, Dean University College; B.S., Indiana State University; salary \$36,836 per fiscal year; effective August 17, 2022 through June 30, 2023.

Rachel Magill; Res Life Hall Coord Req Reap, Residential Life Programming; M.S.W., Indiana State University; salary \$36,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Madison Marshall; Mentoring Coordinator, Dean, Scott College of Business; salary \$40,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Jacquelyn Mathis; WCI-AHEC Director, Indiana Area Health Ed Ctr; salary \$67,288 per fiscal year; effective July 1, 2022 through June 30, 2023.

Linda Maule; Dean & Assoc Professor, VP and Provost Office; salary \$150,911 per fiscal year; effective July 1, 2022 through June 30, 2023.

Michael Munro; Univ College Adviser Proj Succ, Dean University College; B.S., Indiana State University; salary \$36,500 per fiscal year; effective April 1, 2022 through June 30, 2023.

Diyombu Muyumba; CSA Program Coordinator, Community School of the Arts; salary \$40,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Thomas Neal; Development Director, Advancement; salary \$65,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Kristy Nicoson; Program Coord Ph1 Y2 - IUSM, IU School of Medicine-Terre Haute; salary \$45,012 per fiscal year; effective July 1, 2022 through June 30, 2023.

Stephanie Pearcy; Success Programs Director, Dean University College; salary \$64,555 per fiscal year; effective July 1, 2022 through June 30, 2023.

Courtney Richey-Chipol; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$73,394 per fiscal year; effective July 1, 2022 through June 30, 2023.

Ellie Rippy; Mentoring Center Director, Center for Student Success; salary \$60,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Brittany Russell; Program Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$45,907 per fiscal year; effective July 1, 2022 through June 30, 2023.

Aaron Slocum; Eqty Access Ret & Mentor Dir, Dean University College; salary \$62,300 per fiscal year; effective July 1, 2022 through June 30, 2023.

Jackie Trump; Res Life Area Coord Req Reap, Residential Life Programming; M.S., Eastern Illinois University; salary \$40,716 per fiscal year; effective July 11, 2022 through June 30, 2023.

Alisha VanArsdale; Univ College Adviser Proj Succ, Dean University College; M.A., Indiana State University; salary \$36,500 per fiscal year; effective May 9, 2022 through June 30, 2023.

Adam Wert; Univ College Adviser Proj Succ, Dean University College; M.Div., Harvard University; salary \$36,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Aaron White; Instruct Design Spec-RR, Extended Learning Office; M.A., Eastern Illinois University; salary \$44,902 per fiscal year; effective July 1, 2022 through June 30, 2023.

Promotions / Transfers

Karissa Baumgartner; from Res Life Area Coord Req Reap to Res Life Asst Dir - Res Educ, Residential Life Programming; salary \$49,500 per fiscal year; effective July 1, 2022.

Aaron Brink; from Information Center Consultant to IT Business Analyst, Office of Information Technology; salary \$69,381 per fiscal year; effective June 1, 2022.

El-Houcine Chaqra; from Ctr Global Engagement Assc Dir, Ctr for Global Engagement to Adm Assc Dir - Intl Recruit, Admissions and High Schl Relations; salary \$76,235 per fiscal year; effective July 1, 2022.

Maria Chaqra; from Ctr Global Engagement Asst Dir, Ctr for Global Engagement to Adm Asst Dir-Intl Recruit, Admissions and High Schl Relations; salary \$50,208 per fiscal year; reorganization effective July 1, 2022.

Frederick Clark; Hulman Center Events Svcs Dir, Hulman Center; salary \$90,000 per fiscal year; reclassification effective May 1, 2022.

Margaret Dalrymple; from Enrollment Analytic Director to Enrollment Res and Analyt Dir, VP Enrollment Management Office; salary \$83,357 per fiscal year; effective June 1, 2022.

Cody Dolly; from Recruitment and Advising Coord to Recruitment and Adv Asst Dir, Dean, Bayh College of Education; salary \$45,543 per fiscal year; effective May 1, 2022.

Kelsey Fagg; from Admissions Communications Spec to Admissions Assc Dir - Recruit, Admissions and High Schl Relations; salary \$50,000 per fiscal year; effective August 1, 2022.

Susan Goode; from Licensing and Outreach Coord to St Teach and Licens Asst Dir, Dean, Bayh College of Education; salary \$45,543 per fiscal year; effective May 1, 2022.

Timothy Guoli; from Staff Psychologist Req Reap to Staff Psychologist, Student Counseling Center; salary \$47,500 per fiscal year; effective May 1, 2022.

