



# Indiana State University

Board of Trustees Agenda Meeting

February 17, 2023

State Room, Tirey Hall



Board of Trustees Agenda Meeting - February 17, 2023

Meeting Agenda

1. Call Meeting to Order

Call Meeting to Order 4  
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

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Mrs. Cabello

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Mrs. Smith

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Mrs. McKee

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Mrs. McKee

3c Policies

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University Section 145.3 Administrative Affairs  
Committee  
Dr. Olsen

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## 1. Call Meeting to Order – Kathy Cabello

### Roll Call:

Kathleen Cabello  
Robert Casey  
Kimberly Collins  
Robert Lowe  
Randall Minas  
Joh Pratt  
Kimberly Smith  
Troy Woodruff  
Cynthia Powers

## 3a Minutes of the December 9, 2022 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 1:00 p.m. on Friday, December 9, 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, December 9, 2022 at 2:30 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Lowe, Mr. Minas, Mrs. Powers (via Conference Call), Mr. Pratt, Mrs. Smith and Mr. Woodruff.

Trustees absent: None.

**Recommendation:** Approve the Board Minutes of the December 9, 2022 Meeting and Certification of Executive Session.

## 3b1 Proposed Changes in Academic Program and Laboratory/Course-Specific Fees<sup>1</sup>

Effective for the Fall Semester 2023 unless otherwise stated

### Course Specific Fees

#### Eliminate Course Fees (Effective Fall 2023)

College	Department	Course(s)	Amount	
BCOE	T&L	SPED 622		Pending approval of SPED 626 (transfers fee to that course)
	ACES	SPSY 666 SPSY 686 SPSY 687	\$500 \$50 \$50	Eliminate only if program fee is approved (see New Program Fee section)

#### Change in Course Fees (Effective Fall 2023)

College	Department	Course(s)	Amount	Purpose
CHHS	Nursing	NURC 304 NURC 324 NURC 338 NURC 424 NURC 444 NURC 484	\$300/course to \$325/course	This change (in addition to the new course fees) will provide additional staff support to schedule and manage the clinical placements for the nursing completion program and will allow the program to admit more students.

### New Course Fees (Effective Fall 2023)

College	Department	Course(s)	Amount	Purpose
CHHS	Nursing	NURC 208 NURC 322 NURC 470 NURC 486 NURC 490	\$325/course	This fee will provide additional support to schedule and manage the clinical placements for the nursing completion program and will allow the program to admit more students.  Fee will cover consumables, supplies, media, equipment, clinical faculty, clinical placement and compliance software, clinical technology and associated upgrades, and shipping expenses.
	KRS	PE 302 PE 310	\$25/course	Fee will cover honorarium for PE mentor teachers who supervise our students during early field experiences at the clinical school.
BCOE	T&L	EDUC 601 SPED 639	\$150/course	Fee will cover host teacher and admin costs for graduate student teaching in the

				Transition to Teaching program. Same fee as undergrads.
	T&L	ELED 654	\$150/course	To cover the subscription cost of TK20 (software used for assessment and accreditation for educator preparation). Students are assessed in all initial courses and subsequently used throughout a student's program.
	T&L	SPED 626	\$150/course	To cover the subscription cost of TK20 (software used for assessment and accreditation for educator preparation). Students are assessed in all initial courses and subsequently used throughout a student's program.  Transferring assessment of fee from SPED 622.
COT	AETM	AET 334	\$50/course	Fee assessed to cover <u>safety items</u> : safety glasses, disposable gloves, face shields, etc.; <u>consumables</u> : rags, oil, fluids, cleaners, solder, tape, welding accessories, etc.; <u>diagnostic manuals</u> : software and updates; <u>driveline items</u> : relating to engine accessory drives, transmissions, drivelines, axles, and gears; <u>minor items</u> : hand tools, power tools, specialty tools, used transmissions and components for diagnostics and testing, corresponding with class needs.
CAS	THTR	THTR 177	\$50/course	Fee to cover <u>safety PPE</u> : gloves, glasses, ear protection, hard hat; <u>Practicum tools</u> : tape measure, pencils; <u>Laboratory materials</u> : lumber, plywood
	THTR	THTR 178	\$115/course	Fee to cover make-up kits and consumable sewing materials
	THTR	THTR 473	\$45/course	Fee to cover art supplies and materials that the students need to accomplish various design assignments.

**Recommendation:** Approval of the proposed Academic Laboratory/Course Specific Fees, effective for the fall semester of 2023 unless otherwise stated.

**New Program Fee (Effective Fall 2023).** Program fee will cover the costs of assessment materials and computer equipment.

BCOE	M.Ed. School Psychology Ed.S. School Psychology Psy.D. School Psychology Psychoeducational Assessment Certificate	\$150/semester
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**Change in Program Fee (Effective Summer 2023).** Program fee will support all aspects of the learning environment including temporary faculty and administrative support personnel; clinical support; equipment, operating and consumable expenses; program administration; program and professional development; accreditation fees; and instructional support.

HHS	Doctor of Athletic Training	\$250/Semester to \$350/Semester
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**Recommendation:** Approval of the proposed Program Fees, effective for the fall or summer semester of 2023, as applicable.

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



## 3b2 ISU Housing and Dining Rates for 2023-24

The proposed rate increase for a Traditional residence hall room with a Standard meal plan, representing the majority of on-campus rooms, reflects a combined 1.2% increase for 2023-24. Freshman students are housed in residence halls assigned the Traditional room category. The Premium room rate is \$500 per year more than the Traditional room rate and is assigned to select rooms within Reeve Hall with private baths. A limited number of single rooms will also be identified and offered to students in 2023-24. The housing rate for students selecting single rooms is \$1,500 more per year than the double room rate based on room type.

### Housing Rates

The proposed 2023-24 rates for on-campus housing are listed below and include additional room accommodation options and summer housing rates. The 2022-23 housing rates are included below for comparative purposes.

Housing Rates		
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Room Type	2022-23 Rate	2023-24 Proposed Rate
Traditional	\$7,450.00	\$7,525.00
Traditional - Single	\$8,950.00	\$9,025.00
Traditional - Break Access	\$8,250.00	\$8,325.00
Premium - Double	\$7,950.00	\$8,025.00
Premium - Single	\$9,450.00	\$9,525.00

Room Type	Fall 2023 Hall Location
Traditional	Mills, Cromwell, Blumberg, Burford, Erickson, Pickerl, Sandison, and select rooms within Reeve (double room with shared bath)
Traditional - Single	Select rooms within Reeve (single room with shared bath), and other select rooms in traditional halls designated for single occupancy.
Traditional - Break Access	Rhoads and possibly a second hall depending on occupancy levels
Premium - Double	Select rooms within Reeve (double room with private bath)
Premium - Single	Select rooms within Reeve (single room with private bath)

Additional Accommodation Options	2022-23 Rate	2023-24 Proposed Rate
Single Room Buyout of Double Room	\$1,500.00	\$1,500.00
Break Access Contract Add-On	\$800.00	\$800.00
Early Arrival/Break Housing - Daily Rate	\$20.00	\$20.00

Summer Housing Rates	2022-23 Rate	2023-24 Proposed Rate
Traditional Room - Weekly Rate	\$219.12	\$221.32
Traditional Room - Daily Rate	\$31.30	\$31.62
Premium Room - Weekly Rate	\$233.82	\$236.03
Premium Room - Daily Rate	\$33.40	\$33.72
Single Room - Daily Rate	\$6.30	\$6.30

## 500 Wabash & University Apartments

500 Wabash & University Apartments provide upper-level students with off-campus housing options. The rates for 500 Wabash and the furnished University Apartments units are a per student rate billed by the semester. The unfurnished family units at University Apartments are a per unit rate. An optional meal plan is offered to students living at University Apartments and 500 Wabash.

The proposed 2023-24 rates for University Apartments and 500 Wabash are listed below and represent a 1.0% increase for 2023-24. The 2022-23 housing rates are included below for comparative purposes.

University Apartments*
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### Family Apartments (Unfurnished)

Room Type	2022-23 Academic Year Rate	2022-23 Full Year Rate	2023-24 Academic Year Proposed Rate	2023-24 Full Year Proposed Rate
One Bedroom	\$7,450.00	\$8,940.00	\$7,520.00	\$9,024.00
Two Bedroom	\$8,600.00	\$10,320.00	\$8,690.00	\$10,428.00
Three Bedroom	\$9,460.00	\$11,352.00	\$9,550.00	\$11,460.00

### Single Apartments (Furnished)

Room Type	2022-23 Academic Year Rate	2022-23 Full Year Rate	2023-24 Academic Year Proposed Rate	2023-24 Full Year Proposed Rate
Shared One Bedroom	\$6,870.00	\$8,244.00	\$6,940.00	\$8,328.00
Single One Bedroom	\$8,600.00	\$10,320.00	\$8,690.00	\$10,428.00
Shared Two Bedroom (Medium)	\$8,020.00	\$9,624.00	\$8,100.00	\$9,720.00
Shared Two Bedroom (Large)	\$8,600.00	\$10,320.00	\$8,690.00	\$10,428.00
Single Two Bedroom	\$10,030.00	\$12,036.00	\$10,130.00	\$12,156.00
Single Three Bedroom (Large)	\$8,020.00	\$9,624.00	\$8,100.00	\$9,720.00
Single Three Bedroom (Medium)	\$5,740.00	\$6,888.00	\$5,800.00	\$6,960.00
Single Three Bedroom (Small)	\$4,590.00	\$5,508.00	\$4,640.00	\$5,568.00

500 Wabash*
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Room Type	2022-23 Rate	2023-24 Proposed Rate
One Bedroom - 9 Month Contract	\$9,288.00	\$9,378.00
One Bedroom - 3 Month Summer	\$3,096.00	\$3,126.00

Additional Accommodation Option	2022-23 Rate	2023-24 Proposed Rate
Early Arrival/Break Housing - Daily Rate	\$20.00	\$20.00

\* Rates listed are for housing only and do not include a dining plan. A Sodexo dining plan is optional.

## Dining Rates

The proposed 2023-24 rates for meal plans are listed below. Dining rates include a specific number of credits or meals per week and additional commons cash depending on what plan is selected. A dining plan is required for all students living in on-campus residence halls. The 2022-23 dining rates are included below for comparative purposes.

Dining Rates
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Meal Plan Option	2022-23 Rate	2023-24 Proposed Rate
Flex - 1360 credits/\$102 (Standard Plan)	\$3,900.30	\$3,958.60
Flex - 1360 credits/\$204	\$4,104.30	\$4,162.60
Best Flex - 1802 credits/\$204	\$4,308.64	\$4,366.94
All Access - 19 meals/\$102	\$4,534.06	\$4,592.36
Upper-Level Student - 7 meals/\$204	\$2,479.20	\$2,533.50
Off-Campus Meal Plan - 5 meals/\$102	\$1,733.92	\$1,788.22

Commuter meal plans are also offered to students. Students can elect to have a commuter meal plan added to their ISU student account. For 2023-24, these charges range from \$350 per semester to \$795 per semester depending on the number of meals selected. Sodexo sets these rates annually.

The Residential Life Technology Fee will continue to be \$15 per semester.

**Recommendation:** Approval of the proposed 2023-24 Housing and Dining rates as listed above.

## 3c1 Proposed Modification to Policy 145 Constitution of the Faculty of Indiana State University Section 145.3 Structure of the University Faculty Senate

**Rationale:** The Membership guidelines were put into place when there were more faculty members than there are currently. This modification to the Membership section of Policy 145 will relieve service burdens by eliminating the requirement of 34 members and instead using a 15-1 senator to faculty ration.

