

**Indiana State University**  
**Board of Trustees**  
**Schedule of Activities**  
**February 23-24, 2017**

**Thursday, February 23, 2017**

- 2:00 p.m. Seminar: Development Action Plan, Ron Carpenter, Roland Shelton, Nikki Simpson, Jeremiah Turner, Events Area, Cunningham Memorial Library
- 3:00 p.m. Seminar: Library of the Future, Robin Crumrin, Mike Licari, Events Area, Cunningham Memorial Library
- 4:00 p.m. Tour Cunningham Memorial Library
- 5:00 p.m. Reception with Student Leaders, HMSU 9<sup>th</sup> Floor
- 6:00 p.m. Tanya Bell to give Keynote at Black History Month Celebration, HMSU Dede II
- 7:00 p.m. Board Dinner

**Friday, February 24, 2017**

- 7:30 a.m. Breakfast, Heritage Lounge, Tirey Hall
- 8:30 a.m. Executive Session, State Room, Tirey Hall
- 10:00 a.m. Finance Committee Meeting, State Room, Tirey Hall
- 11:00 a.m. Agenda meeting, State Room, Tirey Hall

**AGENDA**  
**Friday, February 24, 2017, 11:00 a.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

---

**1. Agenda**

**2. Schedule**

**3. Call Meeting to Order**

**4. Remarks**

Faculty Senate Chairperson (Dr. Hawkins)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Mr. Velazquez)  
Vice President for Development and CEO of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
Chairperson of the ISU Board of Trustees (Mr. Campbell)

**5. New Business Items**

- 5a For Passage, Approval of the December 16, 2016 Meeting Minutes and Certification of Executive Session (Mr. Campbell)
- 5b For Information, Sycamore Spotlight: College of Technology (Dr. Licari)
- 5c Finance Committee Report (Mr. Taylor)
  - 5c1 For Passage, Proposed New Academic Laboratory Fees (Ms. McKee/Dr. Licari)
  - 5c2 For Passage, Flight Academy Fees (Ms. McKee/Dr. Licari)
  - 5c3 For Passage, Parking Permit Fees (Ms. McKee)
- 5d Modification to University Handbook, (Dr. Licari)
  - 5d1 For Passage, Modification of Policy 245.3.4 Attendance Policy (Dr. Licari)
  - 5d2 For Passage, Modification of Policy 305 Faculty Appointment and Tenure Policies (Dr. Licari)
  - 5d3 For Passage, Modification to Policy 305.3.2 Hiring Policies and Procedures for Regular Faculty (Dr. Licari)
- 5e Approval of 2017-18 Board of Trustee Meeting Dates, (Mr. Campbell)

**6. Items for the Information of the Trustees**

- 6a Investment Report
- 6b Financial Report
- 6c Purchasing Report
- 6d Vendor Report
- 6e Faculty Personnel
- 6f Other Personnel
- 6g Grants and Contracts
- 6h Agreements
- 6i Board Representation at University Events
- 6j In Memoriam

**7. Old Business**

**8. Adjournment**

**The next Agenda Meeting of the Board of Trustees will take place on campus Friday, May 12, 2017.**

**AGENDA**  
**Friday, February, 2017, 11:00 a.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

---

### **3 Call to Order**

---

### **4 Remarks**

Faculty Senate Chairperson (Dr. Hawkins)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Mr. Velazquez)  
Vice President for Development and CEO of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
President of the ISU Board of Trustees (Mr. Campbell)

---

### **5 New Business Items**

#### **5a Approval of the Minutes of the December 16, 2016 Meeting and Certification of Executive Session**

The Indiana State University Board of Trustees met in Executive Session at 11:30 a.m. on Friday, December 16, 2016 in the State Room, Tirey Hall.

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 16, 2016.

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

Trustees absent: Ms. Bell

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

---

#### **5b Sycamore Spotlight: College of Technology**

---

## 5c Finance Committee Report

### 5c1 Proposed New Academic Laboratory/Course Specific Fees<sup>1</sup> Effective for the Fall Semester 2017

College Departments	Rationale and Recommendation
Scott College of Business	To provide necessary funding for student co-curricular activities and development, program and curriculum development, and program marketing and recruitment efforts. The course fee will not be assessed to students taking these courses in conjunction with the Professional MBA Program in Hendricks County.
Masters of Business Administration Program	<b>Recommended New Course Fee:</b> INS 532, INS 501, BLAW 564, INS 600, MKTG 545, OSCM 555, OSCM 565 course fee of \$129.00 per credit hour.

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

**Recommendation:** Approval of the proposed Academic Laboratory/Course Specific Fees, effective for the fall semester of 2017.

---

## 5c2 Flight Academy Fees

Indiana State University's Flight Academy will be in its fifth year of operation starting in the Fall 2017 semester. Operational expenses are primarily funded by flight fee income realized through the assessment of flight fees. These fees are non-refundable unless (1) the student drops the respective course for the certification being pursued, or (2) the student completely withdraws from the University. Under these circumstances, unused flight fee income will be refunded as determined by the flying time that was logged. Extenuating circumstances can exist, as may be determined by the Chairperson of the Aviation Department, that would allow a student to pay hourly flight fee rates based on aircraft type. An example of an extenuating circumstance would be when a student would need to fly more hours, than provided by the semester rate, for the purpose of correcting deficiencies.

The proposed fees for the mandatory certificates as required by the four year B.S. degree program (Private Pilot, Instrument, Commercial, and Multi-Engine) reflect an overall increase in flight fees of 2.0%. Adjustments to flight fee rates effective with Fall semester 2017 are necessary due to four factors facing the Flight Academy. First, the enrollment of Professional Flight students have increased each semester and is creating a need for additional financial support. Second, the increase hours of operations require a higher volume of unscheduled maintenance. Third, support in the ongoing upgrade to "Next Generation" to be

compliant by 2020. Fourth, the financial support for the implementation and operational cost of TALON SMART (Safety Management Systems).

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

<b>Flight Fees by Certificate Type</b>		
<b>Certificate Type</b>	<b>2016-17 Rate</b>	<b>2017-18 Proposed Rate</b>
Private Pilot - Semester 1	\$6,222	\$6,349
Private Pilot - Semester 2	\$5,263	\$5,371
Instrument - Semester 1	\$7,780	\$7,935
Instrument - Semester 2	\$8,880	\$9,060
Commercial - Semester 1	\$10,142	\$10,344
Commercial - Semester 2	\$10,398	\$10,611
Multi-Engine	\$4,950	\$5,050
Certified Flight Instructor I	\$3,985	\$4,070
Certified Flight Instructor II	\$4,165	\$4,255
Multi-Engine Instructor	\$3,420	\$3,490

<b>Hourly Flight Fee by Aircraft Type</b>		
<b>Aircraft Type</b>	<b>2016-17 Rate/Hour</b>	<b>2017-18 Proposed Rate/Hour</b>
DA20 - Solo	\$163	\$166
DA20 - Dual	\$199	\$203
DA40 - Solo	\$209	\$213
DA40 - Dual	\$245	\$250
DA42 - Solo	\$270	\$275
DA42 - Dual	\$306	\$312
PA28 - Solo	\$209	\$213
PA28 - Dual	\$245	\$250

<b>Ground School Instruction</b>		
	<b>2016-17 Rate/Hour</b>	<b>2017-18 Proposed Rate/Hour</b>
Ground School Instruction	\$36	\$37

**Recommendation:** Approval of the proposed semester based and hourly flight fee rates, the hourly instructional ground school rate, and the associated refund procedure as outlined above. In addition, approval granting authorization to the Chairperson of the Aviation Department to identify extenuating circumstances allowing for an hourly flight fee assessment is requested. The assessment of these fees is to be effective with the Fall 2017 semester.

## 5c3 Parking Permit Fees

Maintenance of University owned parking lots is funded solely through parking permit fees charged annually to faculty, staff, and students who utilize these facilities. Operational expense to develop and maintain parking lots include cost of paving, seal coating, stripping, and snow removal. Parking fees proposed for 2017-18, shown below, reflect minor increases between \$2 and \$7 per year over the 2016-17 rates with the exception of daily and department guest permit rates, garage event fee, specialty and monthly permit fees that remain unchanged:

	<b>Current</b>	<b>Proposed</b>
Parking Garage and all campus surface lots*	\$260.00	\$267.00
All campus surface lots*	\$130.00	\$134.00
All remote surface lots (Lots D Ext., K, I, N, Q, and Baseball)*	\$72.00	\$74.00
Motorcycle	\$68.00	\$70.00
Daily Guest Permit	\$3.00	No change
Department Guest Permit	\$2.00	No change
Garage Event Fee	\$5/car	No change
West Lot (specialty lot)	\$95.00/semester	No change
Monthly Permit (surface lots)	\$20.00	No change

\*Does not include metered, pay, or specialty lots

Parking permit fees for full time faculty and staff may be paid through payroll deduction either before or after taxes at the choice of the faculty or staff member. Renewal or purchase of parking permits is offered online. A \$15.00 surcharge is assessed in conjunction with parking permit rates if purchased in person in the Office of Traffic and Parking Services. The surcharge does not apply to purchases made thru payroll deduction or to students and employees purchasing permits during orientation. The surcharge applies to all other faculty, staff, and student parking permit purchases.

**Recommendation:** Approval of the parking permit fees listed above for 2017-18, effective August 16, 2017.

---

## 5d Modification to University Handbook

### Item 5d(1) Modification of Policy 245.3.3.4 Attendance Policy

**Rationale:** The proposed modifications to Policy 245 Faculty Constitution, section 245.3.3.4, address senator absences at Faculty Senate meetings and allow for Executive Committee discretion when a senator misses three meetings during an academic year. The faculty approved the modification as required by the Faculty constitution by vote in December 2017.

## Proposed Language:

**245.3.3.4 Attendance Policy.** Senators on leave who will not be attending the Senate meetings for a semester are expected to notify the Senate Chair so that temporary alternates can be appointed. Other senators who miss two meetings in a semester will be reminded by the Senate Chair of their obligation to attend. If the senator misses an additional meeting during the remainder of the academic year, the senator ~~will~~**may** lose his/her seat **upon a majority vote of the Executive Committee. If so**, an alternate will be appointed if one is available, and the college the senator had represented will be notified of the change of status.

**Recommendation:** Approve modification of Policy 245.3.3.4 Attendance Policy.

## Item 5d(2) Modification of Policy 305 Faculty Appointment and Tenure Policies

**Rationale:** The proposed modifications to Policy 305 will clarify the appointment process for instructors and lecturers by deleting references to contract and clarifying that instructors and lecturers are appointed to the position. ISU Faculty Senate approved the modifications to Policy 305 on February 16, 2017.

The specific proposed modifications are listed below.

### Modify Section 305.2 Faculty Appointment Classifications as follows (deletions struck, additions in bold):

**305.2.1.1.3 Instructors.** Instructors are those who perform at least 15 hours of instruction per term, or equivalent, and who normally work pursuant to a 3 year ~~contract~~ **appointment**.