Caroline Kinderthain; from Admissions Counselor, Admissions and High Schl Relations to Univ College Adviser Proj Succ, Dean University College; salary \$36,500 per fiscal year; effective June 8, 2022.

Joel Lauritzen; from Res Life Hall Coord Req Reap, Residential Life Programming to Univ College Adviser Proj Succ, Dean University College; salary \$36,500 per fiscal year; effective May 10, 2022.

Wyatt Lawson; from Admissions Event Coordinator, Admissions and High Schl Relations to Univ College Adviser Proj Succ, Dean University College; salary \$36,500 per fiscal year; effective June 8, 2022.

Michelle Lewis; from Events Setup Supervisor to HMSU Assistant Director, HMSU-Operations; B.S., Indiana State University; salary \$47,797 per fiscal year; effective June 11, 2022.

Laura Livingston; from Clinical Simulation Specialist to Simulation Operations Manager, Dean, College Health & Human Svcs; salary \$80,658 per fiscal year; effective July 18, 2022.

Mary Loudermilk; from Student Services Coordinator, Extended Learning Office to Program Coordinator, Applied Medicine & Rehabilitation; B.S., Indiana State University; salary \$52,000 per fiscal year; effective July 1, 2022.

Katherine Lugar; from Student Prog & Lead Asst Dir, Honors College to Multicult Svcs Progs Director, Multicultural Svcs & Programs; salary \$63,000 per fiscal year; effective September 12, 2022.

Megan Moats; from ION Program Coordinator, ISU/Wabash Vally Small Bus Devel Ct to COB Ungr Student Svcs Asst Dir, Dean, Scott College of Business; salary \$46,410 per fiscal year; effective September 17, 2022.

Micheal Moore; from Int Dir Acad Tech Sup Svc to Tech Sup Svcs Director, Office of Information Technology; salary \$82,000 per fiscal year; effective May 1, 2022.

Cayle Moreo; from Laboratory Asst/Storekeeper, Biology to Sustain and Innov Asst Dir, Instit for Community Sustainability; B.S., Indiana State University; salary \$41,301 per fiscal year; effective September 19, 2022.

Malissa Muyumba; from University College Adviser, Dean University College to COHHS College Advisor, Dean, College Health & Human Svcs; salary \$37,997 per fiscal year; effective August 22, 2022.

William Myers; from Steam Plant Systems Operator to Steam Plant Assistant Manager, Power Plant; salary \$47,483 per fiscal year; effective April 16, 2022.

Joseph Newport; from Benefits Manager to Hlth Wellness and Wrk Comp Mgr, Employee Benefits; salary \$60,500 per fiscal year; effective July 1, 2022.

Brandi Overton; from Student Services Assistant II, Online to Academic Advisor - Nursing, School of Nursing; salary \$36,000 per fiscal year; effective August 27, 2022.

Mitchell Schaekel; from Res Life Hall Coord Req Reap to Res Life Area Coord Req Reap, Residential Life Programming; salary \$41,077 per fiscal year; effective July 1, 2022.

Brandon Sparks; from Steward Coord of Fdn Scholar, Advancement to Dnr Schol and Constit Rel Mgr, Foundation Financial Svcs; salary \$50,000 per fiscal year; effective May 14, 2022.

Jessica Starr; from Community Engagement Asst Dir to Community Engagement Director, Center for Community Engagement; salary \$73,500 per fiscal year; effective May 1, 2022.

Amber Stinson; from Res Life Asst Dir Mrkg Strateg, Residential Life Programming to Steward Mkt and Comm Dir, ISU Foundation Operations; salary \$63,500 per fiscal year; effective August 8, 2022.

Jennifer Stutler; from Retention and Completion Coord to Retention and Comp Asst Dir, Dean, Bayh College of Education; salary \$45,116 per fiscal year; effective May 1, 2022.

Elizabeth Tomlinson; from Assistant Registrar Curr Svcs to Sr Asst Reg - Acad Svcs, Office of the Registrar; salary \$57,000 per fiscal year; effective September 1, 2022.

Laura Vanatti; from Graduation Guarantee Analyst to Associate Registrar, Office of the Registrar; salary \$62,500 per fiscal year; effective September 1, 2022.

Clint Weddle; from Int Exec Dir Alum Aff, Advancement to Alumni Assoc Ex Director, Alumni Engagement Office; salary \$100,000 per fiscal year; effective August 1, 2022.

Alex Whitmore; from Program Coordinator to Community Engagement Asst Dir, Center for Community Engagement; salary \$44,000 per fiscal year; effective May 1, 2022.

Lori Wilson; from Ticket Manager to Hulman Center Asst Director, Hulman Center; B.S., Eastern Illinois University; salary \$54,738.45 per fiscal year; effective July 1, 2022.