### **Proposed Modification:**

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

### **145.3 Structure of the University Faculty Senate**

#### **145.3.1 Membership.**

**145.3.1.1 Faculty Representatives.** The Senate will be composed of a varying number of eligible regular faculty equal to the sum of the numbers apportioned to the Colleges. There shall be 34 elected faculty members. They shall be apportioned among the colleges of the University in this fashion: the total number of voting faculty in the University shall be divided by 34; this number, rounded off to the next higher whole number, shall be the “election unit.” Each college shall have as many representatives as it has complete election units of voting faculty provided that every such college is to have at least one (1) representative. The remaining seats, up to the total of 34, shall be apportioned to the colleges with the largest fractional remainders of voting faculty, lot being resorted to if equal fractional remainders make this necessary. This calculation shall be made before each annual election. If a College does not fill a Senate seat during the regular Senate election process, that seat shall remain vacant for the academic year and the seat shall not count to the total number of seats when determining whether a quorum has been met.

**145.3.1.1.1 Census of Faculty.** A Census of regular faculty shall be conducted by a designee of the Provost on the first workday on or after February 15 of each year and be provided to a designee of the Chairperson of the Faculty Senate. It shall include sufficient information to identify the name, rank, college, and email address of each regular faculty member.

**145.3.1.1.2 Apportionment.** Each college shall be apportioned Senators in the amount of one-fifteenth (rounded at the mid-point) of its faculty with a minimum of one.

**145.3.1.1.3~~4~~ University Library.** In this Constitution the word “college” shall be understood to include the University Library as a coordinate academic subdivision.

**145.3.1.1.42 College of Graduate and Professional Studies, University College, and Honors College.** The College of Graduate and Professional Studies, the University College and the Honors College are not coordinate academic subdivisions in this sense and are not entitled to separate representation in the University Faculty Senate.

**145.3.1.2 Administration Representatives.** Five (5) administrators shall hold speaking seats in the University Faculty Senate. They shall comprise the University President, the Provost and Vice President for Academic Affairs, and three (3) other administrators appointed by the University President.

**145.3.1.3 Student Representatives.** Five (5) students shall hold speaking seats in the University Faculty Senate. They shall comprise the President of the Student Government Association, three (3) students elected by the Student Government Association Senate, and the President of the Graduate Student Association.

**145.3.1.4 Other Representatives.** Other persons with speaking seats on the University Faculty Senate shall include the Temporary Faculty Advocate and the Chair of Staff Council.

**Recommendation:** Approval of the modifications to Policy 145 Constitution of the Faculty of Indiana State University, Section 145.3 Structure of the University Faculty Senate.

## 3c2 Proposed Modifications to Policy 146 Bylaws of the Faculty Senate Section 146.2 Administrative Affairs Committee

The standing committees of the University Faculty Senate are the first echelon for conduct of almost all of the legislative business of the University Faculty Senate, both in the area of the primary authority of the University Faculty and in that of the advisory authority. They serve also as judicial bodies for grievances, **and disciplinary and dismissal matters. Only faculty eligible to serve on the Faculty Senate may serve as voting members of a standing committee.**

### 146.2.1 Legislative Standing Committees

#### 146.2.1.1 General Provisions

**146.2.1.1.1 Membership.** The membership of the standing committees is composed, except as noted below, of **regular** faculty selected by the Executive Committee and confirmed by the University Faculty Senate, of administrators, and of students appointed annually by the Student Government Association Senate.

##### 146.2.1.1.1.1 Administrative and Student

**Members.** Administrative and student members shall participate in all privileges and duties of the committees, including the privilege of making and seconding motions, but excluding the privilege of voting.

**146.2.1.1.1.2 Temporary Faculty Advocate.** The temporary faculty advocate serving on the Faculty Affairs Committee shall have the same set of privileges and duties as the administrative and student representatives on that committee.

~~**146.2.1.1.1.3 Number of Members.** Each standing committee shall have seven (7) faculty members except the Faculty Discipline and Dismissal Hearing Committee, the Curriculum and Academic Affairs Committee, Graduate Council, and the University Research Committee. Each standing committee's membership will include at least one member of the University Faculty Senate.~~

**146.2.1.1.1.3 Term.** Terms of service for these faculty members shall begin August 10 and continue until August 9 each year. Appointments shall be announced upon University Faculty Senate confirmation at the last meeting of the University Faculty Senate each academic year. Appointment to a standing committee, ~~except for the Faculty Discipline and Dismissal Hearing Committee,~~ shall be for a period of two (2) years. Three (3) members will be appointed in even years or four (4) in odd years, depending on the committee; reappointment to a committee is not precluded.

**146.2.1.1.1.3.1 Vacancies.** The executive committee shall identify alternates, confirmed by the senate, to fill any

vacancies arising on standing committees, and the duration of their service. To support continuity of effort of a committee's work, it is preferable that replacements to standing committees be appointed for a full academic year regardless of the actual duration of the vacancy.

**146.2.1.1.1.4 Officers.** Each standing committee shall elect its own officers, consisting of a Chair, Vice-Chair, and Secretary from among the faculty in its membership.

**146.2.1.1.1.4.1 Chair.** The Chair of the standing committee shall set regular meeting times for the committee; set and distribute the agendas for each meeting in a timely way; and ensure that agendas are posted to a Senate-designated web site accessible to University faculty and administrators; run each committee meeting; represent the committee at Executive Committee and Faculty Senate meetings; and complete a final report on activities for the year.

**146.2.1.1.1.4.2 Vice-Chair.** The Vice-Chair shall take the place of the Chair whenever the Chair cannot fulfill his/her duties.

**146.2.1.1.1.5 Regular Meetings.** Each committee, ~~except the Faculty Discipline and Dismissal Hearing Committee,~~ shall meet at least once each month during the academic year at a regularly scheduled time and place which shall be published as soon as the schedule is established.

**146.2.1.1.1.6.1 First Meeting.** The first meeting of each Standing Committee, ~~except the Faculty Discipline and Dismissal Hearing Committee,~~ shall be in August, prior to the first meeting of the Faculty Senate, if at all possible.

**146.2.1.1.1.6.2 Contemporaneous Participation.** Members of any Standing Committee of the Senate may participate and vote in person or electronically as long as they are present (in either manner for the meeting). Any member anticipating participation by electronic means will inform the Chairperson who will facilitate that participation.

**146.2.1.1.1.7 Open Meetings.** Meetings shall be open except when a committee for particular reasons declares a meeting closed.

**146.2.1.1.1.8 Agenda and Minutes.** Both agenda and (except for closed meetings) minutes shall be published at least to the membership of the University Faculty Senate, to appropriate administrators of the University and its colleges/library, to department chairpersons, and to the officers of the Student Government Association.

**146.2.1.1.1.9 Annual Report.** Each committee shall present a report of its activities for the year at the May meeting of the University Faculty.

**146.2.1. .2.110 Jurisdiction.** The standing committees of the University Faculty Senate concern themselves with matters which are of significance to the University as a whole: policies which apply to the entire institution; questions which arise between, or which affect several of the constituent colleges/library; and matters which, although arising within one (1) college/library, have an influence upon the character and destiny of the University.

**146.2.1.1.1.11 Other Matters.** Issues which pertain more narrowly only to the individual college/library will normally be dealt with by those autonomous subdivisions, unless appealed to the standing committees of the University Faculty Senate.

**146.2.1.1.1.12 Right of Review.** These committees retain, however, like the University Faculty and University Faculty Senate from which they derive their powers, a right of review and intervention in all matters within the primary and advisory authority of the University Faculty.

## **146.2.1.2 Administrative and Economic Affairs Committee**

### **146.2.1.2.1 Membership.**

**146.2.1.2.1.1 Faculty Representation.** Seven (7).

**146.2.1.2.1.2 Administrative Representation.** University President and Provost and Vice President of Academic Affairs or their designees.

**146.2.1.2.1.3 Student Representation.** Two (2) undergraduates, at least one of whom shall be a voting member of the Student Government Association Senate.

**146.2.1.2.2 Duties.** The purpose of this committee shall be to keep apprised of administrative policies and procedures and to fulfill the advisory functions of the University Faculty on such matters as:

**146.2.1.2.2.1 Administrative Services.** The organization and reorganization of administrative services.

**146.2.1.2.2.2 Compensation.** Analyzes and evaluates faculty and administrative staffing, salary and benefits policies and practices, and makes recommendations.

**146.2.1.2.2.3 Administrative Officers.** Selection and removal of principal administrative officers having university-wide responsibilities as well as the creation or abolition of such offices.

**146.2.1.2.2.3.1 Search Committee Membership Nominations.** Upon notification by the Chairperson of the



University Faculty Senate, the Administrative and Economic Affairs Committee shall generate a pool of at least (15) fifteen faculty that represent each College/Library, each rank of the regular faculty, and the ethnic and gender composition of the faculty. From that pool, the Administrative and Economic Affairs Committee shall nominate two slates (without overlap) to serve on the presidential or academic vice presidential search committees. The pool and the two slates will be forwarded to the Executive Committee of the University Faculty Senate for approval by the University Faculty Senate.

**146.2.1.2.2.3.1.1 Role of the Executive**

**Committee.** The Executive Committee of the Faculty Senate will review the two slates to ensure the search committee is broadly representative of the University faculty, and recommend one or both of the slates to the Faculty Senate. If the Executive Committee rejects both slates, it shall compose a third slate from the faculty pool generated by the Administrative and Economic Affairs Committee.

**146.2.1.2.2.3.1.2 Role of the Faculty Senate.** The Faculty Senate will act on the recommendation of the Executive Committee. If the Executive Committee has recommended more than one slate, an immediate single vote will be held between the two slates, with the one generating the higher number of votes to approve being adopted.

If the Executive Committee has recommended one of the original slates, but not the other, the Senate will vote to approve or reject this slate. If it is rejected, an immediate, single vote will be held between the two Administrative and Economic Affairs slates, with the slate generating the highest number of votes being the Senate's recommended slate.

If the Executive Committee has composed and recommended a third slate, an immediate, single vote will be held among the three slates, with the slate generating the highest number of votes being the Senate's recommended slate. If no slate receives a majority of the vote, a run-off vote will be held between the two slates receiving the highest number of votes, with the slate generating the higher number of votes being the Senate's recommended slate. The Chairperson of the Faculty Senate shall communicate the approved slate to the Chairperson of the Board of Trustees or the University President (or their designees).

**146.2.1.2.2.3.2 Number of Faculty Members on Search Committee.** Faculty representatives shall constitute at least one-third of each such search committee.

**146.2.1.2.2.3.3 Reports.** Periodic progress reports by the chairperson (or designee) of the search committee shall be made to the University Faculty Senate without violating the confidentiality of the search. The members of the faculty elected to the search committee shall report to the Administrative Affairs and Economic Committee at the conclusion of the search.

**146.2.1.2.2.4** Campus Development and Physical Facilities.

**146.2.1.2.2.5** The Academic Calendar.

**146.2.1.2.2.6** Registration and Scheduling Procedures.

**146.2.1.2.2.7** Public Relations.

**146.2.1.2.2.8** University Publications.

### **146.2.1.3 Curriculum and Academic Affairs Committee**

#### **146.2.1.3.1 Membership**

**146.2.1.3.1.1 Faculty Representation.** Nine (9).

**146.2.1.3.1.2 Administrative Representation.** Provost and Vice President for Academic Affairs, Deans of the colleges, except the College of Graduate and Professional Studies, Dean of Library Services, and Associate Vice President for Student Success. **All may send designees.**

**146.2.1.3.1.3 Student Representation.** Two (2) undergraduates, at least one of whom shall be a voting member of the Student Government Association Senate.

**146.2.1.3.2 Duties.** The province of the Curriculum and Academic Affairs Committee shall be all undergraduate courses and curricula of the University, together with other University activities which are primarily educational in nature. This province includes, without being restricted to:

**146.2.1.3.2.1** Requirements for all bachelor's degrees and all degrees or certificates of inferior status.

**146.2.1.3.2.2** Requirements of all major and minor curricula and other programs of study, including programs of Foundational Studies.

**146.2.1.3.2.3** All courses of instruction, including those offered through the independent study program; and all workshops, travel courses, and other special offerings, whether with or without academic credit.

**146.2.1.3.2.4** Establishment and abolition, merger and subdivision of colleges, schools, departments, and other academic units of the University.