**305.2.1.2.1 Lecturers.** Lecturers are those who perform instruction and/or other assigned duties and are on ~~contracts~~ **appointments** of 1 year or less. (305.2 Faculty Appointment Classifications)

### Modify Section 305.3.4 Hiring/Appointment Policies and Procedures for Affiliate Faculty

**305.3.4.1 Affiliate Faculty with ~~Contractual~~ Obligations to Teach.** An administrative or academic unit that seeks to hire ~~an employee~~ **a staff member** where teaching is likely to be a ~~contractually~~ required element of the assignment ~~but where the position will have status neither as a regular faculty nor lecturer will have a~~ **shall have a** regular faculty member on the search committee. When the area of teaching has an existing departmental/school home, that faculty member shall come from that department/school. When the area of teaching responsibility is only known to be within a college, the Chairperson of the college governing body will appoint a search committee member. When the area of teaching is not prescribed prior to the hire, the Chairperson of the Faculty Senate will appoint the search committee member.

**305.3.4.2 Affiliate Faculty without ~~Contractual~~ Obligations to Teach.** A department/school that seeks to reassign a portion of an employee's time to teaching or wishes to hire an employee with possible overload compensation to teach, will follow the procedures associated with hiring ~~Lecturers~~ **temporary faculty**.

### Modify Section 305.7 Regarding Awarding of Tenure

**305.7.8 Effective Date.** Tenure is effective with the beginning of the fall semester of the next academic year, or July 1 in the case of librarians and other faculty on twelve-month ~~contracts~~ **appointments**.

### Modify Section 305.11.2 Procedures for Annual Review and Promotion of Instructors

**305.11.2.1 Review Calendar.** The annual review of Instructors during an initial appointment will follow the due dates established for Regular Faculty in their first year, second, and third year, consecutively. If reappointed to any subsequent and consecutive three-year ~~contract~~ **appointment**, Instructors will follow the due dates established for Regular Faculty in their fourth, fifth, and sixth year, consecutively. Senior Instructors and Instructors reappointed after a sixth consecutive year will submit materials as part of the biennial review process.

**305.11.2.6.2 Negative Recommendation.** If the recommendation from the Provost and Vice President for Academic Affairs is termination of ~~contract~~ **appointment**, candidates may elect to a) terminate the review process, or b) formally appeal the recommendation to the University Promotions and Tenure Oversight committee. In choosing to terminate the process, an Instructor also withdraws from consideration for further regular faculty appointment for a period of at least one year in the reviewing department.

### **Modify Section 305.11.3 Policies and Procedures for Evaluation, Renewal and Promotion of Instructors.**

**305.11.1.3 Possible Outcome of Annual Review.** Annual reviews through the sixth year result in a recommendation for continuation, conditional continuation (years one and two, four and five), reappointment (third year), or termination of ~~contract~~ **appointment** during the ~~contract~~ **appointment** period and reappointment or non-reappointment in final year of the ~~contract~~ **appointment** period. ~~Contracts~~ **Appointments** of Instructors who do not demonstrate satisfactory performance shall be terminated. Termination of ~~contract~~ **the appointment** or non-reappointment is also contingent upon the mission and need of the department as well as available resources at the time the review decision is made. Instructors who receive recommendations of non-reappointment (in the third or subsequent year of an appointment) may be offered an appointment as a part-time temporary faculty for the subsequent term when continuing need is demonstrated and resources remain available.

**Recommendation:** Approve the modifications to Policy 305 Faculty Appointment and Tenure Policies.

## **Item 5(d)(3) Modification to Policy 305.3.2 Hiring Policies and Procedures for Regular Faculty.**

### **Item 5(d)(3) Modification to Policy 305.3.2 Hiring Policies and Procedures for Regular Faculty.**

**Rationale:** The proposed modifications to Policy 305.3.2 will clarify that the Provost, in consultation with the Dean, department/school peer review committee and the department chairperson, will make determinations about prior service credit for tenure-track faculty. The Faculty Senate approved the modification to policy 305.3.2 on February 16, 2017.

#### **Current Language:**

#### **305.3.2.1.1 Hiring Policies for Tenure-Track Faculty**

**305.3.2.1.1.1 Prior Service Credit at Assistant Level.** Individuals beginning their probationary period at the rank of assistant professor/librarian may be given credit for up to two (2) years of faculty achievements as an Assistant Professor at other accredited institutions. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an assistant professor/ librarian credited with two (2) years from another institution could apply during his/her fourth year at Indiana State University.



**305.3.2.1.1.2 Prior Service Credit at Associate Level.** Individuals beginning their probationary period at the rank of associate professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an associate professor/librarian credited with three (3) years from another institution could apply during his/her third year at Indiana State University.

**305.3.2.1.1.3 Prior Service Credit at Professor Level.** Individuals beginning their probationary period at the rank of professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. These appointees become eligible to apply for tenure during the year in which the years credited and the years at Indiana State University total six (6). For example, a professor/librarian credited with four (4) years from another institution could apply during his/her second year at Indiana State University.

**305.3.2.1.1.4 Waiver of Probationary Period.** The probationary period for professor/librarian or associate professor/librarian may be waived and tenure may be awarded at the time of appointment, subject to the following conditions: a) the appointee must have previously earned tenure and rank of associate professor or professor at one (1) or more accredited educational institutions; b) the academic department and the program area to which the candidate is to be assigned must recommend appointment with tenure; c) a positive recommendation shall advance through the department/school peer review committee and chairperson; the college peer review committee, and dean to the Provost and Vice President for Academic Affairs at the same time as the request to hire is forwarded; and d) and the University President shall convey the actions on the recommendation at each level to the ISU Board of Trustees at the first meeting following receipt of the recommendation to hire. Tenure will be effective as of the date stipulated as the first date of service.

**305.3.2.1.1.5 Recruitment and Selection Requirements.** Each department shall define in writing the qualifications, standards, and procedures for recruiting and selecting regular faculty, in keeping with the procedures articulated by the University Policies.

## **Proposed Modification:**

### **305.3.2.1.1 Hiring Policies for Tenure-Track Faculty**

**305.3.2.1.1.1 Prior Service Credit at Assistant Level.** Individuals beginning their probationary period at the rank of assistant professor/librarian may be given credit for up to two (2) years of faculty achievements as an Assistant Professor at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an assistant professor/librarian credited with two (2) years from another institution could apply during his/her fourth year at Indiana State University.

**305.3.2.1.1.2 Prior Service Credit at Associate Level.** Individuals beginning their probationary period at the rank of associate professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an associate professor/librarian credited with three (3) years from another institution could apply during his/her third year at Indiana State University.

**305.3.2.1.1.3 Prior Service Credit at Professor Level.** Individuals beginning their probationary period at the rank of professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. These appointees become eligible to apply for tenure during the year in which the years credited and the years at Indiana State University total six (6). For example, a professor/librarian credited with four (4) years from another institution could apply during his/her second year at Indiana State University.

**305.3.2.1.1.4 Waiver of Probationary Period.** The probationary period for professor/librarian or associate professor/librarian may be waived and tenure may be awarded at the time of appointment, subject to the following conditions: a) the appointee must have previously earned tenure and rank of associate professor or professor at one (1) or more accredited educational institutions; b) the academic department and the program area to which the candidate is to be assigned must recommend appointment with tenure; c) a positive recommendation shall advance through the department/school peer review committee and chairperson; the college peer review committee, and dean to the Provost and Vice President for Academic Affairs at the same time as the request to hire is forwarded; and d) and the University President shall convey the actions on the recommendation at each level to the ISU Board of Trustees at the first meeting following receipt of the recommendation to hire. Tenure will be effective as of the date stipulated as the first date of service.

**305.3.2.1.1.5 Recruitment and Selection Requirements.** Each department shall define in writing the qualifications, standards, and procedures for recruiting and selecting regular faculty, in keeping with the procedures articulated by the University Policies.

**Recommendation:** Approve the modifications to Policy 305.2.1.1.

---

## 5e Board of Trustee Meetings for 2017-18

### **Current Approved 2017 Meeting**

May 12, 2017 Annual Organizational Meeting

### **For Approval 2017-2018 Meetings**

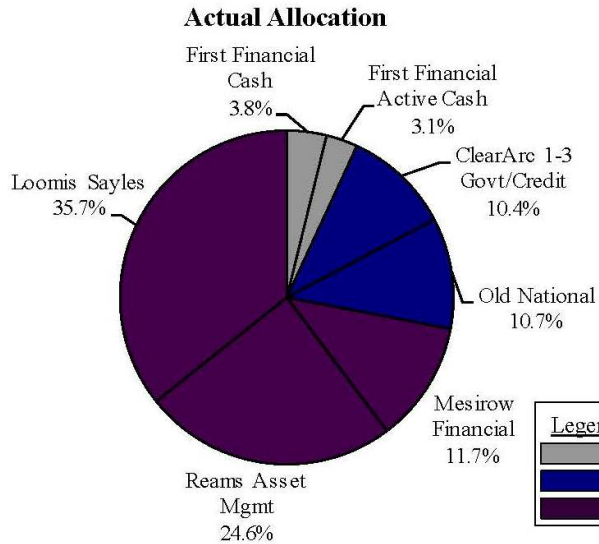
June 23, 2017	Agenda Meeting
August 30-31, 2017	Board Evaluation of the President
October 20, 2017	Agenda Meeting
December 15, 2017	Agenda Meeting
February 22-23, 2018	Agenda Meeting
May 11, 2018	Annual Organizational Meeting

**Recommendation:** Approval of the 2017-18 Board of Trustee Meetings.

## 6a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending December 31, 2016.

### Indiana State University Operating Funds Plan Summary Period Ended December 31, 2016



<b>Manager</b>	<b>Market Value</b>
ISU-First Financial Cash	\$5,266,156
ISU-First Fincl. Active Cash	\$4,201,300
ISU-ClearArc	\$14,209,787
ISU-Old National	\$14,737,826
ISU-Mesirow Fincl.	\$16,100,206
ISU-Reams Asset Mgmt.	\$33,670,310
ISU-Loomis Sayles	\$48,944,329
<b>ISU-Total Fund</b>	<b>\$137,129,913</b>

December 31, 2016			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$5,266,156	3.8%	\$10mm - \$25mm
First Financial Active Cash	\$4,201,300	3.1%	
	<b>\$9,467,456</b>	<b>6.9%</b>	
<b>Tier II</b>			
ClearArc 1-3 Year Govt/Credit	\$14,209,787	10.4%	\$25mm - \$30mm
Old National Intermediate	\$14,737,826	10.7%	
	<b>\$28,947,613</b>	<b>21.1%</b>	
<b>Tier III</b>			
Mesirow Core Total Return	\$16,100,206	11.7%	Remaining Balance
Reams Asset Management Core	\$33,670,310	24.6%	
Loomis Sayles Core Plus	\$48,944,329	35.7%	
	<b>\$98,714,844</b>	<b>72.0%</b>	
	<b>\$137,129,913</b>	<b>100.0%</b>	