Title Changes

Laura Ping; from Student Fin Aid Assc Dir-Compl to St Fin Aid Assc Dir-Compl Proc, Student Financial Aid; effective February 24, 2022.

Stipends

Dennis Ballard; Sti Associate Dean, Dean, College of Arts & Sciences; extension of stipend of \$625 per month; effective July 1, 2022 through June 30, 2023.

Jill Blunk; Sti Int Exec Dir Extend Learn, Extended Learning; stipend of \$1,000 per month for interim appointment; effective July 6, 2022.

Christopher Carpenter; Sti Interim Chief Instr Pilot, Aviation Technology; stipend of \$1,000 per month for interim appointment; effective August 15, 2022.

Katelunn Duby; Sti Additional Duties, Dean University College; stipend of \$1,250 per month for additional duties; effective May 1, 2022 through April 30, 2023.

Christopher Fischer; Sti Associate Dean, Dean, College of Arts & Sciences; extension of stipend of \$625 per month; effective July 1, 2022 through June 30, 2023.

Stephannie Gambill; Sti Intrm Legal Aff Liaison, Office of General Counsel; stipend of \$3,500 per month; effective September 1, 2022 through September 30, 2022.

Ashley Layman; Sti Assessment & Accred Coord, MBA Program; extension of stipend of \$1,000 per month; effective July 1, 2022 through June 30, 2023.

Michael Lowry; Sti Tech Supp System Intrm Dir, Office of Information Technology; extension of stipend of \$800 per month; effective July 1, 2022 through June 30, 2023.

Courtney McCrary; Sti Victim Advocate, Dean of Students; extension of stipend of \$500 per month; effective June 1, 2022 through August 24, 2022.

Alicia Miller; Sti Additional Duties, Student Counseling Center; stipend of \$500 per month for additional duties; effective July 11, 2022 through September 30, 2022.

Martha Milner; Sti Interim Stu Med Exec Dir, General Instructional Services; stipend of \$1,000 per month; effective June 1, 2022 through December 31, 2022.

Robert Morgan; Assc VP St Aff Int Dean Stdnt, VP for Student Affairs; early end of stipend effective May 31, 2022.

Tiffany Reed; Sti Additional Duties, African American Cultural Center; extension of stipend of \$1,000 per month; effective July 1, 2022 through September 30, 2022.

Jessica Starr; Intrm Community Engagement Dir, Center for Community Engagement; early end of stipend effective April 30, 2022.

Clint Weddle; Sti Int Exec Dir Alum Aff, Advancement; extension of stipend of \$1,800 per month; effective July 1, 2022 through August 31, 2022.

Michael West; Sti Int Coord Linux Sys & ATS, Office of Information Technology; stipend of \$404.03 per month for interim appointment; effective June 20, 2022 through October 31, 2022.

Alex Whitmore; Sti Additional Duties, Center for Community Engagement; early end of stipend effective April 30, 2022.

Brooke Young; Sti Additional Duties, VP for Student Affairs; stipend of \$348.08 per month for additional duties; effective September 1, 2022 through October 31, 2022.

Bassam Yousif; Sti Intrm Dean Arts & Sciences, Dean, College of Arts & Sciences; extension of stipend of \$2,000 per month; effective July 1, 2022 through July 31, 2022.

Changes in Status / Pay Rate

Farman Amin Moayed; from Professor, Built Environment to Acting Assc Dean, COT, Dean, College of Technology; salary \$120,071 per fiscal year; effective September 1, 2022.

Cynthia Crowder; from Professor, Human Res Devel & Tech Mang to Interim Assc Dean, Dean, Scott College of Business; salary \$146,150.40 per fiscal year; effective August 1, 2022.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; equity adjustment to salary \$58,472 per fiscal year; effective October 1, 2021.

Freda Luers; Campus Life Director, Student Activities & Organizations; equity adjustment to salary \$69,915 per fiscal year; effective May 1, 2022.

James Smallwood; from Associate Dean, COT to Interim Dean, COT, Dean, College of Technology; salary \$168,130 per fiscal year; effective September 1, 2022.

Haijing Tu; from Assc Professor, Communication to Assc Dean, CHHS - Academics, Dean, College Health & Human Svcs; salary \$107,000 per fiscal year; effective August 1, 2022.

Hope Williams; from Dir Access Svcs & Inclusion, Center for Student Success to Targeted Retention Ser Coord-IE, Dean University College; salary \$59,166 per fiscal year; effective July 1, 2022.

Retirements

Chris Hayes; Lead Systems Integrator-Linux, Office of Information Technology; effective June 15, 2022.

Freda Luers; Campus Life Director, Student Activities & Organizations; effective August 1, 2022.