**146.2.1.3.2.5** The policies of the University Library.

**146.2.1.3.2.6** Convocations and all such conferences as are closely related to academic affairs.

**146.2.1.3.3 Entire University.** Since most of the academic units of the University will have committees governing their own curricula, the University Committee will in practice concern itself chiefly with matters which concern the entire University or which concern more than one (1) of the academic units.

**146.2.1.3.4 Right of Review.** The Committee retains the right of review and intervention in all matters within its province; but it will not ordinarily examine individual courses, or minor revisions of existing curricula and programs, or individual convocations and conferences.

**146.2.1.3.5 Procedures.** This Committee shall, however, establish such procedures as it deems proper for publication and approval of such courses, revisions, and functions; and formal notice of proposed courses, revisions, and functions is to be sent to the Committee.

**146.2.1.3.6 New Curricula.** New curricula and programs, and revisions sufficiently extensive that the curricula or programs are substantially new, must be examined by the Committee.

**146.2.1.3.7 Educational Philosophy of University.** The Committee will also properly concern itself with the educational philosophy of the University and with the relation of existing and future curricula and educational policies to that philosophy. (See 300 Level Policies related to Academic Affairs.)

#### ~~146.4 Faculty Economic Benefits Committee~~

##### ~~146.4.1 Membership.~~

~~146.4.1.1 Faculty Representation. Seven (7).~~

~~146.4.1.2 Administrative Representation. University President and Provost and Vice President for Academic Affairs~~

~~146.4.2 Duties. This committee analyzes and evaluates faculty salary and benefits policies and practices and makes recommendations.~~

#### **146.2.1.4 Graduate Council**

##### **146.2.1.4.1 Membership.**

**146.2.1.4.1.1 Faculty Representation.** Nine (9) members of the graduate faculty.

**146.2.1.4.1.2 Administrative Representation.** Provost and Vice President for Academic Affairs, Dean of the College of Graduate and Professional Studies, Assistant Dean of the College of Graduate and Professional Studies, Dean of Library Services, Deans of the colleges having graduate programs. **All may send designees.**

**146.2.1.4.1.3 Student Representation.** Two (2) graduate students.

**146.2.1.4.2 Duties.** The Graduate Council is responsible for the total academic policy of the College of Graduate Studies, its programs, and its faculty, particularly in these areas:

**146.2.1.4.2.1** Appointment to the graduate faculty.

**146.2.1.4.2.2** Admission of students to the College of Graduate and Professional Studies.

**146.2.1.4.2.3** Admission of candidates for graduate degrees.

**146.2.1.4.2.4** Requirements for graduate degrees.

**146.2.1.4.2.5** Approval of graduate curricula and courses.

**146.2.1.4.2.6** Standards for graduate study.

#### **146.2.1.5 University Faculty Affairs Committee**

##### **146.2.1.5.1 Membership.**

**146.2.1.5.1.1 Faculty Representation.** Seven (7).

**146.2.1.5.1.2 Administrative Representation.** University President and Provost and Vice President for Academic Affairs **or their designees.**

**146.2.1.5.1.3 Ex officio Member.** A temporary faculty advocate, to be appointed by the Executive Committee in consultation with Academic Affairs.

**146.2.1.5.2 Duties.** The Committee will formulate policies and procedures pertaining to the University Faculty, particularly in these areas:

**146.2.1.5.2.1 Appointment, retention, and tenure.** Ordinarily, these policies and procedures will be formulated by the colleges/library acting under the autonomy provision of the Constitution, Policy 145 Constitution of the Faculty of Indiana

State University, Section 8.3, but subject to review by the University Faculty Affairs Committee.

**146.2.1.5.2.2 Promotion.** (See Policy 305 Faculty Appointment, Promotion, and Tenure).

**146.2.1.5.2.3** Facilitation of teaching and research, including teaching load.

**146.2.1.5.2.4** Leaves of absence.

**146.2.1.5.2.5** Freedom of expression and academic freedom.

**146.2.1.5.2.6** Faculty conduct and discipline.

**146.2.1.5.2.7** Professional ethics.

**146.2.1.5.2.8** Professional growth.

**146.2.1.5.2.9** Retirement.

#### **146.2.1.6 Student Affairs Committee**

##### **146.2.1.6.1 Membership.**

**146.2.1.6.1.1 Faculty Representation.** ~~Five~~ ~~Seven~~ (7 5)

**146.2.1.6.1.2 Administrative Representation.** One (1) representative from each of the following areas: Academic Affairs, Registration and Records, Admissions, Financial Aid, Student Academic Services, Leadership, Student Activities and Greek Life, Residential Life, Hulman Memorial Student Union, Intercollegiate Athletics. ~~All may send designees.~~

**146.2.1.6.1.3 Student Representation.** Four (4) undergraduates, two (2) of whom shall be voting members of the Student Government Association Senate.

**146.2.1.6.2 Duties.** Policies and procedures pertaining to the following matters related to undergraduate students are within the jurisdiction of this committee:

**146.2.1.6.2.1** General University policy dealing with:

**146.2.1.6.2.1.1** Admission, retention, and academic standards.

**146.2.1.6.2.1.2** Advisement and counseling of students not enrolled in the colleges.

**146.2.1.6.2.1.3** University scholarships, honors, and awards.

**146.2.1.6.2.2** Ordinarily the following matters shall be determined by the colleges acting under the autonomous provision of the

Constitution, Policy 145.8.3, subject to the review of the Student Affairs Committee:

**146.2.1.6.2.2.1** Grading standards.

**146.2.1.6.2.2.2** Advisement and counseling of students enrolled in the colleges.

**146.2.1.6.2.2.3** Student behavior with respect to curriculum and instruction.

**146.2.1.6.2.2.4** Scholarships, honors, and awards granted by the colleges.

**146.2.1.6.2.3** The following matters are to be an exercise of the advisory authority of the faculty:

**146.2.1.6.2.3.1** Student housing, health, and welfare.

**146.2.1.6.2.3.2** Student organizations, social activities, and publications.

**146.2.1.6.2.3.3** Student employment, loans, and financial aid.

**146.2.1.6.2.3.4** Athletic programs and facilities.

## **146.2.1.7 University Arts and Research Committee**

### **146.2.1.7.1 Membership**

**146.2.1.7.1.1 Faculty Representation.** Nine (9). **No fewer than 4 and no more than 5 faculty must be from faculty** with **an academic** interest in the performance, literary, visual, and interpretive arts.

**146.2.1.7.1.2 Administrative Representation.** Provost and Vice President for Academic Affairs, Deans of the colleges, including the Dean of the College of Graduate and Professional Studies, and the Dean of Library Services. **All may send designees.**

**146.2.1.7.1.3 Student Representation.** One (1) graduate and one (1) undergraduate student.

**146.2.1.7.2 Duties.** The purpose of the committee is to further the development of **the arts and** research at the University. The committee shall:

**146.2.1.7.2.1** Recommend establishment or change of University **arts and** research policies and procedures.

**146.2.1.7.2.2** Administer the University Research Fund, **the University Arts Endowment** and such other ~~research~~ funds as may be designated by the University administration. **The respective funds may only be used in furtherance of their distinct purposes.**

**146.2.1.7.2.3** Study methods of making available to faculty members information on sources of research funds.

**146.2.1.7.2.4** Study methods of aiding in the grant application process.

**146.2.1.7.2.5** Provide assistance to faculty on methods of applying for University Arts Endowment grants.

## **146.10 Arts Endowment Committee**

### **~~146.10.1 Membership.~~**

**~~146.10.1.1 Faculty Representation.~~** ~~Seven (7) with interest in the performance, literary, visual, and interpretive arts.~~

**~~146.10.1.2 Administrative Representation.~~** ~~Provost and Vice President for Academic Affairs, Deans of the colleges, including the Dean of the College of Graduate and Professional Studies, and the Dean of Library Services.~~

**~~146.10.1.3 Student Representation.~~** ~~One (1) graduate student and one (1) undergraduate student.~~

**~~146.10.2 Duties.~~** ~~The purpose of the committee is to further the development, exhibition, publication, and performance of art works by the University Faculty. The committee shall:~~

**~~146.10.2.1~~** ~~Recommend establishment or change of University policies and procedures that determine the disbursement of funds for meritorious arts projects.~~

**~~146.10.2.2~~** ~~Administer the University Arts Endowment Fund and such other funds as may be designated by the University administration.~~

**~~146.10.2.3~~** ~~Provide assistance to faculty on methods of applying for University Arts Endowment grants.~~

**146.2.2 Judicial Standing Committee Pools.** For judicial matters, pools of eligible faculty are generated and, only when matters require, are drawn from in order to compose judicial bodies.

**146.2.2.1 Grievance Pool.** Every three years, the Faculty Affairs Committee will establish and maintain a new pool of twenty (20) or more tenured faculty and senior instructors to serve 1-year, 2-year, or 3-year terms as Grievance Pool members. Members of the pool will be selected from volunteers to represent every college (except the College of Graduate and Professional Studies and the University College) and the Library, and include some department chairpersons and some members of federally defined protected classes.

**146.2.2.1.1 Composition Review.** FAC is charged with reviewing the composition of the pool each year to ensure compliance with this Policy, namely presence of some chairpersons and some members of federally defined protected classes. All persons elected to serve as Grievance Pool members in a given cycle must participate in Training annually.

**146.2.2.1.2 Training.** The Provost and Vice President for Academic Affairs, in cooperation with the Office of Equality, Diversity, and Inclusion and the Executive Committee Chairperson, will provide formal training of the Grievance Pool members in mediation and grievance procedures annually.

**146.2.2.1.2.1 Required.** All persons selected to serve as Grievance Pool members in a given cycle must participate in Training.

**146.2.2.2 Faculty Discipline and Dismissal Pool.** Fifteen (15) full-time tenured faculty members shall be chosen for staggered 3-year terms with no more than one (1) member from any department serving concurrently.

**Recommendation:** Approval of the modification to Policy 146 Bylaws of the Faculty Senate, Section 146.2 Administrative Affairs Committee



## 3c3 Proposed Modifications to Policy 520 Holidays

**Rationale:** As a part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications adds Juneteenth National Independence Day as a recognized holiday.

### Proposed Modifications:

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

#### 520.1 Official Holidays

Indiana State University identifies the following federally-recognized holidays and grants time off with pay to all regular benefits-eligible employees who are not required to work:

- a. New Year's Day
- b. Martin Luther King Day
- c. Memorial Day
- **d. Juneteenth**
- ~~e.d.~~ Fourth of July
- ~~f.e.~~ Labor Day
- ~~g.f.~~ Thanksgiving Day plus day following
- ~~h.g.~~ Christmas Day

**520.1.1 Special Holidays. Only the Board of Trustees or the President of the University may grant other special holidays.**

**520.1.24 Administration of July 4.** When the Fourth of July falls on a Saturday, the preceding Friday shall be a holiday. When the Fourth of July falls on a Sunday, the following Monday shall be a holiday.

**520.1.32 Administration of Christmas Day and New Year's Day.** If Christmas Day or New Year's Day falls on a weekend, then the holiday date that the University will recognize will be the federally-recognized date.

**520.1.43 Administration when Holiday Falls on Weekend.** When a Holiday falls on a Saturday, it will be observed on the preceding Friday, when a Holiday falls on a Sunday, it will be observed on the following Monday.

**Recommendation:** Approval of the proposed modifications to Policy 520 Holidays.

### 3d New Program Minor in Biochemistry

The Biochemistry Minor offers students the opportunity to study in-depth the important interdisciplinary area of biochemistry. The general and organic chemistry courses provide the foundations to understand the biochemistry covered in the upper-level courses. The minor is 27 credits.

**Recommendation:** Presented as information only.

### 3e New Program Minor in Gerontology

Gerontology is a multidisciplinary approach to understanding the intricate aspects of aging. This 15-credit minor will provide students with a substantive overview of knowledge, practical field experience, and reflection to prepare for success in working with older adults. This minor is based on an existing certificate. Students would not be able to earn both the certificate and minor.