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

	<b>Beginning Market Value</b>	<b>Deposits/ Withdrawals</b>	<b>Investment Gain/Loss</b>	<b>Ending Market Value</b>
ISU-First Financial Cash	\$2,260,904	\$2,999,418	\$5,834	\$5,266,156
ISU-First Fincl. Active Cash	\$6,111,469	(\$1,901,596)	(\$8,574)	\$4,201,300
ISU-ClearArc	\$14,263,741	(\$6,250)	(\$47,704)	\$14,209,787
ISU-Old National	\$15,087,677	(\$8,630)	(\$341,221)	\$14,737,826
ISU-Mesirow Fincl.	\$17,575,003	(\$1,016,029)	(\$458,769)	\$16,100,206
ISU-Reams Asset Mgmt.	\$36,801,556	(\$2,030,497)	(\$1,100,749)	\$33,670,310
ISU-Loomis Sayles	\$59,262,537	(\$7,052,760)	(\$3,265,448)	\$48,944,329
<b>ISU-Total Fund</b>	<b>\$151,362,887</b>	<b>(\$9,016,343)</b>	<b>(\$5,216,631)</b>	<b>\$137,129,913</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER  
FISCAL YEAR TO DATE ENDED DECEMBER 31, 2016**

	<b>Beginning Market Value</b>	<b>Deposits/ Withdrawals</b>	<b>Investment Gain/Loss</b>	<b>Ending Market Value</b>
ISU-First Financial Cash	\$3,257,781	\$1,997,299	\$11,075	\$5,266,156
ISU-First Fincl. Active Cash	\$2,810,391	\$1,396,317	(\$5,407)	\$4,201,300
ISU-ClearArc	\$14,251,368	(\$12,537)	(\$29,044)	\$14,209,787
ISU-Old National	\$14,760,827	\$282,650	(\$305,651)	\$14,737,826
ISU-Mesirow Fincl.	\$17,506,246	(\$1,032,061)	(\$373,979)	\$16,100,206
ISU-Reams Asset Mgmt.	\$34,783,754	(\$61,359)	(\$1,052,085)	\$33,670,310
ISU-Loomis Sayles	\$56,488,497	(\$7,108,979)	(\$435,189)	\$48,944,329
<b>ISU-Total Fund</b>	<b>\$143,858,864</b>	<b>(\$4,538,670)</b>	<b>(\$2,190,281)</b>	<b>\$137,129,913</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, 2016

Inception Date: October 1, 2010

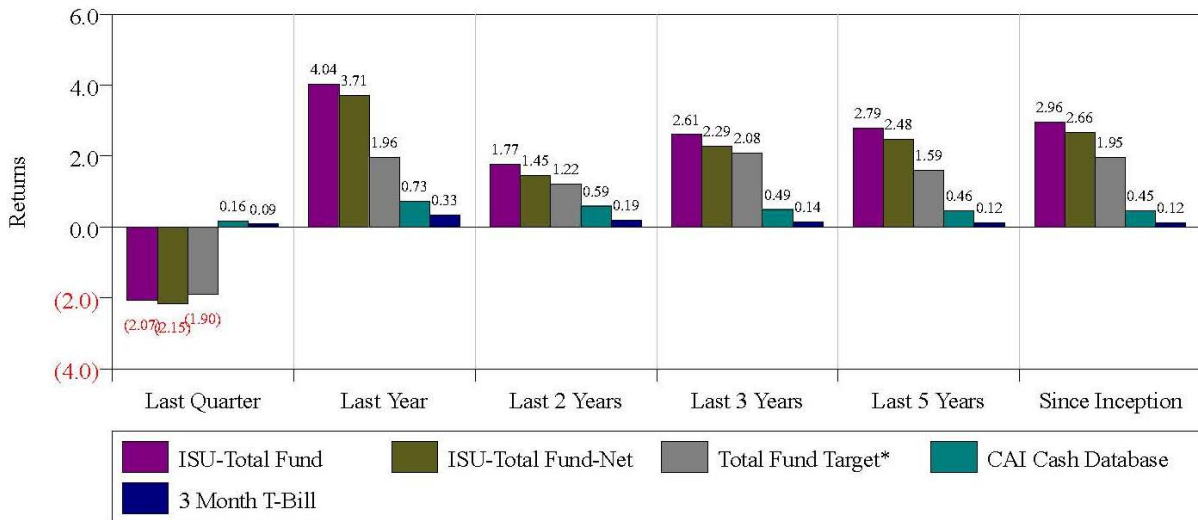
	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Since Inception
<b>ISU-Tier 1</b>	<b>(0.01)</b>	<b>0.43</b>	<b>0.45</b>	<b>0.36</b>	<b>0.39</b>	<b>0.39</b>
ISU-First Financial Cash	0.22	0.72	0.47	0.38	0.34	0.33
3 Month T-Bill	0.09	0.33	0.19	0.14	0.12	0.12
ISU-First Fincl. Active Cash	(0.20)	0.31	0.49	0.42	0.51	0.55
Citigroup:US Treas 1 Yr	0.05	0.78	0.47	0.39	0.34	0.39
<b>ISU-Tier 2</b>	<b>(1.32)</b>	<b>1.74</b>	<b>1.56</b>	<b>1.77</b>	<b>1.64</b>	<b>1.76</b>
ISU-ClearArc	(0.33)	1.59	1.28	1.14	1.17	1.21
ClearArc:1-3 Yr G/C Comp	(0.32)	1.51	1.15	1.07	1.20	1.24
Blmbg:Gov/Cred 1-3Y	(0.39)	1.28	0.97	0.90	0.92	0.98
ISU-Old National	(2.26)	1.89	1.82	2.38	2.09	2.29
Old Nat'l: Interm Comp	(2.18)	2.03	2.05	2.55	2.32	2.44
Blmbg:Int Gov/Cred	(2.07)	2.08	1.57	2.09	1.85	2.16
<b>ISU-Tier 3</b>	<b>(2.44)</b>	<b>5.01</b>	<b>1.97</b>	<b>3.32</b>	<b>3.61</b>	<b>4.02</b>
ISU-Mesirow Fincl.	(2.60)	3.30	1.72	3.21	2.70	3.08
Mesirow:Core Comp	(2.74)	3.24	1.64	3.23	2.72	3.16
Blmbg:Aggregate Idx	(2.98)	2.65	1.59	3.03	2.23	2.80
ISU-Reams Asset Mgmt.	(3.14)	2.19	1.72	2.71	2.75	3.22
Reams:Core Comp	(2.95)	2.48	1.88	2.46	2.71	3.25
Blmbg:Aggregate Idx	(2.98)	2.65	1.59	3.03	2.23	2.80
ISU-Loomis Sayles	(1.91)	7.44	2.22	3.76	4.48	4.84
Loomis:Core Plus Comp	(2.18)	7.29	2.11	3.69	4.42	4.77
Blmbg:Aggregate Idx	(2.98)	2.65	1.59	3.03	2.23	2.80
<b>ISU-Total Fund</b>	<b>(2.07)</b>	<b>4.04</b>	<b>1.77</b>	<b>2.61</b>	<b>2.79</b>	<b>2.96</b>
<b>ISU-Total Fund-Net</b>	<b>(2.15)</b>	<b>3.71</b>	<b>1.45</b>	<b>2.29</b>	<b>2.48</b>	<b>2.66</b>
<b>Total Fund Target*</b>	<b>(1.90)</b>	<b>1.96</b>	<b>1.22</b>	<b>2.08</b>	<b>1.59</b>	<b>1.95</b>

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

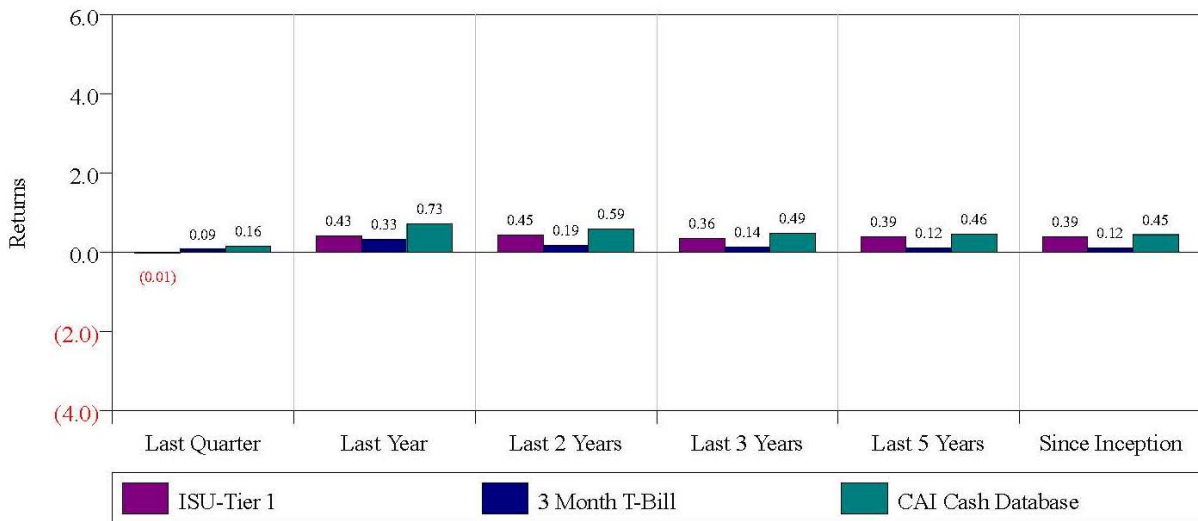
**RETURN SUMMARY**  
**PERIOD ENDED DECEMBER 31, 2016**

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

ISU Total Fund Returns  
 for Various Time Periods  
 Current Quarter Ending December 31, 2016  
 Inception Date: October 1, 2010



ISU Tier 1 Returns  
 for Various Time Periods  
 Current Quarter Ending December 31, 2016  
 Inception Date: October 1, 2010