Carolyn Rohlfing; Contracts and Grants Asst Dir, Assoc VP Finance Asst Treasurer; effective August 5, 2022.

Lori Vancza; Safety Specialist, Environmental Safety; effective September 6, 2022.

Separations

Neslihan Alp; Dean College of Technology, Dean, College of Technology; effective July 31, 2022.

Regina Atkins; Admissions Assc Dir-Stu Svcs, Admissions and High Schl Relations; effective June 3, 2022.

Michelle Bennett; Osher Program Coordinator, Center for Community Engagement; effective July 15, 2022.

Connor Burton; Ath Train I - Men's Basketball, Ctr for Sports Medicine & Perform; effective June 29, 2022.

Bridget Butwin; General Counsel, Office of General Counsel; effective September 2, 2022.

Sarah Campbell; Res Life Asst Dir - Desk Ops, Residential Life Programming; effective June 30, 2022.

Richard Carle; Res Life COVID-19 Coordinator, Residential Life Programming; effective May 31, 2022.

Erik Chaouch; Athletic Trainer I, Ctr for Sports Medicine & Perform; effective September 30, 2022.

Cortney Cross; Univ College Adviser Proj Succ, Dean University College; effective August 5, 2022.

Ashleigh Crowe; Academic Advising Exec Dir, Dean University College; effective June 3, 2022.

Marsha Dull; Online Enrollment Manager, Extended Learning; effective July 22, 2022.

Emily Edwards; Contract Coordinator, Applied Medicine & Rehabilitation; effective September 2, 2022.

Stephen Galvan; Head Football Athletic Trainer, Ctr for Sports Medicine & Perform; effective July 8, 2022.

Philip Glende; Student Media Exec Director, VP and Provost Office; effective June 10, 2022.

David Higus; Educ Student Services Asst Dir, Dean, Bayh College of Education; effective April 27, 2022.

Lisa Hughes; Instructional Design Spec, Online; effective August 26, 2022.

Molly Kelly; Res Life Hall Coord Spc Prj-RR, Residential Life Programming; effective August 15, 2022.

Mitsuko Korobkin; Postdoc Research Assoc - RR, Physics; effective April 30, 2022.

Megan Kropfelder; Career Services Coordinator, Career Center; effective April 12, 2022.

Kristi Lawson; SEM Project Manager, VP Enrollment Management Office; effective July 15, 2022.

Michael Lechner; Programmer Analyst, Office of Information Technology; effective July 8, 2022.

Timothy London; Ex Dir of Extended Learning, Extended Learning; effective July 1, 2022.

Courtney McCrary; Ombudsperson&Syc Care Assc Dir, Dean of Students; effective August 24, 2022.

Iris Mosah; Staff Psychologist - 10 Month, Student Counseling Center; effective July 15, 2022.

Diyombu Muyumba; CSA Program Coordinator, Community School of the Arts; effective August 1, 2022.

Amy Naidu; Associate Controller, Assoc VP University Controller; effective September 7, 2022.

Sarah Neeley; Student Employment Prog Coord, Career Center; effective May 13, 2022.

Yanli Newport; Assistant Director of Finance, Foundation Financial Svcs; effective August 26, 2022.

Adetomiwa Opafola; Systems Integrator, Office of Information Technology; effective May 20, 2022.

Angela Smith; Associate Registrar, Office of the Registrar; effective August 19, 2022.

Brooke Taylor; Program Coordinator, Applied Medicine & Rehabilitation; effective April 22, 2022.

William Thompson; Development Director, Advancement; effective May 6, 2022.

Tamara Turner; COB Ungr Student Srvs Asst Dir, Dean, Scott College of Business; effective June 15, 2022.

Aaron White; Instruct Design Spec-RR, Extended Learning Office; effective July 22, 2022.

Rita Wiley; Res Life Area Coord Req Reap, Residential Life Programming; effective June 30, 2022.

Hope Williams; Targeted Retention Ser Coor-IE, Dean University College; effective August 18, 2022.

ATHLETICS

Appointments

Melissa Burke; NCAA Compliance Asst Dir, Athletics-Administration; M.S., Chadron State College; \$23.08 per hour; effective July 1, 2022.

Brett Putz; Basketball Operations Director, Athletics-Mens Basketball; M.A., Saint Mary's University; salary \$40,000 per fiscal year; effective July 5, 2022.

Temporary Appointments

Christian Bals; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; M.B.A., Ball State University; salary \$38,750 per fiscal year; effective June 1, 2022 through June 30, 2023.

Anthony Bertoli; Asst Coach, Track/CrossCountry, Athletics-Track; salary \$41,600 per fiscal year; effective July 1, 2022 through June 30, 2023.