**Recommendation:** Presented as information only.

### 3f New Program Minor in Professional and Public Writing

The undergraduate Professional and Public Writing Minor is a 15-credit hour program that provides undergraduate students the opportunity to enhance professional writing and research skills, along with their employment prospects upon graduation given the demand for effective, clear, and audience-specific writing across most fields.

**Recommendation:** This proposal is presented as information only.

## 3g New Program Undergraduate Certificate in Public Lands & Recreation Administration

The Department of Political Science proposes to offer this 9-credit hour certificate. Public Lands & Recreation Administration (PLRA) is the public and nonprofit administration of agencies and organizations that use public lands and/or recreation programs and services as tools to achieve individual, community, environmental, and economic outcomes. The Public Lands & Recreation Administration Certificate seeks to educate students on the administration of public lands and recreation systems at the federal, state, and local levels.

**Recommendation:** Presented as information only.

### 3h New Program Minor in Sport Communication

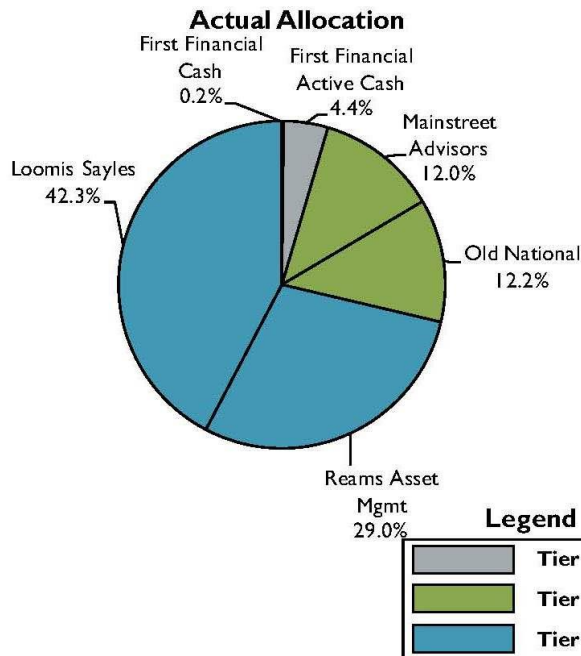
The Department of Communication proposes to offer a minor in Sport Communication. The 21-credit minor draws from the fields of media, sport, and public relations. Students have the opportunity to explore timely sport-related events and issues while analyzing cross-cultural perspectives. Courses in this minor focus on communication in sport contexts, including the basics of communicating across various media platforms including social media, communicating sports information in public relations, as well as ethical considerations for the role of sport communication specialist. The minor provides applied fundamentals for students seeking employment in the world of sports, including but not limited to management or promotion of athletic organizations.

**Recommendation:** Presented as 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 December 31, 2022.

### Indiana State University Operating Funds Plan Summary Period Ended December 31, 2022



Manager	Market Value
ISU-First Financial Cash	\$212,499
ISU-First Fincl. Active Cash	\$5,591,432
ISU-Mainstreet Adv.	\$15,249,025
ISU-Old National	\$15,512,854
ISU-Reams Asset Mgmt.	\$37,024,077
ISU-Loomis Sayles	\$53,951,141
<b>ISU-Total Fund</b>	<b>\$127,541,027</b>

December 31, 2022			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$212,499	0.2%	\$10mm - \$25mm
First Financial Active Cash	\$5,591,432	4.4%	
	<b>\$5,803,931</b>	<b>4.6%</b>	
<b>Tier II</b>			
Mainstreet Advisors	\$15,249,025	12.0%	\$25mm - \$30mm
Old National Intermediate	\$15,512,854	12.2%	
	<b>\$30,761,879</b>	<b>24.1%</b>	
<b>Tier III</b>			
Reams Asset Management Core	\$37,024,077	29.0%	Remaining Balance
Loomis Sayles Core Plus	\$53,951,141	42.3%	
	<b>\$90,975,217</b>	<b>71.3%</b>	
	<b>\$127,541,027</b>	<b>100.0%</b>	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**

**CURRENT QUARTER ENDED DECEMBER 31, 2022**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,650,374	(\$7,503,121)	\$65,246	\$212,499
ISU-First Fincl. Active Cash	\$7,534,723	(\$2,003,085)	\$59,794	\$5,591,432
ISU-Mainstreet Adv.	\$15,097,582	(\$6,369)	\$157,812	\$15,249,025
ISU-Old National	\$15,319,096	(\$9,155)	\$202,912	\$15,512,854
ISU-Reams Asset Mgmt.	\$36,662,636	(\$32,459)	\$393,900	\$37,024,077
ISU-Loomis Sayles	\$52,640,591	(\$54,253)	\$1,364,803	\$53,951,141
<b>ISU-Total Fund</b>	<b>\$134,905,002</b>	<b>(\$9,608,441)</b>	<b>\$2,244,466</b>	<b>\$127,541,027</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**

**FISCAL YEAR TO DATE ENDED DECEMBER 31, 2022**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,623,832	(\$7,506,237)	\$94,903	\$212,499
ISU-First Fincl. Active Cash	\$7,543,217	(\$2,006,194)	\$54,410	\$5,591,432
ISU-Mainstreet Adv.	\$15,281,936	(\$12,743)	(\$20,168)	\$15,249,025
ISU-Old National	\$15,787,584	(\$18,374)	(\$256,356)	\$15,512,854
ISU-Reams Asset Mgmt.	\$38,252,754	(\$65,460)	(\$1,163,217)	\$37,024,077
ISU-Loomis Sayles	\$55,100,839	(\$109,355)	(\$1,040,343)	\$53,951,141
<b>ISU-Total Fund</b>	<b>\$139,590,161</b>	<b>(\$9,718,363)</b>	<b>(\$2,330,771)</b>	<b>\$127,541,027</b>



## INVESTMENT MANAGER RETURNS

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

### Returns for Periods Ended December 31, 2022 Inception Date: October 1, 2010

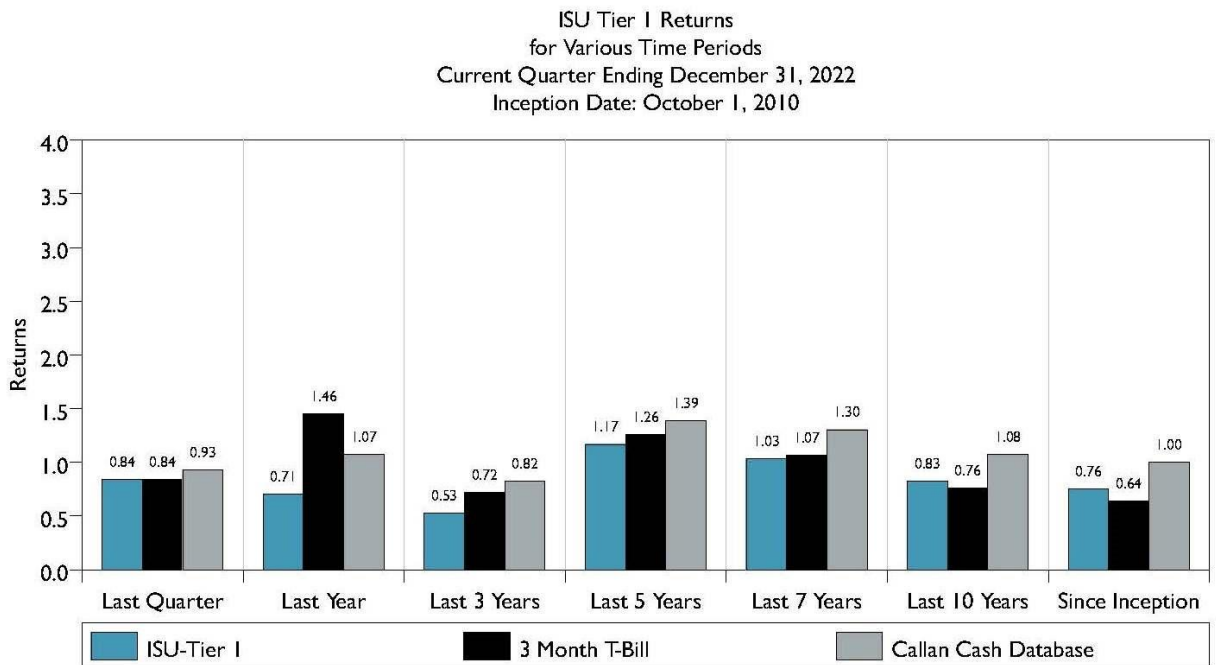
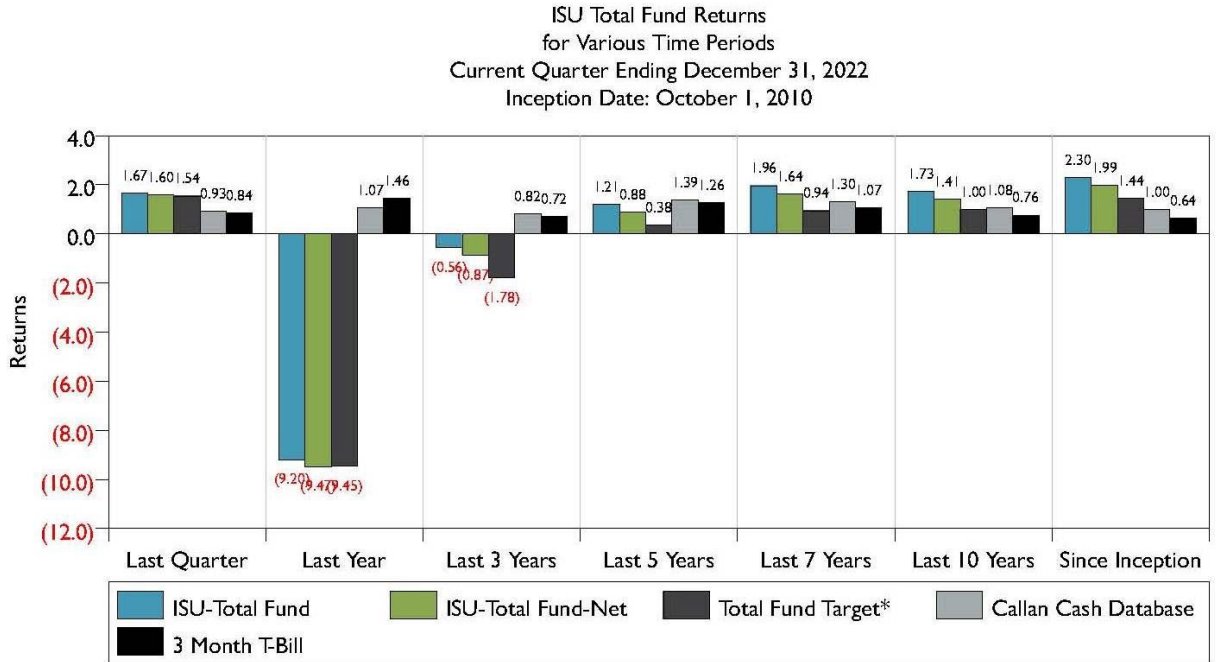
	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
<b>ISU-Tier 1</b>	<b>0.84</b>	<b>0.71</b>	<b>0.53</b>	<b>1.17</b>	<b>1.03</b>	<b>0.83</b>	<b>0.76</b>
ISU-First Financial Cash	0.87	1.42	0.71	1.23	1.11	0.84	0.74
3 Month T-Bill	0.84	1.46	0.72	1.26	1.07	0.76	0.64
ISU-First Fincl. Active Cash	0.80	0.02	0.43	1.13	0.99	0.85	0.82
FTSE:Treas BM OTR 1 Yr	0.75	(0.97)	0.28	1.12	1.00	0.76	0.70
<b>ISU-Tier 2</b>	<b>1.19</b>	<b>(5.29)</b>	<b>(0.43)</b>	<b>1.11</b>	<b>1.30</b>	<b>1.27</b>	<b>1.49</b>
ISU-Mainstreet Adv.	1.05	(2.71)	0.20	1.34	1.39	1.22	1.28
MainStreet:1-3 Yr G/C Comp	1.02	(2.74)	0.18	1.32	1.35	1.19	1.28
Blmbg:Gov/Cred 1-3 Yr	0.89	(3.69)	(0.32)	0.92	0.96	0.88	0.95
ISU-Old National	1.32	(7.72)	(1.04)	0.87	1.21	1.31	1.70
Old Nat'l: Interm Comp	1.31	(8.48)	(1.31)	0.73	1.13	1.31	1.72
Blmbg:Intmtdt Gov/Credit	1.54	(8.23)	(1.26)	0.73	1.12	1.12	1.57
<b>ISU-Tier 3</b>	<b>1.97</b>	<b>(11.75)</b>	<b>(0.62)</b>	<b>1.36</b>	<b>2.33</b>	<b>2.07</b>	<b>2.97</b>
ISU-Reams Asset Mgmt.	1.08	(12.08)	(0.30)	1.65	2.01	1.88	2.61
Reams:Core Comp	2.26	(12.79)	(0.01)	1.87	2.20	1.95	2.71
Blmbg:Aggregate	1.87	(13.01)	(2.71)	0.02	0.89	1.06	1.72
ISU-Loomis Sayles	2.59	(11.54)	(0.84)	1.32	2.76	2.34	3.44
Loomis:Core Plus Comp	2.49	(12.23)	(1.00)	1.20	2.67	2.23	3.37
Blmbg:Aggregate	1.87	(13.01)	(2.71)	0.02	0.89	1.06	1.72
<b>ISU-Total Fund</b>	<b>1.67</b>	<b>(9.20)</b>	<b>(0.56)</b>	<b>1.21</b>	<b>1.96</b>	<b>1.73</b>	<b>2.30</b>
<b>ISU-Total Fund-Net</b>	<b>1.60</b>	<b>(9.47)</b>	<b>(0.87)</b>	<b>0.88</b>	<b>1.64</b>	<b>1.41</b>	<b>1.99</b>
<b>Total Fund Target*</b>	<b>1.54</b>	<b>(9.45)</b>	<b>(1.78)</b>	<b>0.38</b>	<b>0.94</b>	<b>1.00</b>	<b>1.44</b>