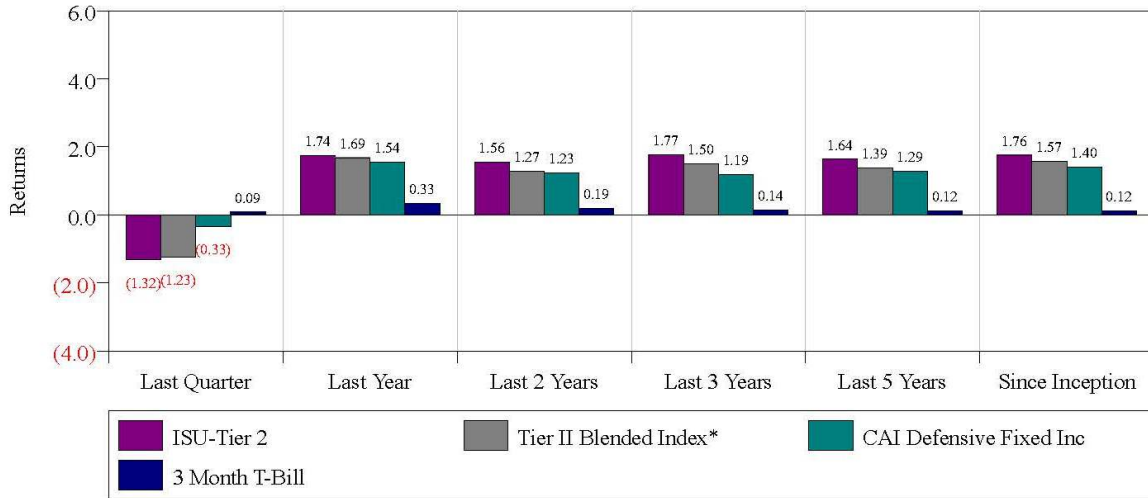


**RETURN SUMMARY**  
**PERIOD ENDED DECEMBER 31, 2016**

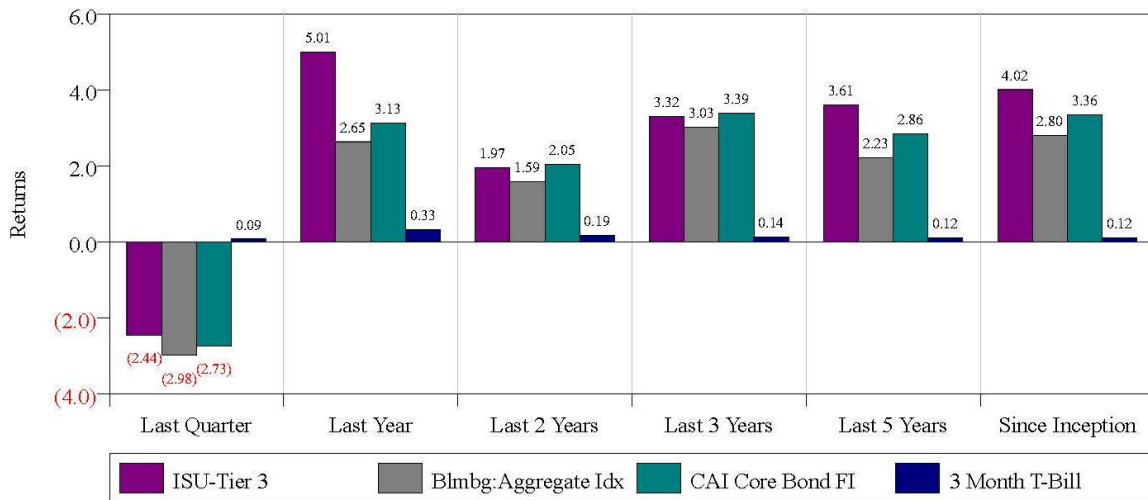
**Total Fund Performance**

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, 2016  
 Inception Date: October 1, 2010



ISU Tier 3 Returns  
 for Various Time Periods  
 Current Quarter Ending December 31, 2016  
 Inception Date: October 1, 2010



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

## 6b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING BUDGET REVENUE AND EXPENSE SUMMARY							
For the Period Ending December 31, 2016							
	2016-17 Base Budget	2016-17 Adjusted Budget	YTD through 12/31/16*	Percent of Adjusted Budget	2015-16 Adjusted Budget	YTD through 12/31/15*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 65,929,201	\$ 65,929,201	\$ 33,168,600	50.3%	\$ 66,194,030	\$ 33,097,014	50.0%
Debt Service Appropriation	10,009,889	10,009,889	4,477,134	44.7%	7,530,475	6,632,685	88.1%
Sub-Total State Appropriations	75,939,090	75,939,090	37,645,734		73,724,505	39,729,699	
Student Tuition	93,261,968	93,321,968	53,627,034	57.5%	91,120,303	54,407,506	59.7%
Other Fees and Charges	1,206,500	1,206,500	847,546	70.2%	1,210,500	958,270	79.2%
Other Income	5,392,442	5,978,042	4,480,362	74.9%	5,140,692	4,023,119	78.3%
<b>Total Budgeted Revenue</b>	<b>\$ 175,800,000</b>	<b>\$ 176,445,600</b>	<b>\$ 96,600,676</b>		<b>\$ 171,196,000</b>	<b>\$ 99,118,594</b>	
Encumbrances and Carryforward		12,453,744	12,453,744		14,166,053	14,166,053	
Reimbursements and Income Reappropriated From Other Sources		4,467,944	4,467,944		4,777,463	4,777,463	
<b>Total Revenues</b>	<b>\$ 175,800,000</b>	<b>\$ 193,367,288</b>	<b>\$ 113,522,364</b>	<b>58.7%</b>	<b>\$ 190,139,516</b>	<b>\$ 118,062,110</b>	<b>62.1%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 86,622,683	\$ 90,115,449	\$ 45,272,568	50.2%	\$ 85,840,135	\$ 44,034,260	51.3%
Fringe Benefits	25,744,807	26,406,680	12,359,588	46.8%	26,144,397	12,475,286	47.7%
Sub-Total Compensation	112,367,490	116,522,129	57,632,156	49.5%	111,984,532	56,509,546	50.5%
Departmental Expenses							
Supplies and Related Expenses	17,287,258	22,922,484	11,532,531	50.3%	25,317,723	11,492,408	45.4%
Repairs and Maintenance	4,666,346	5,739,119	5,223,133	91.0%	6,123,233	6,384,867	104.3%
Other Committed Expenses	1,210,348	1,248,829	805,880	64.5%	1,160,348	735,614	63.4%
Sub-Total Departmental Expenses	23,163,952	29,910,432	17,561,544	58.7%	32,601,304	18,612,889	57.1%
Utilities and Related Expenses	11,084,759	11,083,242	6,246,105	56.4%	10,814,399	5,911,785	54.7%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,621,708	619,331	38.2%	1,704,925	552,156	32.4%
Operating Equipment	2,066,992	3,646,794	314,850	8.6%	2,547,425	360,198	14.1%
Capital Improvements	4,000,000	5,924,214	1,406,083	23.7%	7,466,110	3,090,532	41.4%
Sub-Total Equipment & Other Capital	7,677,721	11,192,716	2,340,264	20.9%	11,718,460	4,002,886	34.2%
Student Scholarship and Fee Remissions	13,381,221	13,445,094	14,022,103	104.3%	13,164,833	14,074,385	106.9%
Laptop Scholarship Program	1,415,000	1,421,000	1,692,000	119.1%	1,507,526	1,624,000	107.7%
Reserve for Strategic Initiatives	1,576,527	1,305,946	-	0.0%	485,127	-	0.0%
Budgeted Reserve	5,133,330	5,133,330	-	0.0%	4,755,750	-	0.0%
Transfers Out		3,353,399	3,273,399		3,107,585	2,827,585	
<b>Total Expenditures</b>	<b>\$175,800,000</b>	<b>\$193,367,288</b>	<b>\$102,767,571</b>	<b>53.1%</b>	<b>\$190,139,516</b>	<b>\$103,563,076</b>	<b>54.5%</b>
*Includes encumbrances and open commitments							

### Revenues

#### Debt Service

Series R, Student Fee Bonds were issued in September 2016. The issue provided funding for the expansion/renovation of CHHS and refunded Series M and Series O. As a result of the Series R financing structure, an additional Series R principal and interest payment reimbursement in the amount of \$4,687,043 is to be received from the State of Indiana in April 2017.



### Student Tuition

Student tuition is below the 2016 amount by \$780,472, reflecting a decline in Fall enrollment from the previous year. Tuition as of December 31<sup>st</sup> included \$5,982,366 of Spring 2017 tuition. The remainder of spring tuition is recognized in January when the spring term begins.

### Other Fees and Charges

Other Fees and Charges decreased \$110,724 from the prior year. This is a result of reduced deferment fees, collection fees, and undergraduate admission fees.

### Other Income

Other Income is ahead of last year's total by \$457,243 because of an additional \$165,375 in utility reimbursement from Residential Life and a timing difference in the recognition of construction project management fees and IU Terre Haute Medical Education reimbursements.

## **Expenses**

### Compensation

Salaries and Wages grew by \$1,238,308 primarily as a result of transferring Foundation employees to the University. This is offset by a correlating reduction in Supplies and Related Expenses for Foundation services. Fringe Benefits decreased by \$115,698 reflecting the reduction of life insurance and medical expense for retirees that are being reimbursed 100% from the VEBA Trust. This decrease was partially offset by growth in active employees' medical expense.

### Departmental Expenses

Departmental Expenses include an increase of \$40,123 that is the net of a decrease in Foundation payments for service offset by increases in office supplies, consultants, and other expenses. Repairs and Maintenance shows a decrease of \$1,161,734 from the prior year as IT fiber was upgraded in various campus buildings during in 2015-16.

### Utilities and Related Expenses

Utilities and Related Expenses shows an increase of \$334,320 related to increased electrical and sewage costs.

### Capital Improvements

Capital Improvements are below last year's amount by \$1,684,449. This is caused by timing differences as funds are not transferred until bids are received and awarded for capital projects.

### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions and the Laptop scholarship program remained constant with last year's number reflecting a decline in enrollment.

### Transfers Out

Transfers Out increased \$445,814 reflecting timing differences on budgeted transfers occurring earlier in 2017.

## 6c Purchasing Report

### Purchase Order Activity for Period December 2, 2016 To February 8, 2017

#### Purchases Over \$50,000

##### Sole Source, Standardized Furniture

Sauder Manufacturing Company	P0081018	Dorm Furniture	\$53,361.40
------------------------------	----------	----------------	-------------

##### Sole Source, Software

Lexmark Enterprise Software USA Inc	P0080993	TransForm Server Software	\$81,150.00
-------------------------------------	----------	---------------------------	-------------

##### Sole Source, Standardized With Outside Track

Beynon Sports Surfaces Inc	P0081105	Synthetic Track Surface	\$81,500.00
----------------------------	----------	-------------------------	-------------

##### Sole Source, Standardized Furniture

Sauder Manufacturing Company	P0080996	Dorm Furniture	\$311,268.91
------------------------------	----------	----------------	--------------

##### Sole Source, Standardized Service Provider

Musco Sports Lighting LLC	P0080929	New Lighting at Memorial Stadium	\$499,865.00
---------------------------	----------	----------------------------------	--------------