Brandan Bettenhausen; Asst Coach, Track and Field, Athletics-Track; salary \$44,115 per fiscal year; effective July 1, 2022 through June 30, 2023.

Bradley Butler; Asst Coach, Cr Cntry/Trck&Fld, Athletics-Track; salary \$45,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Joshua Christensen; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; salary \$66,150 per fiscal year; effective July 1, 2022 through June 30, 2023.

Gavin Dineen; Asst Coach, Football, Athletics-Football; M.B.A., Indiana State University; salary \$36,000 per fiscal year; effective May 9, 2022 through December 31, 2022.

John Furr; Asst Coach, Men's Basketball, Athletics-Mens Basketball; B.S., Wingate University; salary \$79,500 per fiscal year; effective June 1, 2022 through June 30, 2023.

Brittany Gray; Asst Coach, Softball, Athletics-Softball; salary \$38,618 per fiscal year; effective July 1, 2022 through June 30, 2023.

Justin Hancock; Asst Coach, Baseball, Athletics-Baseball; salary \$42,000 per fiscal year; effective July 1, 2022 through June 30, 2023.

Mitchell Hannahs; Head Coach, Baseball, Athletics-Baseball; salary \$123,215 per fiscal year; effective July 1, 2022 through June 30, 2023.

Javian Henderson; Asst Coach, Football, Athletics-Football; B.S.B.A., Stetson University; salary \$36,000 per fiscal year; effective June 1, 2022 through December 31, 2022.

Justin Kean; Asst Coach, Volleyball, Athletics-Volleyball; B.S., Indiana Univ-Purdue Univ-Indy; salary \$38,000 per fiscal year; effective June 13, 2022 through December 31, 2022.

Angela Martin; Hd Coach & Dir, Track&Field/CC, Athletics-Track; salary \$73,158 per fiscal year; effective July 1, 2022 through June 30, 2023.

Jeffrey Martin; Assc Hd Coach, M&W Track&Field, Athletics-Track; salary \$48,787 per fiscal year; effective July 1, 2022 through June 30, 2023.

Rachel O'Malley; Asst Coach, Softball, Athletics-Softball; salary \$40,500 per fiscal year; effective July 1, 2022 through June 30, 2023.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; salary \$75,546 per fiscal year; effective July 1, 2022 through June 30, 2023.

Ashlee Pritchard; Head Coach, Volleyball, Athletics-Volleyball; M.S., Liberty University; salary \$80,242 per fiscal year; effective May 1, 2022 through December 31, 2023.

Tamara Shike; Spirit Prog & Comm Relat Coord, Athletics-Administration; salary \$38,497 per fiscal year; effective July 1, 2022 through June 30, 2023.

Brian Smiley; Assc Coach, Baseball, Athletics-Baseball; salary \$58,438 per fiscal year; effective July 1, 2022 through June 30, 2023.

Gregory Towne; Head Coach, Women's Golf, Athletics-Women's Golf; salary \$47,977 per fiscal year; effective July 1, 2022 through June 30, 2023.

Stipends

Joel McMullen; Sti Additional Duties, Athletics-Administration; stipend of \$2,000 per month; effective May 1, 2022 through June 30, 2022.

Changes in Status / Pay Rate

Tyler Funk; Asst Coach, Football, Athletics-Football; salary \$56,500 per fiscal year; staffing changes effective April 1, 2022.

Wolfgang Shafer; Asst Coach, Football, Athletics-Football; salary \$45,000 per fiscal year; staffing changes effective June 1, 2022.

Patrick Shepard; Asst Coach, Football, Athletics-Football; salary \$56,500 per fiscal year; staffing changes effective April 1, 2022.

Aaron Young; Asst Coach, Football, Athletics-Football; salary \$45,000 per fiscal year; staffing changes effective April 1, 2022.

Separations

Zak Boisvert; Asst Coach, Men's Basketball, Athletics-Mens Basketball; effective May 9, 2022.

Brandt Hicks; Asst Coach, Football, Athletics-Football; effective May 9, 2022.

Christina Lee; Asst Ath Dir, Mkt/Partnerships, Athletics-Administration; effective August 12, 2022.

James Schmeits; Basketball Operations Director, Athletics-Mens Basketball; effective July 1, 2022.