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

## RETURN SUMMARY PERIOD ENDED DECEMBER 31, 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.

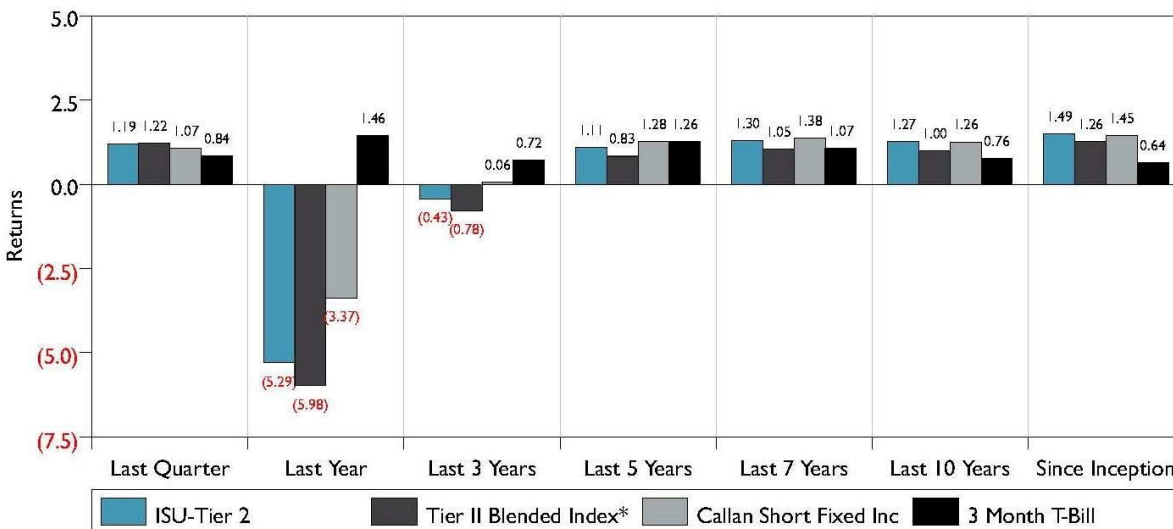


## RETURN SUMMARY PERIOD ENDED DECEMBER 31, 2022

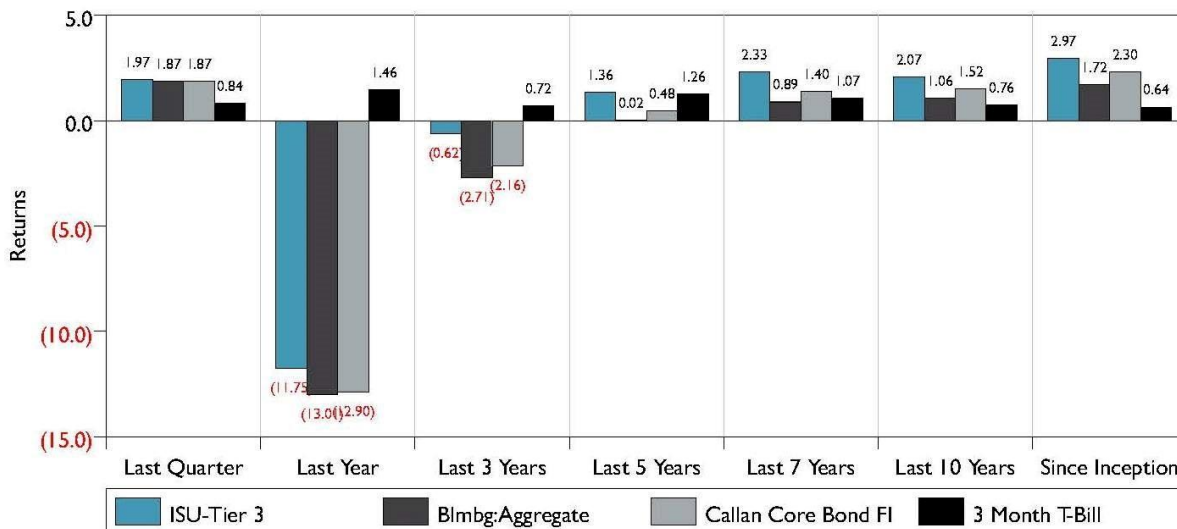
**Total Fund Performance**

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 December 31, 2022  
Inception Date: October 1, 2010



ISU Tier 3 Returns  
for Various Time Periods  
Current Quarter Ending December 31, 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 December 31, 2022							
	2022-23 Base Budget	2022-23 Adjusted Budget	YTD through 12/31/22*	Percent of Adjusted Budget	2021-22 Adjusted Budget	YTD through 12/31/21*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 74,498,951	\$ 74,498,951	\$ 37,249,470	50.0%	\$ 72,063,968	\$ 36,031,986	50.0%
Debt Service Appropriation	11,051,288	11,051,288	8,924,312	80.8%	11,044,480	8,757,520	79.3%
Sub-Total State Appropriations	85,550,239	85,550,239	46,173,782		83,108,448	44,789,506	
Student Tuition	75,672,595	75,672,595	38,039,722	50.3%	83,030,363	41,772,912	50.3%
Other Fees and Charges	1,398,903	1,398,903	630,997	45.1%	1,398,903	642,853	46.0%
Other Income and Transfers	6,528,263	6,528,263	4,765,657	73.0%	6,618,286	4,834,523	73.0%
Program Fees	900,000	1,088,142	1,088,142	100.0%	900,000	992,947	110.3%
One-Time Funding Transfer	4,450,000	4,450,000	4,450,000	100.0%	-	-	
<b>Total Budgeted Revenue</b>	<b>\$ 174,500,000</b>	<b>\$ 174,688,142</b>	<b>\$ 95,148,300</b>		<b>\$ 175,056,000</b>	<b>\$ 93,032,741</b>	
Encumbrances and Carryforward		12,424,983	12,424,983		13,687,010	13,687,010	
Reimbursements and Income Reappropriated From Other Sources		1,891,765	1,891,765		1,544,483	1,544,483	
<b>Total Revenues</b>	<b>\$ 174,500,000</b>	<b>\$ 189,004,890</b>	<b>\$ 109,465,048</b>	<b>57.9%</b>	<b>\$ 190,287,493</b>	<b>\$ 108,264,234</b>	<b>56.9%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 80,257,387	\$ 80,675,559	\$ 37,121,115	46.0%	\$ 81,723,543	\$ 39,142,687	47.9%
Fringe Benefits	24,388,223	24,419,801	11,117,056	45.5%	24,503,615	11,503,916	46.9%
Sub-Total Compensation	104,645,610	105,095,360	48,238,171	45.9%	106,227,158	50,646,603	47.7%
Departmental Expenses							
Supplies and Related Expenses	15,065,624	14,819,878	9,427,849	63.6%	18,441,613	8,385,400	45.5%
Repairs and Maintenance	5,051,363	6,240,259	7,400,323	118.6%	6,526,264	6,705,072	102.7%
Other Committed Expenses	1,586,515	1,586,511	1,206,759	76.1%	1,558,372	1,157,270	74.3%
Sub-Total Departmental Expenses	21,703,502	22,646,648	18,034,931	79.6%	26,526,249	16,247,742	61.3%
Utilities and Related Expenses	9,964,556	10,049,224	6,695,649	66.6%	10,321,045	6,029,886	58.4%
Equipment and Other Capital							
Operating Equipment	964,780	2,201,751	402,971	18.3%	2,478,223	586,260	23.7%
Capital Improvements	4,600,000	4,600,000	881,141	19.2%	3,000,000	52,598	1.8%
Sub-Total Equipment & Other Capital	5,564,780	6,801,751	1,284,112	18.9%	5,478,223	638,858	11.7%
Student Scholarship and Fee Remissions	16,262,264	16,462,047	10,534,418	64.0%	16,271,013	10,523,743	64.7%
Academic Debt Service	11,659,288	11,659,288	10,358,787	88.8%	11,652,480	10,167,528	87.3%
Budgeted Reserve	3,800,000	3,800,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	3,288,241	2,635,062	80.1%	3,511,888	2,672,934	76.1%
Reserve for Revenue Shortfall	-	9,202,331	4,450,000	0.0%	6,299,437	-	0.0%
<b>Total Expenditures</b>	<b>\$ 174,500,000</b>	<b>\$ 189,004,890</b>	<b>\$ 97,781,130</b>	<b>51.7%</b>	<b>\$ 190,287,493</b>	<b>\$ 96,927,294</b>	<b>50.9%</b>
*Includes encumbrances and open commitments							

## **Revenues**

### Student Tuition

Fall student tuition is below budget by \$3.6 million. Spring tuition is projected to be below budget by \$3.4 million. The loss of tuition is offset by a budgeted reserve of \$3.8 million.

### Other Fees and Charges

Other Fees and Charges are below last year's amount by \$11,856 due to reduced College Challenge (Dual Credit), change of course fees, deferment fees and late registration fees. This is partially offset by increased confirmation fees and undergraduate admission fees.

### Other Income and Transfers

Other Income and Transfers are below last year's totals by \$68,866. This is due to decreased transfers in related to reduced utility reimbursement from Residential Life.

### Program Fees

Program fees are up \$95,195 due to NHHS program fees increases.

### One-Time Funding Transfer

One-Time Funding Transfer of \$4.45 million is funded from the carry-forward budget reserves.

### Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$1.3 million due to one-time funding transfer from carryforward.

### Reimbursements and Income Reappropriated from Other Sources

Reimbursements increased by \$347,282 due to Warsaw fees and increased ISU Foundation reimbursement for tandem bikes.

## **Expenses**

### Compensation

Total Compensation is below last year's total by \$2,408,432. Salaries and Wages are down \$2,021,572 which is the result of reduced administrative, instructional, and support staff, while overtime, graduate assistant wages and student wages increased. Benefit expense is below last year's amount \$386,860 due to reduced retirement, medical and FICA. This is partially offset by increased retirement incentive payouts and workers compensation.