## 6d Vendor Report

The following vendors have accumulated purchases from the University for the time period December 1, 2016 through January 2017 (Fiscal Year) in excess of \$250,000:		
RJE Interiors Inc	\$ 273,523	HMSU Furnishings; Miscellaneous Furniture Purchases
Mindpower Inc	\$ 282,131	Commercial, Video and Print Advertising Production
CSX Transportation	\$ 378,025	Purchase of Property
Ricoh USA Inc	\$ 392,320	Copier Lease Payments/Printer Purchases
Wabash Valley Asphalt Co LLC	\$ 400,663	Parking Lot I
<b>Previously Reported Vendors with Purchases Exceeding \$250,000</b>		
Butler Woodcrafters Inc	\$ 287,056	Blumberg Hall Case Goods
ST Construction Inc	\$ 323,638	Lincoln Quad Courtyards; Dede Corridor East Exit
Rasmus Demolition Services	\$ 327,818	Former Sherwin Williams Building and Toney Petroleum Building Demolition
Guy Brown Management LLC	\$ 330,276	Office Supplies
Sycamore Engineering Inc	\$ 331,531	Parsons/Rankin/Tirey Fire Alarm
Barnes & Noble Booksellers	\$ 336,045	Textbook Scholarships
Office Works	\$ 343,177	Blumberg Hall Case Goods
SoftChoice Corporation	\$ 382,354	Maintenance on EES System and Licensing Software
Martin Cohen and Gail Chandler Cohen	\$ 373,622	Purchase of Property at 1st and Cherry Streets through Trustee
Indiana-American Water Company	\$ 387,496	Water Utility Payments
T2 Systems Inc	\$ 389,006	Parking Services Computer Equipment Maintenance/Repair
Evan and Ryan Electrical Contractors	\$ 396,536	African American Cultural Center Renovation; Gillum Hall 2nd Floor Renovation; Sycamore Wellness and Applied Medicine Renovation
Browning Chapman LLC	\$ 420,000	Memorial Stadium Concrete Repairs
Rural Health Innovation Collaborative	\$ 430,301	Partner Contribution for Simulation Center Operational Expenses
Indiana Department of Corrections	\$ 444,894	Academic Courses
Lenovo Inc	\$ 480,652	Computer Equipment Purchases
Otis Elevator	\$ 491,525	Maintenance Agreement for Campus Elevators; Gillum Hall Elevator Replacement
Delta Dental Plan of Indiana	\$ 540,524	Dental Claims Reimbursements
CDI Inc.	\$ 589,201	Utility Tunnel Renovation; Science Building Roof
Symetra Life Insurance Company	\$ 605,616	Life and Long Term Disability Insurance
Network Solutions	\$ 676,903	Annual Smarnet Maintenance; Residential Life Networking Equipment
Blakley Corporation	\$ 689,367	Hines and Jones Masonry Restoration
500 Wabash Housing LLC	\$ 700,875	Monthly Housing Expenses
City of Terre Haute	\$ 838,966	Sewage Utility Payments; Fire & Emergency Medical Protection for Campus
EDF Energy Services LLC	\$ 889,215	Natural Gas Purchases
ONI Risk Partners Inc	\$ 972,821	Athletic Medical, Flight Academy, Workers Compensation, and Commercial Property Insurance Policies
AmWins/NEBCO Group Benefits	\$ 1,212,899	Retiree Insurance Coverage
Technology Integration Group	\$ 1,879,724	Computer Equipment Purchases (Laptop Scholarships)
Ratio Architects Inc	\$ 1,960,940	College of HHS Renovation; Hulman Center Renovation; Rhoads Hall Renovation; Cromwell Renovation
Medco Health Solutions	\$ 1,988,277	Prescription Drug Coverage
Duke Energy	\$ 3,949,850	Electricity Utility Payments
TIAA CREF	\$ 5,936,643	Retirement Contributions
Sodexo Inc and Affiliates	\$ 7,572,094	Dining and Catering Services
CIGNA Health Care	\$ 11,334,104	Medical Claim Payments
Hannig Construction Inc	\$ 19,607,127	Blumberg Hall Renovation; Cromwell Hall Renovation; Science Lab Renovations; CNHHS Renovation

## 6e Faculty Personnel

### FACULTY

#### Appointments

William Urban; Assistant Professor, Department of Applied Medicine and Rehabilitation; D.V.M., Ohio State University; salary \$72,000 per fiscal year, prorated from the effective date of June 1, 2017.

#### Temporary Part-Time Appointments – 2017 Spring Semester

(Effective January 1, 2017 unless otherwise noted)

Soulaf Abas; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; three hours; salary \$3,200.

Meredith Addison; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; four hours; salary \$9,764.

Brandi Andreae; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.S., IUPUI; four hours; salary \$8,000.

James Archer; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$6,527.

Ashim Bakshi; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.H.S., University of Indianapolis; two hours; salary \$4,000.

Priya Bakshi; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.H.S., University of Indianapolis; two hours; salary \$4,000.

Stephen Baldwin; Part-Time Lecturer, Department of Built Environment; M.B.A., Liberty University; three hours; salary \$3,744.

Michael Ball; Part-Time Lecturer, Department of Aviation Technology; Master of Aeronautical Science, Embry-Riddle Aeronautical University; three hours; salary \$3,246.

Robert Barley; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., University of Central Missouri; three hours; salary \$3,000.

David Beach; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., University of Missouri, Columbia; three hours; salary \$3,819.

Jeremy Bennett; Part-Time Lecturer, Department of Political Science; M.A., Seton Hall University; six hours; salary \$6,654.

Todd Bess; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,120.

Glenn Blackstone; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.A., Kent State University; six hours; salary \$6,527.

Linda Blaising; Part-Time Lecturer, Department of Teaching and Learning; M.A., Ball State University; three hours; salary \$4,266.

David Bolk; Part-Time Lecturer, Department of Criminology and Criminal Justice and Department of Political Science; J.D., Indiana University; six hours; salary \$7,434.

Patricia Bolinger; Part-Time Lecturer, Department of Biology; M.S., Cornell University; one hour; salary \$1,000.

Errett Bozarth; Part-Time Lecturer, Department of Aviation Technology; B.S., US Naval Academy; nine hours; salary \$10,134.

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

Charles Bridges; Part-Time Lecturer, Department of Criminology and Criminal Justice; J.D., Indiana University; nine hours; salary \$9,790.

Terri Brown; Part-Time Lecturer, Department of Advanced Practice Nursing; D.N.P., IUPUI; four hours; salary \$10,000.

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

Robert Burton; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise eleven students; salary \$7,139.

Teresa Byers; Part-Time Lecturer, School of Music; M.Ed., Indiana State University; three hours; salary \$3,137.

Brian Cabral; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Colorado University; two hours; salary \$2,000.

Cory Campbell; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Eastern Illinois University; three hours; salary \$3,137.

Troy Charters; Part-Time Lecturer, Department of Accounting, Finance, Insurance, and Risk Management; M.B.A., Indiana State University; three hours; salary \$4,000.

Mihir Chatterji; Part-Time Lecturer, Department of Aviation Technology; M.S., Indiana State University; three hours; salary \$3,060.

Nicole Christlieb; Part-Time Lecturer, Department of Political Science; M.P.A., Indiana State University; three hours; salary \$3,327.

Ellen Clark; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise two students; salary \$1,212.

Mark Clauss; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; three hours; salary \$3,821.

Sara Collins; Part-Time Lecturer, Department of Social Work; M.S.W., University of Southern Indiana; three hours; salary \$3,060.

Joanna Connors; Part-Time Lecturer, Human Resource Development and Performance Technologies M.S., Indiana State University; six hours; salary \$7,836.

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

Valerie Craig; Part-Time Lecturer, University College; M.S., Indiana State University; three hours; salary \$3,183.

Malea Crosby; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$3,146.

Terry Crowe; Student Teacher Supervisor, Education Student Services; M.S., Purdue University; supervise four students; salary \$2,424

Dan Curless; Student Teacher Supervisor, Education Student Services; M.S., St. Francis College; supervise one student; salary \$606.

Frances D'Andrea; Part-Time Lecturer, Department of Teaching and Learning; Ph.D., University of Pittsburgh; three hours; salary \$3,199.

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

John Dickey; Part-Time Lecturer, Department of Political Science; Ph.D., University of Tennessee; three hours; salary \$3,000.

Melissa Dreher; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$3,075.

Michael Drysdale; Part-Time Lecturer, Department of Psychology; Ph.D., University of Utah; four hours; salary \$4,248.

Tamera Duzan; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Eastern Illinois University; six hours; salary \$6,000.

Julie Edwards; Part-Time Lecturer, School of Music; M.M., University of North Carolina; three hours; salary \$3,200.

Henry Erisman; Professor Emeritus; Department of Political Science; Ph.D., Pennsylvania State University; three hours; salary \$3,264.

Margaret Erthal; Part-Time Lecturer; Department of Management, Information Systems, and Business Education; Ph.D., Southern Illinois University; three hours; salary \$4,080.

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

Beth Fields; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; two hours; salary \$5,000.

Jessica Fields; Part-Time Lecturer, Department of History; M.A., Indiana State University; six hours; salary \$6,522.

Deborah Flurkey; Part-Time Lecturer, Department of Teaching and Learning; M.Ed., Clemson University; three hours; salary \$3,825.

Jessica Foxworthy; Part-Time Lecturer, Department of Communication; M.A., Indiana State University; three hours; salary \$3,000.

Paula Frank; Professor Emeritus, Department of Baccalaureate Nursing; Ph.D., University of Utah; from four hours, salary \$8,657, to zero hours, salary \$0.

Christian Gallagher; Part-Time Lecturer, Department of Criminology and Criminal Justice; Ph.D., Indiana State University; nine hours; salary \$9,790.

Pamela Gibboney; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise one student; salary \$606.

Michelle Glass; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., Walden University; two hours; salary \$4,000.

Philip Glende; Part-Time Lecturer, Department of Communication; Ph.D., University of Wisconsin-Madison; three hours; salary \$3,120.

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

Mary Griffy; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,918.

Janice Guidi; Part-Time Lecturer, Department of Psychology; M.S., Indiana State University; three hours; salary \$3,186.

James Hagedorn; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise one student; salary \$606.

Sandra Haggart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; six hours; salary \$14,358.

Karina Hanson; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Purdue University; three hours; salary \$3,187.

David Harris; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise ten students; salary \$6,490.

Steven Harris; Part-Time Lecturer, Department of Multidisciplinary Studies; Ph.D., Indiana State University; six hours; salary \$7,179.

Angela Hayes; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,000.

Tara Heglund; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; from three hours, salary \$6,600, to zero hours, salary \$0.

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

JoEllen Henson; Part-Time Lecturer, Department of Social Work; M.S.W., University of Illinois; three hours; salary \$3,000.

James Houston; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,264.

Robert Huckabee; Associate Professor Emeritus, Department of Criminology and Criminal Justice; Ph.D., Sam Houston State; six hours; salary \$6,527.

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

Lisa Hughes; Part-Time Lecturer, Department of Teaching and Learning; M.A., IUPUI-Fort Wayne; three hours; salary \$3,000.

Bethany Hutchins; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,122.

Richard Jinbo; Professor Emeritus; Department of Electronics and Computer Engineering Technology; M.Ed., Bowling Green State University; six hours; salary \$7,638.

Zakaria Joulbi; Part-Time Lecturer, Department of Teaching and Learning; Ph.D., Indiana State University; three hours; salary \$3,000.

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

Saundra Kassis; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise five students; salary \$3,245.

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

Rachel Keyes; Part-Time Lecturer, Department of Communication; B.S., Indiana State University; three hours; salary \$3,000.



Leslie King; Part-Time Lecturer, Human Resource Development and Performance Technologies M.P.A., Indiana State University; three hours; salary \$3,918.

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

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

Gregory Lechner; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., Indiana State University; three hours; salary \$3,819.

Susan Livingston; Part-Time Lecturer, Department of Multidisciplinary Studies; M.A., University of Illinois, Urbana-Champaign; three hours; salary \$3,120.

Tresa Makosky; Part-Time Lecturer, Department of Theater; M.F.A., University of Iowa; from nine hours; salary \$9,551, to six hours; salary \$6368.

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

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

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

Ron Martin; Librarian Emeritus, University College; M.S., Indiana State University; three hours; salary \$3,183.

Florence Mathieu-Connor; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., University of Illinois; six hours; salary \$6,374.

Martin Maynard; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,243.

Amy McCalister; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,692.

David McCarter; Part-Time Lecturer, Department of History; Ph.D., University of Iowa; nine hours; salary \$9,783.