4g Grants and Contracts

1. Mental Health America of Indiana, Fund No. 549472, Proposal 22-059
An agreement in the amount of \$640.00 has been received from Mental Health America of Indiana for the project entitled, "Health Literacy Specialist Certificate," under the direction of Alicia Miller, Student Health Promotions, for the period May 1, 2022 through June 30, 2022.
2. Indiana University, Fund No. 549470, Proposal No. 22-056
Additional appropriations in the amount of \$223,145.00 have been received from Indiana University, from a sub agreement under the Indiana State Department of Health for the project entitled, "FY 2020-23 Area Health Education Centers Operating Support," under the direction of Caroline Mallory, College of Health and Human Services, for the period July 1, 2021 through June 30, 2023.
3. The CenterPoint Energy Foundation, Fund No. 549469, Proposal 22-042
An agreement in the amount of \$40,000.00 has been received from The CenterPoint Energy Foundation for the project entitled, "Indiana State University's Power of Reading and Power of Math Summits," under the direction of Judith Sheese, Dean's Office Bayh College of Education, for the period April 1, 2022 through March 31, 2023.
4. The Pennsylvania State University, Fund No. 549476, Proposal 22-029
An agreement in the amount of \$2,040.00 has been received from The Pennsylvania State University for the project entitled, "Promoting Ethical Consumerism Through Sustainability Influencers: How Do Influencers Inspire the Public to Adopt a Sustainable Lifestyle?" under the direction of Hyosun Kim, Department of Communication, for the period July 1, 2022 through December 31, 2023.
5. Purdue University, Fund No. 549474, Proposal No. 22-034
A sub agreement under National Aeronautics & Space Administration (NASA) in the amount of \$5,000.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Consortium Programs and Opportunities 2020-2024," under the direction of Jeffery Stone, Department of Earth & Environmental Systems, for the period May 10, 2022 through May 9, 2023.
6. Indiana Economic Development Corporation, Fund No. 549449, Proposal No. 22-006
An agreement in the amount of \$103,614.02 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-Federal," under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2022 through December 31, 2022.
7. Indiana Economic Development Corporation, Fund No. 549450, Proposal No. 22-006
An agreement in the amount of \$77,291.85 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-State," under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2022 through December 31, 2023.

8. The Missouri Department of Conservation, Fund No. 549246, Proposal 22-067
Additional appropriations in the amount of \$40,660.00 have been received from The Missouri Department of Conservation for the project entitled, "Indiana Bat Response to Missouri Department of Conservation's Forest Habitat Management," under the direction of Diana Hews, Department of Biology, for the period July 1, 2022 through June 30, 2023.
9. Indiana University, Fund No. 549394, Proposal No. 23-005
Additional appropriations in the amount of \$13,948.00 have been received from Indiana University for the project entitled, "BSW/MSW Child Welfare Education" under the direction of Robin Bonifas, Department of Social Work, for the period July 1, 2020 through June 30, 2022.
10. U.S. Department of Education, Fund No. 549478, Proposal 23-010
An agreement in the amount of \$482,549.00 has been received from U.S. Department of Education for the project entitled, "Strengthening Institutions Program for Indiana State University: A S.M.A.R.T. Initiative for Student and New Faculty Mentoring," under the direction of Aaron Slocum, Office of Student Success, for the period October 1, 2022 through September 30, 2023.
11. Indiana University, Fund No. 549463, Proposal No. 22-049
A sub agreement under the Indiana Department of Child Services in the amount of \$76,047.00 has been received from Indiana University for the project entitled, "BSW/MSW Child Welfare Education," under the direction of Robin Bonifas, Department of Social Work, for the period July 1, 2022 through June 30, 2023.

4h Agreements		Contracts signed 7/27/22 - 8/30/22
Name	Contract Type	Signature date
Southern Illinois University Edwardsville Athletics	Athletics	07/27/22
Indianapolis Neurobehavioral Health Center	Clinical Affiliation Agreement	08/15/22
East Central Indiana Special Services	Clinical Affiliation Agreement	08/15/22
Sue O'Connell Quality Teacher Development LLC	Speaker Agreement	08/18/22
Speaker Agreement with Kristen Acosta	Speaker Agreement	08/24/22
Linton-Stockton School Corporation	Student Teaching Agreement	08/24/22
Vigo County School Corporation- Covered Bridge Special Education District	Student Teaching Agreement	08/24/22
Clay Community Schools	Student Teaching Agreement	08/24/22
North Vermillion School Corporation	Student Teaching Agreement	08/24/22
Dugger Union Community School Corporation	Student Teaching Agreement	08/24/22
Marshall CUSD C-2 School Corporation	Student Teaching Agreement	08/24/22
South Vermillion Community School Corporation	Student Teaching Agreement	08/24/22
Centurion Health of Indiana LLC	clinical affiliation agreement	08/26/22
Brown County Schools	Student Teaching Agreement	08/26/22
Plainfield Community School Corporation	Student Teaching Agreement	08/26/22
Cloverdale Community School Corporation	Student Teaching Agreement	08/26/22
Westfield-Washington School District	Administrator in Training Agreement	08/30/22
Cooperative School Services in Rensselaer	Clinical Affiliation Agreement	08/30/22
Covington Community School Corporation	Administrator in Training Agreement	08/31/22
Clay Community Schools	Administrator in Training Agreement	08/31/22
Brown County School Corporation	Administrator in Training Agreement	08/31/22