### Departmental Expenses

Total Departmental Expenses increased by \$1,787,189. Supplies and Related Expenses grew by \$1,042,449 as the result of increased travel, searches and OIT expenses. Repairs and Maintenance increased \$695,251 due to OIT software. Other Committed Expenses remained stable for 2022-23.

### Utilities and Related Expenses

Utilities and Related Expenses increased by \$695,251 reflecting increased electrical cost fuel surcharges that are partially offset by reductions in sewage and natural gas expenses.

### Equipment and Other Capital

Total Equipment and Other Capital is up by \$645,254. Operating equipment is down by \$183,289 due to reduced OIT infrastructure purchases, while Capital Improvement increased by \$828,543 due to timing differences of transfers.

### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$10,675 which reflects additional housing scholarships that was offset by lower enrollment. The expected overall fiscal year scholarship shortfall is projected to be \$1,153,000.

Budgeted Reserve

The Budgeted Reserve of \$3,800,000 will be used to cover tuition revenue shortfalls.

Reserve for Revenue Shortfall

Reserve for Revenue short of \$4,752,331 includes carryforward reserves to offset additional revenue shortfalls in excess of the budgeted amount.

## 4c Purchasing Report

Purchase Order Activity for Period December 1, 2022 to February 1, 2023			
<b>Purchases over \$50,000</b>			
<b>Sole Source-Specialized Service Provider</b>			
SuperBrand360	P0091399	ION Program Communication Manager/Consultant Services	\$75,000.00
<b>Sole Source-Consistency with Existing Software</b>			
Kronos Incorporated	P0091416	Software Maintenance for UKG Timekeeping System	\$56,280.00
<b>Sole Source-Consistency with Existing Equipment</b>			
Clarivate Analytics US LLC	P0091383	Renewal/Update of Six Databases for One Year	\$121,045.95

## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period November 1 - December 31, 2022 (Fiscal Year 2023) in excess of \$250,000:

Williams Aviation LLC	\$ 282,061	Maintenance & Repairs of Airplanes for Flight Academy
Instructure Inc	\$ 285,835	Canvas Learning Management System Service
FieldTurf USA Inc	\$ 290,246	Baseball Infield Turf Replacement Project
Nalco Company	\$ 302,586	Water Purification Chemicals

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2023:

Lyrasis	\$ 265,765	Library Electronic Database Subscriptions
One To One Health LLC	\$ 268,037	Administration & Management of COVID Testing
Union Associated Physicians Clinic LLC	\$ 278,797	Student Health Center Services
Otis Elevator	\$ 294,159	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Bell Techlogix Inc	\$ 320,393	Microsoft Maintenance Licenses and Software
Delta Dental Plan of Indiana	\$ 372,047	Dental Claims Reimbursements
Ellucian Company LP	\$ 378,009	Banner Software Maintenance
Indiana-American Water Company	\$ 393,833	Water Utility Payments
Key Government Finance Inc	\$ 423,500	Networking Software Maintenance Agreement
Lincoln Life Assurance Co of Boston	\$ 461,283	Life and Long Term Disability Insurance
EAB Global Inc	\$ 492,001	Enrollment Solutions
EDF Energy Services LLC	\$ 497,953	Natural Gas Purchases
Hannig Construction Inc	\$ 623,719	Hulman Center Renovation; Dreiser Hall Renovation
AmWins/NEBCO Group Benefits	\$ 724,340	Retiree Insurance Coverage
500 Wabash Housing LLC	\$ 767,670	500 Wabash Lease Payments
City of Terre Haute	\$ 791,701	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
Borshoff Inc	\$ 1,335,000	University Advertising Media Buy & Management
Epic Insurance Midwest	\$ 1,375,894	Commercial Property, Flight Academy Liability and Workman's Comp Coverage Insurance Policies
Network Solutions Inc	\$ 1,548,230	Networking Equipment & Software Maintenance & Licenses; Network Infrastructure Upgrades
Daktronics Incorporated	\$ 1,657,439	Hulman Center Scoreboard
CVS Pharmacy Inc	\$ 2,360,154	Prescription Drug Coverage
Sodexo Inc and Affiliates	\$ 3,987,384	Dining and Catering Services
TIAA CREF	\$ 4,366,063	Retirement Contributions
Duke Energy	\$ 4,567,535	Electricity Utility Payments
Anthem Life Insurance Company	\$ 6,156,164	Health Care Benefits and Reimbursements of Medical Claims



## 4e Faculty Personnel

### FACULTY

#### Appointments

Levi Allen; Assistant Professor, Department of Political Science; Ph.D., University of Notre Dame; salary \$60,000 per academic year; effective date of August 1, 2023.

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

Jennifer Holmes; Instructor, School of Nursing; M.S., Ball State University; salary \$52,000 per academic year; prorated from the effective date of January 1, 2023.

#### Change of Status and/or Pay Rate

Kira Enriquez; from Interim Chair and Associate Professor, Department of Art and Design to Chair and Associate Professor, Department of Art and Design; supplement \$15,000 per academic year; prorated from the effective date of January 1, 2023.

Kira Enriquez; Chair and Associate Professor, Department of Art and Design; salary adjustment from \$69,866 to \$72,366 per academic year; prorated from the effective date of January 1, 2023.

Robert Guell; from Professor, Department of Economics and Faculty Fellow to the Provost for Strategic Initiatives, Academic Affairs to Professor, Department of Economics; salary of \$118,386 per academic year; prorated from effective date of January 1, 2023.

Kara Harris; from Professor, Department of Applied Engineering and Technology Management to Acting Chairperson and Professor, Department of Applied Engineering and Technology Management; supplement of \$7,500 for the spring semester of the 2022-2023 academic year.

Jeremy Houser; from Associate Professor, Department of Applied Medicine and Rehabilitation to Associate Professor and Director of Admissions, Diversity, and Student Success of the Doctor of Physical Therapy Program, Department of Applied Medicine and Rehabilitation; supplement of \$3,000 per fiscal year; effective July 1, 2022.

Mary Howard-Hamilton; from Professor, Department of Educational Leadership to Chairperson and Professor, Department of Educational Leadership; supplement of \$15,000 per academic year; prorated from effective date of January 1, 2023.

Jeffrey Kinne; from Professor and Director of Computer Science, Department of Mathematics and Computer Science to Professor, Department of Mathematics and Computer Science; salary \$104,186 per academic year; effective January 1, 2023.

Peter Leavitt; Assistant Professor, Department of Psychology; salary adjustment from \$59,378 to \$63,500 per academic year; prorated from the effective date of January 1, 2023.

Ted Maldonado; Assistant Professor, Department of Psychology; salary adjustment from \$58,870 to \$63,500 per academic year; prorated from the effective date of January 1, 2023.

Melissa Nail; from Professor, Department of Teaching and Learning, to Professor & Master Teacher Coordinator, Department of Teaching and Learning; stipend of \$3,000 per semester for the spring semester of the 2022-2023 academic year.

Melissa Nail; from Professor, Department of Teaching and Learning, to Professor & Faculty Fellow for the Universal Design for Learning, Department of Teaching and Learning; stipend of \$1,500 per semester for the spring semester of the 2022-2023 academic year.

Melissa Nail; Professor, Department of Teaching and Learning; salary compression adjustment from \$80,207 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Theodore Piechocinski; from Interim Director and Professor, School of Music, to Director and Professor, School of Music; supplement of \$18,000 per academic year; prorated from the effective date of January 1, 2023.

Theodore Piechocinski; Director and Professor, School of Music; salary adjustment from \$84,087 to \$86,587 per academic year; prorated from the effective date of January 1, 2023.

Heather Roberts; from Senior Instructor, Department of English to Senior Instructor, Department of English and Faculty Fellow, Office of Information Technology, stipend of \$6,000 for the spring semester of the 2022-2023 academic year.

Erik Southard, from Professor, School of Nursing to Professor and Acting Associate Director of Academics, School of Nursing; supplement of \$1,500 per month; for the appointment period of January 1, 2023 through June 30, 2023.

Alina Waite; from Professor, Department of Human Resource Development and Performance Technologies to Acting Chairperson, Department of Management, Information Systems and Business Education, and Interim Chairperson and Professor, Department of Human Resource Development and Performance Technologies; supplement of \$2,000 per month; for the appointment period of January 1, 2023 through April 30, 2023.

Linda Walters; from Associate Professor and Interim Associate Director of Students, School of Nursing to Associate Professor and Associate Director of Students, School of Nursing; supplement of \$12,000 per academic year; prorated from the effective date of January 1, 2023.

### **Leave of Absence Without Pay**

Stephen Aldrich; Professor, Department of Earth and Environmental Systems; for the period of January 1, 2023 through July 31, 2024.

Stephen Gage, Full Time Lecturer, School of Music; for the period of January 1, 2023 through July 31, 2023.

### **Retirement**

Linda Behrendt; Professor, Department of Applied Health Sciences; effective May 31,2024.

Daniel Bradley; President Emeritus & Trustee Professor, Honors College; effective January 5, 2023.

Denise Collins; Professor, Department of Educational Leadership; effective May 31, 2023.

Donald McNabb; Senior Instructor, Department of Built Environment; effective December 31, 2022.

Jill Moore; Professor, School of Nursing; effective June 30, 2024.

Don Rogers; Professor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2023.

### **Emeriti**

Linda Behrendt; Professor, Department of Applied Health Sciences; effective May 31,2024.

Denise Collins; Professor, Department of Educational Leadership; effective May 31, 2023.

Don Rogers; Professor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2023.

### **Separations**

Michelle Abraham; Assistant Professor, Department of Psychology; effective December 31, 2022.

Maureen Casile; Assistant Professor, Department of Management, Information Systems and Business Education; effective May 31, 2023.

Phillip Cochrane; Professor, Department of Applied Engineering and Technology Management; effective November 28, 2022

Kathleen Coffey; Assistant Professor, Department of English; effective May 31, 2023.

Mark Collins; Associate Professor, Department of Aviation Technology; effective May 31, 2023.

Shawn Huisinga; Associate Professor, Department of Teaching and Learning; effective May 31, 2023.

John Moody; Instructor, Department of Chemistry and Physics; effective May 31, 2023.

## 4f Other Personnel

### NON-EXEMPT

#### Appointments

Rachel Baird; Administrative Assistant II, Communication; \$16.42 per hour; effective November 28, 2022.

Lakota Bays; Custodian I, Custodians; \$12.50 per hour; effective January 3, 2023.

Ronald Cuffle; Grounds Equipment Operator, Maehling Terrace Univ Apartments; \$12.90 per hour; effective November 14, 2022.

Kaleb Elkins; Custodian I, Custodians; \$12.50 per hour; effective November 14, 2022.

Chandler Falls; Communications Officer, Public Safety Department; \$16.84 per hour; effective January 3, 2023.

TaPring Goatee; Events Setup Technician II, Hulman Center; \$12.90 per hour; effective November 29, 2022.

Crystal Johnson; Administrative Assistant II, Theater; \$15.38 per hour; effective November 29, 2022.

Josh Metcalf; Lab Res Asst-Microbiology Prep, Biology; \$14.33 per hour; effective January 3, 2023.

Ida Potter; Custodian I, Custodians; \$12.50 per hour; effective January 3, 2023.

Danna Roper; Communications Officer, Public Safety Department; \$16.84 per hour; effective November 28, 2022.

Abigail Scharton; Nursing Clinical Coordinator, School of Nursing; \$16.58 per hour; effective November 28, 2022.

Eirik Wagley; Admin Asst I – 9/10 Month, University Faculty Senate; \$14.33 per hour; effective January 3, 2023.

#### Promotions / Transfers

Nathan Roe; from Events Setup Technician I to Lead Events Setup Technician, HMSU-Operations; \$12.90 per hour; effective December 3, 2022.

#### Title Changes

Brian Foster; from 8th St Facility Research Asst to Animal Caretaker, Biology; effective November 26, 2022.