Matthew McClure; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; three hours; salary \$3,746.

Angela McKinney; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Bruce McLaren; Professor Emeritus, Department of Marketing and Operations; Ph.D., Purdue University; three hours; salary \$5,001.

Constance McLaren; Professor Emerita, Department of Marketing and Operations; Ph.D., Purdue University; three hours; salary \$5,001.

Jeffrey McNabb; Professor Emeritus, Department of Aviation Technology; Ph.D., Indiana State University; three hours; salary \$3,819.

Ann McNeill; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; six hours; salary \$15,000.

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

Carrie Meyer; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana State University; three hours; salary \$3,000.

Candace Milam; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies M.S., Indiana State University; three hours; salary \$3,918.

Sherryn Miley; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise two students; salary \$1,212.

Mark Miller; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise nine students; salary \$5,454.

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

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

Stephen Moore; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise eight students; salary \$4,848.

Teressa Moore; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; five hours; salary \$12,205.

Michelle Morahn; Part-Time Lecturer, Department of History; M.A., Indiana State University; nine hours; salary \$9,783.

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

Edward Motley; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Salve Regina University; three hours; salary \$3,264.

Cheryl Newbold-Thompson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., IUPUI; 1.5 hours; salary \$3,662.

Robin O'Connor-Ledbetter; Part-Time Lecturer, Department of Communication; M.A., Southeastern Louisiana University; three hours; salary \$3,825

Timothy Payne; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise three students; salary \$1,818.

Charles Peebles; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; B.S., Capella University; three hours; salary \$6,368.

Ken Pell; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,622.

Samantha Penney; Part-Time Lecturer, Department of Teaching and Learning; M.A., Austin Peay University; three hours; salary \$3,000.

Eric Petenbrink; Part-Time Lecturer, Department of History; M.A., Indiana University; nine hours; salary \$9,783.

Kym Pfrank; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; six hours; salary \$8,160.

Chavez Phelps; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Kathleen Pirtle; Part-Time Lecturer, Department of Advanced Practice Nursing; B.S.N., Indiana University; four hours; salary \$10,000.

Eloise Pitt; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.P.H., Kentucky State University; three hours; salary \$3,264.

Jody Pomfret; Part-Time Lecturer, Department of Social Work; M.S.W., IUPUI; three hours; salary \$3,060.

Daniel Powers; Part-Time Lecturer, School of Music; M.M., Indiana University; six hours; salary \$6,400.

Larry Pritchett; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., University of Wisconsin – Milwaukee; nine hours; salary \$11,457.

Traci Ray; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; three hours; salary \$3,825.

Kaitlyn Robison; Part-Time Lecturer, Department of Multidisciplinary Studies; M.A., University of South Florida; six hours; salary \$6,000.

Elizabeth Roerig; Part-Time Lecturer, Department of Communication; M.A., University of Missouri, Columbia; three hours; salary \$3,060.

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

Kathleen Sabaini; Part-Time Lecturer, School of Music; M.A., Indiana State University; three hours; salary \$3,000.

Meghan Salinas; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; B.A., Indiana State University; nine hours; salary \$9,364.

Michael Sanford; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.A., University of Southern California; from two hours, salary \$2,081, to zero hours, salary \$0.

Michael Sargent; Part-Time Lecturer, Department of Education Leadership; Ph.D., Indiana State University; three hours; salary \$3,000.

Michael Sheridan; Student Teacher Supervisor, Education Student Services; M.A.E., Ball State University; supervise one student; salary \$606.

Ashley Shrader; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,243.

Jessica Simmons; Part-Time Lecturer, Department of Built Environment; B.S., Indiana State University; two hours; salary \$2,400.

Michele Simms; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Ball State University; two hours; salary \$4,600.

Neil Singleton; Part-Time Lecturer, Department of Communication; M.S., Indiana State University; three hours; salary \$3,246.

Carolyn Sinnott; Student Teacher Supervisor, Education Student Services; M.S.Ed., Indiana University; supervise one student; salary \$606.

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

Stacey Smith; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., University of South Florida; three hours; salary \$7,500.

Casey Spelman; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., University of Texas – El Paso; three hours; salary \$3,000.

Catherine Spicer; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; \$6,365.

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

Anthony Stenger; Part-Time Lecturer, Department of Political Science; J.D., University of Virginia Law School; nine hours; salary \$9,360.

Emily Steppe; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; B.S., Indiana State University; three hours; salary \$3,000.

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

Kristal Stewart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.P.C.N., Indiana Wesleyan University; four hours; salary \$9,764.

Crystal Sullivan; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,622.

Kori Swalls; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; six hours; salary \$6,374.

Jon Swaner; Part-Time Lecturer, Department of Communication; B.S., Indiana State University; three hours; salary \$3,000.

Monica Tener-Smith; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.Ed., Indiana State University; three hours; salary \$3,000.

Robin Thoma; Part-Time Lecturer, Department of Teaching and Learning; M.Ed., St. Mary of the Woods College; three hours; salary \$3,375.

Danielle Trierweller; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; five hours; salary \$11,730.

Steven Ulrich; Student Teacher Supervisor, Education Student Services; M.S., Purdue University; supervise one student; salary \$606.

William Urban; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; D.V.M., Ohio State University; four hours; salary \$22,400.

Paola Zurita Valdebenito; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., University of Northern Iowa; three hours; salary \$3,000.

Deetta Vance; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; two hours; salary \$5,000.

Millie Vaughn; Student Teacher Supervisor, Education Student Services; Ph.D., Indiana State University; supervise six students; salary \$3,894.

Ann Venable; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; 4.5 hours; salary \$10,350.

Camille Wallace; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies M.S., Indiana State University; three hours; salary \$3,918.

James Waugh; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise four students; salary \$3,028.

Deborah Webster; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed., Indiana State University; nine hours; salary \$9,738.

Tami Weinzapfel-Smith; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies M.L.D., St. Mary of the Woods; three hours; salary \$3,918.

Amanda White; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Wanda Wilkey; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; three hours; salary \$3,262.

Shannon Wood; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise two students; salary \$1,212.

Mark Wright; Part-Time Lecturer, Department of English; M.S., Indiana State University; six hours; salary \$6,365.

Dorothy Yaw; Professor Emerita, Department of Human Resource Development and Performance Technologies; Ph.D., Indiana State University; three hours; salary \$3,918.

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

Stephanie Alexander; Instructor, Department of English; stipend of \$6,000 for additional duties as Faculty Fellow in the Office of Information Technology; for the spring semester of the 2016-2017 academic year.

Andrea Arrington; Assistant Professor, Department of History; stipend of \$500 for additional duties as a member of the Writing Across the Sycamore Community Task Force; for the fall semester of the 2016-2017 academic year.

Bradley Balch; Professor, Department of Educational Leadership and Dean Emeritus, Bayh College of Education; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of October 26, 2016 through December 31, 2016.

Kathryn Berlin; Interim Chairperson and Assistant Professor, Department of Applied Health Sciences; change in salary to \$60,482, prorated from the effective date of January 1, 2017.

William Clyburn; Associate Professor, Department of Electronics and Computer Engineering Technology; supplement instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Emanuel Cohen; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Dianna Cooper-Bolinsky; Assistant Professor, Department of Social Work; supplemental instructional stipend of \$4,000 for teaching an additional four hours; for the fall semester of the 2016-2017 academic year.

Ryan Donlan; from Assistant Professor, Department of Educational Leadership, to Acting Associate Dean, Bayh College of Education, and Assistant Professor, Department of Educational Leadership; stipend of \$10,000 per fiscal year for the additional duties, prorated for the appointment period of January 1, 2017, through June 30, 2017.

Karen Evans; Librarian, Library Services; stipend of \$500 for additional duties as a member of the Writing Across the Sycamore Community Task Force; for the fall semester of the 2016-2017 academic year.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$2,000 for teaching an additional two hours; for the fall semester of the 2016-2017 academic year; supplemental instructional stipend of \$3,500 for teaching an additional 3.5 hours; for the spring semester of the 2016-2017 academic year.

Harry Gallatin; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Aimee Jacobs; Instructor, Department of Management, Information Systems, and Business Education; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Melissa Ketner; Instructor, Department of Social Work; supplemental instructional stipend of \$3,250 for teaching an additional 3.25 hours; for the spring semester of the 2016-2017 academic year.

Debra Knaebel; Instructor, Department of Teaching and Learning; stipend of \$500 for additional duties as a member of the Writing Across the Sycamore Community Task Force; for the fall semester of the 2016-2017 academic year.

Tina Kruger Newsham; from Associate Professor, Department of Applied Health Sciences, to Chairperson and Associate Professor, Department of Multidisciplinary Studies; salary change to \$76,009 per academic year and chairperson supplement of \$12,000 per academic year, both prorated from the effective date of December 1, 2016.

Xiaolong Li; Chairperson and Associate Professor, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

David Malooley; Associate Professor, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Bobbie Jo Monahan; Instructor, Department of Educational Leadership; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of October 26, 2016 through December 31, 2016

Malissa Muyumba; Full-Time Lecturer; Department of Communication; stipend of \$500 for additional duties as a member of the Writing Across the Sycamore Community Task Force; for the fall semester of the 2016-2017 academic year.

Heather Roberts; Instructor, Department of English; stipend of \$500 for additional duties as a member of the Writing Across the Sycamore Community Task Force; for the fall semester of the 2016-2017 academic year.

Richard Setliff; Full-Time Lecturer, Department of Economics; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Jeanne Sowers; Associate Professor, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$4,000 for teaching an additional four hours; for the spring semester of the 2016-2017 academic year.

Jennifer Todd; Instructor, Department of Social Work; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Diane VanCleave; Assistant Professor, Department of Social Work; supplemental instructional stipend of \$1,000 for teaching one additional hour; for the spring semester of the 2016-2017 academic year.

Edith Wittenmyer; Instructor, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year.

Tarek Zaher; Professor, Department of Accounting, Finance, Insurance, and Risk Management; stipend of \$3,000 to coordinate and oversee Student Managed Investment Fund Consortium Conference; for the spring semester of the 2016-2017 academic year.

### **Retirements**

Dennis Bialaszewski; Professor, Department of Management, Information Systems, and Business Education; effective May 31, 2018.

Charles Norman; Associate Professor, Department of Multidisciplinary Studies; effective May 31, 2017.

### **Emeriti**

Dennis Bialaszewski; Professor Emeritus of Management Information Systems; Department of Management, Information Systems, and Business Education.

Charles Norman; Associate Professor Emeritus of Sociology; Department of Multidisciplinary Studies.

### **Separations**

Margaret Ladyman; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective May 31, 2017.

Robin O'Connor-Ledbetter; Full-Time Lecturer, Department of Communication; effective December 31, 2016.

Kym Pfrank; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; effective December 31, 2016.

Vernon Sweetin; Assistant Professor, Department of Marketing and Operations; effective May 31, 2017.

Dwuena Wyre; Assistant Professor, Department of Human Resource Development and Performance Technologies; effective January 12, 2017.



## 6f Other Personnel

### NON-EXEMPT

#### Appointments

Jacob Harrison; Police Officer, Public Safety; \$18.30/hr; effective January 4, 2017.