School City of Hobart	Administrator in Training Agreement	08/31/22
Neighbors New Vistas High School	Administrator in Training Agreement	08/31/22
Hamilton Southeastern School Corporation	Administrator in Training Agreement	08/31/22
White River Valley School District	Administrator in Training Agreement	09/02/22
Plainfield Community School Corporation	Administrator in Training Agreement	09/02/22
Taylor Community School Corporation	Administrator in Training Agreement	09/02/22
Community Schools of Frankfort	Administrator in Training Agreement	09/09/22
Gibault, the School Corporation	Administrator in Training Agreement	09/09/22
Danville Community School Corporation	Administrator in Training Agreement	09/09/22
Duneland School Corporation	Administrator in Training Agreement	09/09/22
Elkhart Community Schools	Administrator in Training Agreement	09/09/22
Irvington Community School Corporation	Administrator in Training Agreement	09/09/22
Lafayette School Corporation	Administrator in Training Agreement	09/09/22
MSD Warren Township	Administrator in Training Agreement	09/09/22
Portage Township Schools	Administrator in Training Agreement	09/09/22
Kokomo-Center Schools	Administrator in Training Agreement	09/09/22
Attica Consolidated School Corporation	Student Teaching Agreement	09/09/22
Crystal Lake Elementary District 46	Clinical Affiliation Agreement	09/13/22
New Albany Floyd County School Corporation	Clinical Affiliation Agreement	09/13/22
Greg Smedley-Warren Power of Math Summit	Speaker Agreement	09/13/22
Silver Creek School Corporation	Administrator in Training Agreement	09/15/22
Nineveh-Hensley-Jackson United School Corporation	Administrator in Training Agreement	09/15/22
Nettle Creek School Corporation	Administrator in Training Agreement	09/15/22

LaPorte Community School Corporation	Administrator in Training Agreement	09/15/22
Greenfield Central School Corporation	Administrator in Training Agreement	09/15/22
MSD Lawrence Township School Corporation	Student Teaching Agreement	09/15/22
Vermillion Association for Special Education	Clinical Affiliation Agreement	09/19/22
School Town of Speedway	Clinical Affiliation Agreement	09/20/22
South Madison Community School Corporation	Clinical Affiliation Agreement	09/20/22
Vigo County School Corporation	Administrator in Training Agreement	09/21/22
Delaware Community Schools	Administrator in Training Agreement	09/21/22
Union Township School Corporation	Administrator in Training Agreement	09/21/22
Decatur County Community Schools	Administrator in Training Agreement	09/21/22
North Knox School Corporation	Administrator in Training Agreement	09/21/22
Randolph Eastern School Corporation	Administrator in Training Agreement	09/21/22
Vigo County School Corporation	Administrator in Training Agreement	09/21/22
Clinton Central School Corporation	Administrator in Training Agreement	09/21/22
Tennessee State University Athletics	Athletics	09/22/22
University of Southern Indiana	Athletics	09/22/22
Power of Reading JH Educational Services	Speaker Agreement	09/26/22
Power of Reading Wiley Blevins	Speaker Agreement	09/26/22
Power of Reading Joan Sedita	Speaker Agreement	09/26/22
Power of Reading Mary Dahlgren	Speaker Agreement	09/26/22
Richland-Bean Blossom Community School Corporation	Student Teaching Agreement	09/26/22
University of Memphis Athletics	Athletics	09/28/22
Shelbyville Central Schools	Administrator in Training Agreement	09/30/22
School City of Hammond	Administrator in Training Agreement	09/30/22

Richland-Bean Blossom Community School Corporation	Administrator in Training Agreement	09/30/22
Mississinewa Community School Corporation	Administrator in Training Agreement	09/30/22
North Putnam School Corporation	Administrator in Training Agreement	09/30/22
North Vermillion School Corporation	Administrator in Training Agreement	09/30/22
Fairfield Community School Corporation	Student Teaching Agreement	9/30/2022+A65A59:C75B1A69:C75A52:C7A1:C75

4i Board Representation at University Events

Events Requiring Board Representation

November 4, 2022	Presidents Gala
December 8, 2022	Board of Trustees Meeting
December 9, 2022	Commencement