#### Changes in Status / Pay Rate

Robert Barabas; from Events Setup Technician I to Lead Events Setup Technician; \$12.90 per hour; reclassification; effective August 13, 2022.

Kelli Brian; Communications Officer, Public Safety Department; \$17.58 per hour; equity adjustment; effective December 10, 2022.

Taylor Butler; Police Officer, Public Safety Department; \$21.28 per hour; equity adjustment; effective November 26, 2022.

Jeremiah Carson; Police Officer, Public Safety Department; \$20.00 per hour; equity adjustment; effective November 26, 2022.

Layne Carson; Police Officer, Public Safety Department; \$20.00 per hour; equity adjustment; effective November 26, 2022.

Eric French; 8th St Facility Research Asst, IU School of Medicine-Terre Haute; \$16.41 per hour; pay rate adjustment; effective October 28, 2022.

Hunter Givens; Police Officer, Public Safety Department; \$20.05 per hour; equity adjustment; effective November 26, 2022.

April Jackson; Communications Officer, Public Safety Department; \$17.63 per hour; equity adjustment; effective December 10, 2022.

Megan Meier; HR Assistant II, Employee Benefits; \$20.51 per hour; pay rate adjustment; effective December 10, 2022.

Jordan Neill; Police Officer, Public Safety Department; \$20.54 per hour; equity adjustment; effective November 26, 2022.

Jackson Sample; Police Officer, Public Safety Department; \$20.00 per hour; equity adjustment; effective November 26, 2022.

Jackson Sample; Police Officer, Public Safety Department; \$20.49 per hour; pay rate adjustment; effective December 17, 2022.

Charles Siebenmorgen; Police Officer, Public Safety Department; \$20.49 per hour; equity adjustment; effective November 26, 2022.

Kimberly Strain; Administrative Assistant I, IU School of Medicine-Terre Haute; \$15.00 per hour; pay rate adjustment; effective October 28, 2022.

Skyler Vogleman; Police Officer, Public Safety Department; \$20.00 per hour; equity adjustment; effective November 26, 2022.

### **Retirements**

Carole Brassie; Dean's Assistant, Dean of Students; effective January 17, 2023.

Deborah Morecraft; Administrative Assistant II, Environmental Safety; effective January 4, 2023.

Linda Pence; Early Childhood Asst Teacher, Early Childhood Education Center; effective January 6, 2023.

Donna Scarbrough; Accounting and Auditing Assc, Assoc VP University Controller; effective December 22, 2022.

### **Separations**

Jessie Bellinger; Payroll Specialist, Budget, Payroll & Risk Mgt; effective January 4, 2023.

Richard Boatman; Maintenance Supervisor, Maehling Terrace Univ Apartments; effective November 28, 2022.

Layne Carson; Police Officer, Public Safety Department; effective January 20, 2023.

Aaron Clingerman; Lead Events Setup Technician, Hulman Center; effective November 23, 2022.

Lorra Day; Custodian I, Custodians; effective December 15, 2022.

Sarah Johnson; Early Childhood Asst Teacher, Early Childhood Education Center; effective January 19, 2023.

Kimberly Kimbler; Student Services Assistant III, School of Nursing; effective January 3, 2023.

Hanna Mills; Communications Officer, Public Safety Department; effective December 8, 2022.

Jadie Napier; Administrative Assistant I, Dean University College; effective January 6, 2023.

Adam Rust; Custodial Supervisor, Campus Recreation; effective November 18, 2022.

Daniel Whallon; Police Officer, Public Safety Department; effective November 17, 2022.

## **NON-EXEMPT PROFESSIONAL**

### **Appointments**

Melanie Hinze; Assistant Registrar Client Svc, Office of the Registrar; B.A., Ohio University; \$21.28 per hour; effective January 9, 2023.

Thomas Starks; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$16.58 per hour; effective January 3, 2023.

Ezequiel Torres; Steward Mkt and Comm Coord, Advancement; B.A., Southern Illinois U-Edwardsville; \$21.37 per hour; effective November 28, 2022.

### **Temporary Appointments**

Jeffrey Brickey; Info Ctr Consultant Trainee RR, Office of Information Technology; B.A., Indiana State University; \$17.74 per hour; effective January 3, 2023.

Deidre Leineweber; Advancement Services Coord-RR, ISU Foundation Operations; B.S., Indiana State University; \$19.00 per hour; effective November 14, 2022.

### **Stipends**

Erica Myers; Sti Victim Advocate, Student Counseling Center; \$250 per month; effective September 1, 2022 through June 30, 2023.

### **Retirements**

Darla Grigg; Financial Aid App Process Spec, Student Financial Aid; effective January 20, 2023.

### **Separations**

William Buchanan; Admissions Counselor, Admissions and High Schl Relations; effective December 22, 2022.

## **EXEMPT**

### **Appointments**

Jordan Devenney; Athletic Trainer I, Ctr for Sports Medicine & Perform; M.S., Missouri State University; salary \$47,483 per fiscal year; effective November 28, 2022.

John Ghibellini; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; M.S., South Dakota State University; salary \$36,000 per fiscal year; effective January 11, 2023.

Michelle Hein; Foundation Finance Director, Foundation Financial Svcs; A.A.S., Ivy Tech Comm Clg-Terre Haute; salary \$70,000 per fiscal year; effective January 3, 2023.

Kyle Rice; Graduate Programs Exec Dir, Dean, Scott College of Business; M.B.A., Purdue University Global; salary \$70,000 per fiscal year; effective January 3, 2023.

Margaret Zondor; Student Prog Lead Asst Dir, Honors College; B.A., Indiana State University; salary \$41,671.50 per fiscal year; effective January 3, 2023.

### **Temporary Appointments**

Richard Carle; Syc Care Coord - Req Reappt, Dean of Students; salary \$40,000 per fiscal year; effective January 1, 2023 through May 5, 2023.

Susan Williams; Asst to Pres-State Govt Rel, Governmental Relations; J.D., IUPUI - Columbus; salary \$15,000 per month; effective January 3, 2023 through May 15, 2023.

### **Promotions / Transfers**

Debra Barber; from New Student Orientation Dir to Orient Transit Fam Prog Dir, New Student Transition Programs; salary \$66,141 per fiscal year; effective January 3, 2023.

Julie Daugherty; from Assistant Registrar Client Svc to Senior Assistant Registrar, Office of the Registrar; salary \$53,700 per fiscal year; effective November 12, 2022.

Katelunn Duby; from Targeted Retention Serv Coord to Advising Administration Dir, Dean University College; salary \$65,500 per fiscal year; effective December 1, 2022.

Olivia Finley; from Project Success Training Coord to Trgtd Ret Svc Coord-Prof Dev, Dean University College; salary \$41,301 per fiscal year; effective December 1, 2022.

Jon Glick; from Non-trad/Spec Prog Accountant to Financial Services Accountant, Assoc VP Finance Asst Treasurer; salary \$61,995 per fiscal year; effective December 1, 2022.

Madeline Hittel; from New Stu Orientation Asst Dir to Orient Transtn Fm Prg Asst Dir, New Student Transition Programs; salary \$47,736 per fiscal year; effective January 4, 2023.

Martha Milner; from Stu Pub & Int Stu Med Exec Dir to Student Media Exec Director, Student Media; salary \$80,500 per fiscal year; effective January 1, 2023.

Joel Robson; from Student Union Info Srvs Superv, HMSU-Operations to Library Facil and Finance Dir, Library Services; salary \$52,475 per fiscal year; effective January 21, 2023.

Michael West; from Programmer Analyst to Lead Systems Integrator-Linux, Office of Information Technology; salary \$64,000 per fiscal year; effective December 1, 2022.

### **Stipends**

Katelunn Duby; Sti Additional Duties, Dean University College; early end of stipend; effective November 30, 2022.

Carrie Lutz; Sti Intrm Career Cntr Exec Dir, Business Engagement Center; \$1,250 per month; effective January 4, 2023 through June 30, 2023.

Aaron Slocum; Sti Intrm Dir Eqty & Incl, ISU Equity Diversity Inclusion; \$1,000 per month; effective November 21, 2022 through June 30, 2023.

### **Changes in Status / Pay Rate**

Joshua Elmore; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Burr Hartman; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Amie Harvey; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Cedric Jones; University College Adviser, Dean University College; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.



David Kelty; University College Adviser, Dean University College; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Caroline Kinderthain; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Joel Lauritzen; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Wyatt Lawson; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Michael Miller; University College Adviser, Dean University College; salary \$38,000 per fiscal year; salary adjustment; effective January 9, 2023.

Sara Monday; Stu FinAid Assc Dir CI Out Trn, Student Financial Aid; salary \$63,743 per fiscal year; salary adjustment; effective December 1, 2022.

Michael Munro; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

James O'Sullivan; University College Adviser, Dean University College; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Kelly Pierce; Univ Scholarship Assc Director, Student Financial Aid; salary \$62,225 per fiscal year; salary adjustment; effective December 1, 2022.

Laura Ping; St Fin Aid Assc Dir-Compl Proc, Student Financial Aid; salary \$67,921 per fiscal year; salary adjustment; effective December 1, 2022.

Courtney Richey-Chipol; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$82,273 per fiscal year; reclassification; effective January 1, 2023.

Alisha VanArsdale; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Adam Wert; Univ College Adviser Proj Succ, Dean University College; salary \$39,500 per fiscal year; salary adjustment; effective January 9, 2023.

Maria Wiant; University College Adviser, Dean University College; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

### **Retirements**

Nancy Daffer; Foundation Finance Director, Foundation Financial Svcs; effective January 3, 2023.

Michael Servis; Systems Integrator, Office of Information Technology; effective January 17, 2023.

Judith Sheese; Asst Dean & Dir Educ Stu Svcs, Dean, Bayh College of Education; effective July 1, 2024.

### **Separations**

Alexander Allen; Career Services Exec Director, Career Center; effective January 3, 2023.

Kevon Christian; Campus Life Associate Director, Student Activities & Organizations; effective December 15, 2022.

Britany Dean; University College Adviser, Dean University College; effective January 6, 2023.

Michael Finkelstein; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; effective December 10, 2022 (updated from December 22, 2022).

Gregory Goode; Ex Dir Govern Relat/Univ Comm, Governmental Relations; effective January 6, 2023.

LaShata Grayson; Frat & Sorority Life Assc Dir, Fraternity & Sorority Life; effective January 19, 2023.

Wyatt Lawson; Univ College Adviser Proj Succ, Dean University College; effective January 18, 2023.

Zachariah Mathew; Ctr Global Engagement Assc Dir, Center for Global Engagement; effective December 9, 2022.

Robert Morgan; Assc VP Student Affairs, VP for Student Affairs; effective January 13, 2023.

Andrea Roth; Athletic Trainer I, Ctr for Sports Medicine & Perform; effective January 11, 2023.

Csilla Stewart; Senior Instructional Designer, Online; effective January 13, 2023.

Paula Turner-Schneider; Staff Psychologist/Coordinator, Student Counseling Center; effective December 9, 2022.

Brooke Young; Athletic Studies Director, Dean University College; effective January 6, 2023.

## **ATHLETICS**

### **Temporary Appointments**

Michael Bath; Asst Coach, Football, Athletics-Football; salary \$80,297 per fiscal year; effective January 1, 2023 through December 31, 2023.

Collin Coffey; Asst Coach, Football, Athletics-Football; salary \$47,920 per fiscal year; effective January 1, 2023 through December 31, 2023.

Gavin Dineen; Asst Coach, Football, Athletics-Football; salary \$36,540 per fiscal year; effective January 1, 2023 through December 31, 2023.

Tyler Funk; Asst Coach, Football, Athletics-Football; salary \$57,848 per fiscal year; effective January 1, 2023 through December 31, 2023.

Javian Henderson; Asst Coach, Football, Athletics-Football; salary \$36,540 per fiscal year; effective January 1, 2023 through December 31, 2023.

Justin Kean; Asst Coach, Volleyball, Athletics-Volleyball; salary \$38,570 per fiscal year; effective January 1, 2023 through December 31, 2023.