Parker Shearer; Administrative Assistant II, Bureau of School Services; \$14.21/hr; effective February 8, 2017.

Adarius Washington; Police Officer, Public Safety; \$18.30/hr; effective January 4, 2017.

#### Separations

Morgan Dull; Enrollment Management Specialist, Admissions and High School Relations; effective January 27, 2017.

Mara Lore; Custodian I, Facilities Management; effective January 23, 2017.

Joseph Rotman; Utility Worker I, Facilities Management; effective January 5, 2017.

Jeffrey Russell; Steam Systems Operator, Power Plant; effective January 20, 2017.

Taylor Sisson; Administrative Assistant II, Applied Medicine & Rehabilitation; effective December 6, 2016.

Amber Wilcox; Laboratory Research Assistant, IU School of Medicine-Terre Haute; effective January 13, 2017.

#### Retirements

Kimberly Cates; Executive Assistant, VP and Provost Office; effective February 28, 2017.

Joyce Lily; Administrative Assistant I, Teaching & Learning; effective January 18, 2017.

Gwenolynn Mildazis; Payroll Clerk, Budget, Payroll & Risk Management; effective March 17, 2017.

William Sarvich; Steam Systems Operator, Power Plant; effective January 24, 2017.

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

##### Promotion

Carrie Bose; from Registration & Records Coordinator, Office of Registration & Records; \$16.19/hr to Special Events Coordinator, President Office; effective January 4, 2017.

Jennifer Keller; from Registration & Records Coordinator, Office of Registration & Records; \$15.87/hr to Executive Assistant, VP and Provost Office; \$19.35/hr; effective February 11, 2017.

Christine Pine; from Parking Services Assistant, Public Safety; \$14.57/hr to Parking Services Coordinator, Public Safety; \$16.33/hr; effective December 19, 2016.

#### Transfers

Karen James; from Parking Services Coordinator, Public Safety; \$17.61/hr to Public Safety Records Coordinator; Public Safety; \$16.07/hr; effective December 19, 2016.

Paul Robinson; from Steam Mechanic, Power Plant; \$18.36/hr to Steam Systems Operator, Power Plant; \$17.10/hr; effective February 11, 2017.

### **Reclassification**

Rita Anderson; from Administrative Assistant II; \$19.71/hr to Administrative Assistant III; \$21.65/hr; President's Office; effective December 3, 2016.

Timothy Keen; from Lead Auto Maintenance Mechanic; \$20.96/hr to Fleet Management Supervisor; \$20.96/hr; Facilities Management - Garage; effective December 3, 2016.

### **Other**

Tamara McCollough; skill assessment from Clery Compliance Lieutenant, Public Safety; \$25.00/hr to Clery Compliance Lieutenant, Public Safety; \$25.73/hr; effective November 16, 2016.

## **NON-EXEMPT PROFESSIONAL**

### **Appointments**

Jasmine Grier; Admissions Counselor, Admissions and High School Relations; B.S., Indiana State University; \$15.77/hr; effective January 17, 2017.

Steven Hartman; Admissions Counselor, Admissions and High School Relations; B.S., Indiana Wesleyan University; \$15.77/hr; effective January 26, 2017.

Kaeman Mitchell; Athletic Studies Coordinator, Requires Reappointment, Athletic Academic Advisement; B.S, University of Illinois; \$17.31/hr; for the appointment period of January 4, 2017 through June 30, 2017.

Erin Sluyter, Admissions Counselor, Admissions and High School Relations; B.S., Indiana State University; \$15.77/hr; effective January 17, 2017.

### **Separations**

Lauren Clifford; Employee Wellness Coordinator, Human Resources; effective January 5, 2017.

Andrea Grunst; Postdoctoral Research Fellow, Center for Genomic Advocacy (TCGA); effective December 23, 2016.

Alexander Kight; Digital Media Coordinator, Athletics; effective December 13, 2016.

## **Change in Status and/or Pay Rate**

### **Promotion**

James Evens; from Admissions Counselor, Admissions and High School Relations; \$16.09/hr to Enrollment Management System Coordinator, Admissions and High School Relations; \$17.44/hr; effective November 28, 2016.

Brandie Perry; from Financial Aid Counselor, Student Financial Aid to Financial Aid Systems Coordinator; Student Financial Aid; B.S., Indiana State University; \$17.44/hr; effective January 9, 2017.

### **Transfers**

Alexander Barrett; from Training Specialist & Human Resources Generalist, Human Resources; \$20.94/hr to Employee Wellness Coordinator, Human Resources; \$20.94/hr; effective January 6, 2017.

Christopher Middleton; from Information Technology Support Specialist, Office of Information Technology; \$20.71/hr to Information Center Consultant, Office of Information Technology; \$20.71/hr; effective January 28, 2017.

Francis Mitchell; from Information Center Consultant, Office of Information Technology; \$31.32/hr to Information Technology Support Specialist, Office of Information Technology; \$31.32/hr; effective January 28, 2017.

Kale Walker; from Human Resources Generalist, Human Resources; \$27.38/hr to Training Specialist & Human Resources Generalist, Human Resources; \$27.38/hr; effective January 6, 2017.

### **Reclassification**

Shelby Crncic; from Assistant Director for Athletic Sponsorships, ISU Foundation, to Athletic Sponsorships Assistant Director, Advancement; \$20.30/hr; effective November 5, 2016.

Morgan Patterson; from Assistant Development Officer Sycamore Athletic Fund, to Assistant Development Officer Sycamore Athletic Fund, Advancement; \$20.30/hr; effective November 5, 2016.

### **Other**

Sarah Froderman; Financial Aid Counselor, Student Financial Aid; temporary increase due to additional duties to \$17.49/hr; for period of January 30, 2017 through July 28, 2017.

### **EXEMPT**

### **Appointments**

Fred Luster; Rehabilitation Specialist, Physical Therapy and Sports Rehabilitation Clinic; M.P.T., University of Texas Medical Branch; salary \$85,000 per fiscal year, prorated from the effective date of January 4, 2017.

### **Temporary Appointments**

Ernest F. Kramer; Purchasing Central Receiving Assistant Director, Purchasing; salary \$29,670.50 per fiscal year; half time appointment effective May 1, 2017 through April 30, 2018.

### **Change of Status**

Kristi Barley; from International Affairs Assistant Director Faculty Initiatives, Lee Hamilton Center for Global Engagement, to Center for Global Engagement Study Abroad Program Director, Center for Global Engagement; salary \$53,703 per fiscal year, prorated from the effective date of November 1, 2016.

Kourtney Barrett; Student Conduct & Integrity Associate Director, Student Conduct & Integrity; stipend of \$600 per month for additional duties; for the appointment period of December, 2016 through December 23, 2016.

Ron Carpenter; from Vice President for Development, to Vice President for Development/CEO of the ISU Foundations, VP for Development; title change only; effective November 1, 2016.

Denise Collins; from Associate Dean, Bayh College of Education, to Interim Dean, Bayh College of Education; salary \$150,000 per fiscal year, prorated from the effective date of January 4, 2017.

Nancy Daffer; Finance ISU Foundations Assistant Director to Assistant Director of Finance – Endowment, Development; pay grade change to 10, no change in pay; effective October 1, 2016.

Gregory Halls; Development Officer, Advancement; pay grade change to 11, no change in pay; effective October 3, 2016.

John Heintz; Sr Development Officer to Development Officer, Advancement; no change in pay; effective December 1, 2016.

Mary Herrington-Perry; from ten-month academic year position as Assessment and Accreditation Coordinator, Assessment and Accreditation, to part-time, no benefits position as Assessment and Accreditation Coordinator, Assessment and Accreditation; rate \$41.85 per hour; effective February 1, 2017.

Rex Kendall; from ISU Alumni Association Executive Director, to Alumni Engagement Executive Director, Alumni Affairs; no change in pay; effective November 15, 2016.

Jennifer McClure; from Immigration Student Advisor, to Center for Global Engagement Immigration Student Advisor, Center for Global Engagement; salary \$36,000 per fiscal year, prorated from the effective date of November 1, 2016.

Scott McGowan; Development Officer Sycamore Athletic Fund, Advancement; pay grade change to 11, no change in pay; effective November 1, 2016.

Kenneth Menefee; from Development Officer to Planned Giving Director, Advancement; pay grade change to 12, no change in pay; effective December 1, 2016.

Colleen O'Brien; from Finance ISU Foundation Executive Director to CFO & Executive Director of Finance, Foundation Financial Services; pay grade change to 14, no change in pay; effective December 1, 2016.

James Pond; from Student Success Coordinator and LEAP Advisor, Center for Student Success, to Associate Director of Probation and Mentoring Programs, University College; salary \$48,500 per fiscal year, prorated from the effective date of November 14, 2016.

Elizabeth Roerig; from Communications Director, to Communications and Media Relations Director; Communications and Marketing; salary \$60,529, prorated from effective date of February 1, 2017.

Amy Sears; from Advancement Services Director, to Advancement Services Systems Administrator; ISU Foundations Operations; pay grade change to 11, no change in pay; effective October 1, 2016.

Lisa Stein; from Admissions Transfer Coordinator, Admissions and High School Relations, to Graduation Specialist, Student Success; salary \$44,078 per fiscal year, prorated from the effective date of January 4, 2017.

Brett Townsend; from Database Administrator, Office of Information Technology, to Senior Database Administrator, Office of Information Technology; salary \$74,000 per fiscal year, prorated from the effective date of December 1, 2016.

Jeremiah Turner; from Athletic Sponsorship/Sycamore Athletic Fund Director, Advancement; pay grade change to 12, no change in pay; effective December 1, 2016.

Tina Tuyen; from Finance ISU Foundation Assistant Director, to Assistant Director of Finance – General Ledger, Development, pay grade change to 10; effective October 1, 2016.

### **Separations**

Crysta Crum; Career Services Coordinator, Career Center; effective January 6, 2017.

Ryan Hanigan; Rehabilitation Clinic Director, Physical Therapy and Sports Rehabilitation Clinic; effective February 15, 2017.

Danielle Jena; Rehabilitation Specialist, Physical Therapy and Sports Rehabilitation Clinic; effective January 4, 2017.

Zakaria Jouaibi; Instructional Design Specialist, Office of Extended Learning; effective February 27, 2017.

Ernest F. Kramer; Purchasing Central Receiving Assistant Director, Purchasing; effective April 30, 2017.

Amy K. Leisher; Office of the Associate Vice President and Controller; effective February 24, 2017.

Petra Nyendick; Community School of Arts Director, Community School of the Arts, effective February 24, 2017.

## **ATHLETICS**

### **Appointments**

Brian Cabral; Assistant Coach, Football; annual salary \$87,019; effective January 1, 2017 through December 31, 2017.

Jayden Everett; Assistant Coach, Football; annual salary \$48,949; January 1, 2017 through December 31, 2017.

Tyler Funk; Assistant Coach, Football; annual salary \$38,000; effective January 31, 2017 through December 31, 2017.

Julie Hanley; Head Coach, Women's Soccer; annual salary \$60,000; effective January 1, 2017 through December 31, 2017.