Optional Events

TBD	Dreiser Hall Dedication
-----	-------------------------

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

4j In Memoriam

IN MEMORIAM: Ms. Beverly Fowler

WHEREAS, Ms. Beverly Fowler, retired Professor from Home Economics of Indiana State University, died on the 5th day of September two thousand and twenty one;

WHEREAS, Ms. Beverly Fowler had given loyal and devoted service to Indiana State University for 21 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mrs. Roslyn Noah

WHEREAS, Mrs. Roslyn Noah, retired Professor from Art History of Indiana State University, died on the 6th day of November two thousand and twenty one;

WHEREAS, Mrs. Roslyn Noah had given loyal and devoted service to Indiana State University for 23 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. James E Higgins

WHEREAS, Dr. James E Higgins retired Professor in the Department of Elementary Education, died on the 2nd day of May two thousand and twenty two; and

WHEREAS, Dr. James E Higgins had given loyal and devoted service to Indiana State University for 37 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Robert Kellems

WHEREAS, Dr. Robert Kellems is retired Professor in the Math Department, died on the 8th day of May two thousand and twenty two; and

WHEREAS, Dr. Robert Kellems had given loyal and devoted service to Indiana State University for 34 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. Walter Fugate

WHEREAS, Mr. Walter Fugate, retired Utility Worker I in the Department of Facilities Management, died on the 19th day of May two thousand and twenty two;

WHEREAS, Mr. Walter Fugate, had given loyal and devoted service to Indiana State University for 21 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Mr. Guy Hale

WHEREAS, Mr. Guy Hale retired Professor in Math and Computer Science, died on the 28th day of May two thousand and twenty two; and

WHEREAS, Mr. Guy Hale had given loyal and devoted service to Indiana State University for 36 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Maryanne Roehm

WHEREAS, Dr. Maryanne Roehm, retired Dean from School of Nursing of Indiana State University, died on the 19th day of June two thousand and twenty two;

WHEREAS, Dr. Maryanne Roehm had given loyal and devoted service to Indiana State University for 27 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Dale McKee

WHEREAS, Dr. Dale McKee, retired Executive Vice President of the ISU Foundation and University Advancement, died on the 26th day of June two thousand and twenty-two; and

WHEREAS, Dr. Dale McKee had given loyal and devoted service to Indiana State University for over thirty-three years and had gained the respect of students and colleagues who knew him;

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

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

IN MEMORIAM: Mr. William Daniels

WHEREAS, Mr. William Daniels, retired Custodian in Facilities Management, died on the 1st day of July two thousand and twenty two;

WHEREAS, Mr. William Daniels, had given loyal and devoted service to Indiana State University for 21 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. Sarah Emerson

WHEREAS, Dr. Sarah Emerson, retired Associate Professor from School of Nursing of Indiana State University, died on the 8th day of July two thousand and twenty two;

WHEREAS, Dr. Sarah Emerson had given loyal and devoted service to Indiana State University for 24 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Marsha Dull

WHEREAS, Marsha Dull, Online Enrollment Manager from Extended Learning, died on the twenty-third day of July two thousand and twenty two; and

WHEREAS, Marsha Dull had given loyal and devoted service to Indiana State University for three and a half years and had gained the respect of students and colleagues who knew her;

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 dedicated service which she gave to the University; and

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

IN MEMORIAM: Mr. Raymond Dolle

WHEREAS, Mr. Raymond Dolle retired Professor in Math and Computer Science, died on the 27th day of July two thousand and twenty two; and

WHEREAS, Mr. Raymond Dolle had given loyal and devoted service to Indiana State University for 32 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Clifford Paulin

WHEREAS, Clifford Paulin, retired Unit Manager Engineering of Indiana State University, died on the 28th day of July two thousand and twenty two; and

WHEREAS, Clifford Paulin had given loyal and devoted service to Indiana State University for thirty-seven years and had gained the respect of students and colleagues who knew him;

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

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

IN MEMORIAM: Dr. Richard Pethtel

WHEREAS, Dr. Richard Pethtel retired Professor in Math, died on the 28th day of August two thousand and twenty two; and

WHEREAS, Dr. Richard Pethtel had given loyal and devoted service to Indiana State University for 33 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Ms. Carol Vanatti

WHEREAS, Ms. Carol Vanatti, Retired Library Associate from the Library, died on the 4th of October two thousand and twenty-two; and

WHEREAS, Ms. Carol Vanatti had given loyal and devoted service to Indiana State University for 28 years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Ms. June Franklin

WHEREAS, Ms. June Franklin, Retired Custodial Worker I from the Custodians Department, died on the 11th of October two thousand and twenty-two; and

WHEREAS, Ms. June Franklin had given loyal and devoted service to Indiana State University for 19 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.