Adam Kleman; Asst Coach, Women's Soccer, Athletics-Womens Soccer; salary \$43,438 per fiscal year; effective January 1, 2023 through March 31, 2023.

Wolfgang Shafer; Asst Coach, Football, Athletics-Football; salary \$45,675 per fiscal year; effective January 1, 2023 through December 31, 2023.

Patrick Shepard; Asst Coach, Football, Athletics-Football; salary \$57,348 per fiscal year; effective January 1, 2023 through December 31, 2023.

Mark Smith; Asst Coach, Football, Athletics-Football; salary \$76,118 per fiscal year; effective January 1, 2023 through December 31, 2023.

Bradley Wilson; Asst Coach, Football, Athletics-Football; salary \$86,380 per fiscal year; effective January 1, 2023 through December 31, 2023.

Aaron Young; Asst Coach, Football, Athletics-Football; salary \$45,975 per fiscal year; effective January 1, 2023 through December 31, 2023.

### **Separations**

Julie Hanley; Head Coach, Women's Soccer, Athletics-Womens Soccer; effective November 17, 2022.

Mark Smith; Asst Coach, Football, Athletics-Football; effective February 1, 2023.

## 4g Grants and Contracts

1. Indiana Academy of Science, Fund No. 549503, Proposal 23-016  
An agreement in the amount of \$1,689.00 has been received from Indiana Academy of Science for the project entitled, "Association of Parasites with N:L Ratio in the Big Brown Bat (*Eptesicus Fuscus*)," under the direction of Nicole Castaneda, Department of Biology, for the period November 1, 2022 through October 31, 2023.
2. Indiana Academy of Science, Fund No. 549502, Proposal 23-015  
An agreement in the amount of \$2,303.00 has been received from Indiana Academy of Science for the project entitled, "Do Hair Cortisol and Plasma Cortisol Differ Among Demographic Groups of the Big Brown Bat," under the direction of Marcus Jorgensen, Department of Biology, for the period November 1, 2022 through October 31, 2023.
3. Indiana Academy of Science, Fund No. 549499, Proposal 23-019  
An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, "Regulation of Hox Expression in Heart Development Using *Drosophila Melanogaster*," under the direction of Adam Farmer, Department of Biology, for the period November 1, 2022 through October 31, 2023.
4. Indiana University, Fund No. 549500, Proposal 23-020  
An agreement in the amount of \$1,000.00 has been received from Indiana University for the project entitled, "Brush Up Spanish: A Community Spanish Course," under the direction of Melanie D'Amico, Department of Languages, Literatures, and Linguistics, for the period November 1, 2022 through June 30, 2023.
5. Indiana University, Fund No. 549479, Proposal No. 22-041  
A sub agreement under Department of Health and Human Services in the amount of \$120,568.00 has been received from Indiana University for the project entitled, "Area Health Education Centers Point of Service Maintenance and Enhancement," under the direction of Caroline Mallory, Dean's Office – College of Health and Human Services, for the period September 1, 2022 through August 31, 2023.
6. Lilly Endowment Inc., Fund No. 549501, Proposal 23-023  
An agreement in the amount of \$118,880.00 has been received from Lilly Endowment Inc. for the project entitled, "Extending Teacher Creativity 2023: A Summer Workshop for Teacher Creativity Fellows," under the direction of Susan Powers, Office of the Provost and Vice President, Academic Affairs, for the period December 1, 2022 through September 30, 2023.
7. Lilly Endowment Inc., Fund No. 549504, Proposal 23-029  
An agreement in the amount of \$100,000.00 has been received from Lilly Endowment Inc. for the project entitled, "Improving Reading Instruction in Indiana," under the direction of Carrie Ball, Department of Teaching and Learning, for the period December 1, 2022 through December 31, 2023.

8. New Mexico State University, Fund No. 549498, Proposal 23-025  
An agreement in the amount of \$6,000.00 has been received from New Mexico State University for the project entitled, "Sample Preparation, Analysis of Diatom, Image Collection, and Artistic rendering of Samples Collected at White Sands National Park," under the direction of Jeffery Stone, Department of Earth and Environmental Systems, for the period May 1, 2022 through April 30, 2023.
  
9. City of Greencastle, Indiana, Fund No. 549483, Proposal 22-027  
An agreement in the amount of \$86,710.00 has been received from City of Greencastle, Indiana, for the project entitled, "Small Business Technical Assistance – IN SBDC," under the direction of Courtney Richey-Chipol, ISU/Wabash Valley Small Business Development Center, for the period November 1, 2022 through December 31, 2024.
  
10. Ball State University, Fund No. 549497, Proposal No. 23-008  
A sub agreement under the Governor's Workforce Cabinet (GWC) in the amount of \$12,000.00 has been received from Ball State University for the project entitled, "Professional Development for Career and Technical Teachers with Workplace Specialist I Certification", under the direction of James Smallwood, Dean of College of Technology, for the period July 1, 2022 through June 30, 2023.

## 4h Agreements

Document Title	Document description	Signature date
Baseball vs. Illinois - 2023	Athletics	11/28/22
Baseball vs. Ball St. - 2023	Athletics	11/29/22
Baseball @ Kentucky - 2023	Athletics	11/30/22
FB vs. EIU - 2023 Addendum	Athletics	11/30/22
Ireland Home Based Services	Clinical Affiliation Agreement	12/01/22
WBB - Puerto Rico Tournament - 2023	Athletics	12/04/22
Baseball @ Miami - 2023	Athletics	12/05/22
SB @ Butler - 2023	Athletics	12/06/22
Brownsburg Community School Corporation	Clinical Affiliation Agreement	12/09/22
Raphael Health Center	Clinical Affiliation Agreement	12/09/22
SB @ Charleston Tournament - 2023	Athletics	12/13/22
Greater Lafayette Area Special Services	Clinical Affiliation Agreement	12/14/22
Community Consolidated School District 15	Clinical Affiliation Agreement	12/14/22
Therotime INC	Clinical Affiliation Agreement	12/14/22
Speaker Agreement for Dr. Terry Scott	Speaker Agreement	12/15/22
William Carey University	Clinical Affiliation Agreement	12/16/22
Kildeer Countryside School District 96 in Buffalo Grove Illinois	Clinical Affiliation Agreement	12/20/22
Lafayette Regional Rehabilitation Hospital	Clinical Affiliation Agreement	12/20/22
Hawaii Department of Education	Clinical Affiliation Agreement	12/28/22
Erlanger Health System	Clinical Affiliation Agreement	12/30/22
SB @ Alabama - 2023	Athletics	01/04/23
SB @ Purdue - 2023	Athletics	01/06/23
Southwestern Consolidated School District	Student Teaching Agreement	01/06/23
Southeast Dubois County Schools	Student Teaching Agreement	01/06/23
South Gibson School Corporation	Student Teaching Agreement	01/06/23
North Montgomery Community School Corporation	Student Teaching Agreement	01/06/23
MSD Martinsville Schools	Student Teaching Agreement	01/06/23
Greencastle Community Schools	Student Teaching Agreement	01/06/23
Frankton Lapel Community Schools	Student Teaching Agreement	01/06/23
Evansville Vanderburg School Corporation	Student Teaching Agreement	01/06/23
Crown Point Community Schools	Student Teaching Agreement	01/06/23
Benton Community Schools	Student Teaching agreement	01/06/23
Casey-Westfield Community Unit District 4C	Student Teaching Agreement	01/06/23
Jefferson County Public Schools in Jefferson County KY	Clinical Affiliation Agreement	01/12/23
Speaker Agreement for Lori Desautels and Revelations in Education	Speaker Agreement	01/16/23
Fort Wayne Community School District	Student Teaching Agreement	01/17/23
Vigo County Veterans Treatment Court	Clinical Affiliation Agreement	01/20/23
RiverBend Ambulatory Surgery Center, LLC	Clinical Affiliation Agreement	01/20/23
FB vs. Dayton - 2024	Athletics	01/24/23
Greene-Sullivan Special Education Cooperative	Clinical Affiliation Agreement	01/24/23
Student Evaluation Center New Albany IN	Clinical Affiliation Agreement	01/30/23
Norfolk VA Public Schools	Clinical Affiliation Agreement	01/30/23
Robinson Rehab and Nursing	Clinical Affiliation Agreement	01/30/23

## 4i Board Representation at University Events

### Events Requiring Board Representation

May 5, 2023	Board of Trustees Meeting
May 6, 2023	Commencement
April 20, 2023	Faculty Recognition Banquet

### Optional Events

April 6, 2023	Title IX 50 <sup>th</sup> Anniversary Celebration
April 16, 2023	Sycamore Leadership Awards
April 16, 2023	Honors College Banquet
April 24, 2023	SAMYs

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

## 4j In Memoriam

### **IN MEMORIAM: Dr. Prodip Dutta**

WHEREAS, Dr. Prodip Dutta, Professor in the Department of Earth and Environmental Systems, died on the 24th day of October two thousand and twenty-two; and

WHEREAS, Dr. Prodip Dutta had given loyal and devoted service to Indiana State University for 28 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. Robert McMahan**

WHEREAS, Mr. Robert McMahan, Professor in the Department of Senior Instructor in the Department of Accounting, Finance, Insurance and Risk Management, died on the 30th day of November two thousand and twenty-two; and

WHEREAS, Mr. Robert McMahan 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: Mr. Terrence Morris**

WHEREAS, Mr. Terrence Morris, retired Computer Operator I in the Department of Computer Services and Facilities, died on the fifteenth day of December two thousand and twenty-two;

WHEREAS, Mr. Terrence Morris, had given loyal and devoted service to Indiana State University for thirty 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. John Christie**

WHEREAS, Mr. John Christie, Associate Professor Emeritus of English, died on the twentieth day of December two thousand and twenty-two; and

WHEREAS, Mr. John Christie had given loyal and devoted service to Indiana State University for 35 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. George Graham**

WHEREAS, Dr. George Graham, Professor in the Department of Mathematics & Computer Science, died on the 27th day of December two thousand and twenty-two; and

WHEREAS, Dr. George Graham had given loyal and devoted service to Indiana State University for 46 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 Elsey**

WHEREAS, Dr. Robert Elsey, retired Interim Vice President of Student Affairs, died on the thirty-first day of December two thousand and twenty-two; and

WHEREAS, Dr. Robert Elsey had given loyal and devoted service to Indiana State University for thirty years and had gained the respect of students and colleagues who knew him;

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. Ebrahim Fakouri,**

WHEREAS, Dr. Ebrahim Fakouri, Contract Faculty of School of Psychology, died on the 9th day of January two thousand and twenty-three; and

WHEREAS, Dr. Ebrahim Fakouri had given loyal and devoted service to Indiana State University for 30 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. Patricia Wiedman**

WHEREAS, Ms. Patricia Wiedman, retired Office Assistant III in Army ROTC, died on the 21<sup>st</sup> day of January two thousand and twenty-three;

WHEREAS, Ms. Patricia Wiedman, had given loyal and devoted service to Indiana State University for 25 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

**IN MEMORIAM: Mr. James Abrams**

WHEREAS, Mr. James Abrams, retired Custodian Worker II in Facilities Management, died on the 26th day of January two thousand and twenty-three;

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

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

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

**IN MEMORIAM: Mr. Milton Firestone**

WHEREAS, Mr. Milton Firestone, retired Statistical Consultant in Computer Services, died on the 30<sup>th</sup> day of January two thousand and twenty-three; and

WHEREAS, Mr. Milton Firestone had given loyal and devoted service to Indiana State University for thirty-four 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 Pine**

WHEREAS, Mr. William Pine, retired Custodian II in Sandison Housing, died on the 30th day of January two thousand and twenty-three;

WHEREAS, Mr. William Pine, had given loyal and devoted service to Indiana State University for 42 and a half 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. Stephen Gage,**

WHEREAS, Dr. Stephen Gage, Full-time Lecturer at the School of Music, died on the 5th day of February two thousand and twenty-three; and

WHEREAS, Dr. Stephen Gage had given loyal and devoted service to Indiana State University for half a year 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.