Jeff Hecklinski; Assistant Coach, Football; annual salary \$105,670; effective February 1, 2017 through December 31, 2017.

Gary Hyman; Assistant Coach, Football; annual salary \$36,720; effective January 1, 2017 through December 31, 2017.

Shannon Jackson; Assistant Coach, Football; annual salary \$69,941; effective January 1, 2017 through December 31, 2017.

Tori Magner; Assistant Coach, Softball; annual salary \$36,000; effective November 28, 2016 through June 30, 2017.

Curtiss Mallory; Head Coach, Football; salary \$200,000; effective January 23, 2017 through December 31, 2017.

Luke Martin; Digital Media Coordinator; salary \$39,000; effective January 11, 2017.

Andrew Mitchell; Assistant Coach, Football; annual salary \$41,820; effective January 1, 2017 through December 31, 2017.

Michael Perish; Assistant Coach, Football; annual salary \$36,000; effective January 1, 2017 through December 31, 2017.

Brian Sheppard; Assistant Coach, Football; annual salary \$73,966; effective January 1, 2017 through December 31, 2017.

Adam Stenavich; Assistant Coach, Football; annual salary \$65,000; effective January 30, 2017 through December 31, 2017.

Aaron Williams-Archie; Assistant Coach, Football; annual salary \$36,000; effective January 1, 2017 through December 31, 2017.

### **Change in Status and/or Pay Rate/Promotion**

Achim Hunt; from Athletic Media Relations Spec, to Associate Athletic Director, Communication/Digital Content; salary \$53,000; effective January 1, 2017.

Angela Martin; Head Coach, Women's Track & Field; Salary \$59,159; effective January 1, 2017.

Nicole Wilson; Assistant Coach, Volleyball; pay increase; salary \$40,000; effective January 1, 2017.

### **Separations**

Brian Cabral; Assistant Coach, Football; effective January 22, 2017.

Alison Conquest; Assistant Coach, Women's Soccer; effective December 31, 2016.

Maurice Crum; Assistant Coach, Football; effective January 4, 2017.

Traci Dahl; Head Coach, Volleyball; administrative leave with pay effective December 13, 2016 and separation effective June 12, 2017.

Jamison DeBerry; Assistant Coach, Football; effective January 4, 2017.

Gary Hyman; Assistant Coach, Football; effective January 4, 2017.

Shannon Jackson; Assistant Coach, Football; effective January 22, 2017.

Andrew Mitchell; Assistant Coach, Football; effective January 4, 2017.

Michael Sanford; Head Coach, Football; effective January 4, 2017.

Brian Sheppard; Assistant Coach, Football; effective January 4, 2017.

Aaron Williams-Archie; Assistant Coach, Football; effective January 22, 2017.

---

## 6g Grants and Contracts

1. Union Hospital, Inc., Fund No. 548977, Proposal No. 17-055

Additional appropriations in the amount of \$53,000.00 have been received from Union Hospital for the project entitled, "Evidence Based Tele Emergency Services Network Grant Program," under the direction of Shiao-Fen Ferng, Department of Applied Health Sciences, for the period October 1, 2014 through August 30, 2017.

2. Indiana Department of Workforce Development, Fund No. 549119, Proposal No. 16-016

An agreement in the amount of \$147,996.00 has been received from Indiana Department of Workforce Development for the project entitled, "Sycamore Service Corps," under the direction of Heather Miklozek, Center for Community Engagement, for the period September 1, 2016 through August 31, 2017.

3. Arts Illiana, Fund No. 549132, Proposal No. 16-100

An agreement in the amount of \$4,925.00 has been received from Arts Illiana for the project entitled, "The 50<sup>th</sup> Contemporary Music Festival," under the direction of Kurt Fowler, School of Music, for the period July 1, 2016 through June 30, 2017.

4. Ball State University, Fund No. 549144, Proposal No. 16-142

A sub agreement under the Indiana Department of Education in the amount of \$12,000.00 has been received from Ball State University for the project entitled, "2016-2017 Professional Development for Career and Technical Teachers with Workplace Specialist I Certification," under the direction of James Smallwood, Department of Applied Engineering & Technology Management, for the period August 5, 2016 through August 1, 2017.

5. Indiana Academy of Science, Fund No. 549142, Proposal No. 17-033

An agreement in the amount of \$2,970.00 has been received from Indiana Academy of Science for the project entitled, "Developing Cutting Edge Bioinformatics Methods for Prioritizing Cancer Risk Genes and MiRNAs Using Next-Generation

Sequencing Data,” under the direction of Yongsheng Bai, The Center for Genomic Advocacy, for the period November 3, 2016 through November 2, 2017.

6. American Association of Retired Persons, Fund No. 549143, Proposal No. 17-043

An agreement in the amount of \$25,000.00 has been received from American Association of Retired Persons for the project entitled, “Evaluating the Job Market for Gerontologists,” under the direction of Tina Kruger, Department of Applied Health Sciences, for the period October 17, 2016 through May 31, 2017.

7. Indiana Athletic Trainers Association, Fund No. 549145, Proposal No. 17-038

An agreement in the amount of \$250.00 has been received from Indiana Athletic Trainers Association for the project entitled, “Medical Documentation Practices in Athletic Trainers,” under the direction of Lindsey Eberman, Department of Applied Medicine and Rehabilitation, for the period October 15, 2016 through March 31, 2017.

8. The Society for Historians of American Foreign Relations, Fund No. 549147, Proposal No. 17-001

An agreement in the amount of \$3,000.00 has been received from The Society of Historians of American Foreign Relations for the project entitled, “Course Buyout,” under the direction of Anne Foster, Department of History, for the period August 1, 2016 through December 31, 2016.

9. Lilly Endowment Inc., Fund No. 549149, Proposal No. 17-031

An agreement in the amount of \$100,287.00 has been received from Lilly Endowment Inc. for the project entitled, “Extending Teacher Creativity 2017: 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, 2016 through September 30, 2017.

10. American Physical Therapy Association, Fund No. 549146, Proposal No. 17-042

An agreement in the amount of \$4,500.00 has been received from American Physical Therapy Association for the project entitled, “Exercise-Induced Blood Flow Patterns in Patients with Coronary Artery Disease,” under the direction of Alvaro Gurovich, Department of Applied Medicine and Rehabilitation, for the period December 1, 2016 through November 30, 2017.

11. Indiana University, Fund No. 549094, Proposal No. 17-046

Additional appropriations in the amount of \$10,000.00 have been received from Indiana University for the project entitled, “2016-2017 Area Health Education Centers Operating Support,” under the direction of Eliezer Bermudez, College of Health and Human Services, for the period July 1, 2015 through June 30, 2017.

12. Indiana Arts Commission, Fund No. 549129, Proposal No. 16-154

An agreement in the amount of \$10,000.00 has been received from Indiana Arts Commission for the project entitled, “PACE (Partnering Arts, Communities, and Education) FY2015-16,” under the direction of Petra Nyendick, Community School of the Arts, for the period August 1, 2016 through June 30, 2017.

---

## 6h Agreements

### **Performer, Lecturer & Entertainment Agreements**

Brian Gardner

Ken Brill

Record-a-Hit Entertainment (Roller Skating Rink)

Rohina Malik Hasany

Silent Events, Inc.  
Theater Delta, LLC  
Westfall and Associates, LLC

## **Affiliation Agreements**

ATI Worksite Solutions  
Atlanta Rehabilitation and Performance  
Center  
Aultman Hospital  
Banner Health  
Big Stone Therapies  
Boulder Medical Center  
Carl Darnall Army Medical Center  
Charlie Norwood VA Medical Center  
Chase Brexton Health Care  
Chi Health Good Samaritan  
Children's Hospital Los Angeles  
Children's Therapy Group, Inc.  
Christie Clinic  
Columbus Regional Health  
Commonwealth Orthopedic Centers  
Community Howard Regional Health, Inc.  
Dayton Children's Hospital  
Department of VA Medical Center  
Washington DC  
Dukes Memorial Hospital  
Elkhart-Lake Glenbeulah High School  
Encore Rehabilitation  
Florida Department of Health Monroe  
County  
Fyzical Therapy and Balance Centers  
Good Samaritan Hospital  
Greene County General Hospital  
Griffin Therapeutic Solutions  
Hamilton Center, Inc.  
Infinity-MEDS, LLP  
Intermountain - Central Orem Clinic  
Intermountain Medical Group - Bear River  
Clinic  
Kane County Health Department  
Indiana State University's Sycamores Care  
IU Health LaPorte  
Manchester University  
McKenzie Willamette Health  
MD Anderson  
Meaningful Day Services  
Methodist Medical Center Illinois



Midwest Orthopedic Center  
Mountainside Hospital  
Myo-Fit Mobility and Therapy  
Northwest Community Hospital  
Rockford Orthopedic Assoc. DBA  
OrthoIllinois  
Paris Community Hospital  
Presence Saint Joseph Diamond Headache  
Inpt Unit  
St. Vincent Hospital d/b/a Prevea Health  
Progressive Health  
ProHealth Care  
Providence Alaska Medical Center  
Raintree Consulting  
Reading Hospital  
Samaritan Center - Good Samaritan Hospital  
Sarasota Memorial Hospital  
Scripps Health  
Sam Houston University  
Signature Healthcare Cookeville  
Signature Healthcare  
Spectrum Health  
Saint Mary-of-the-Woods College  
Stamford Health  
Swedish American Health  
Swedish Medical Center  
Sweet Briar College  
THW Emergency Management of Houston,  
LLC  
Towson Sports Medicine  
Ultimate Physical Therapy  
Union Hospital  
Unity Point Health - Des Moines  
University of West Alabama  
VA New Jersey  
VA Northwest Network  
VA Portland Healthcare  
Vigo County Community Corrections

---

## 6i Board Representation at University Events

### Events Requiring Board Representation

April 8, 2017

Outstanding Junior & Senior Awards, Heritage Lounge and Ballroom, Tirey Hall

ISU Board of Trustees Agenda  
Friday, February 24, 2017  
Page 41

April 8, 2017	President Scholars Banquet, Sycamore Banquet Center, HMSU
April 9, 2017	Honor's Banquet, Sycamore Banquet Center, HMSU
April 10, 2017	All Sports Banquet, Hulman Center
April 20, 2017	Faculty Recognition Banquet, Heritage Lounge and Ballroom, Tirey Hall
May 12, 2017	Board of Trustees Meetings, State Room, Tirey Hall
May 13, 2017	Spring Commencement, Hulman Center

## **Optional Events**

March 2-5, 2017	Men's MVC Tournament, St. Louis, MO
March 9-12, 2017	Women's MVC Tournament, Quad Cities
March 19, 2017	Alumni Event, Wicker Park, Hammond, IN
May 27, 2017	University Memorial Service, Dede I, HMSU
May 1, 2017	President Scholars Golf Outing, Brickyard, Indianapolis, IN

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

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

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

## **6k In Memoriam**

### **IN MEMORIAM: Zintka Marie Hawkins**

WHEREAS, Zintka Marie Hawkins, retired Housekeeper for Sycamore Towers Housing, died on the ninth day of December two thousand and sixteen; and

WHEREAS, Zintka Marie Hawkins had given loyal and devoted service to Indiana State University for over ten years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

### **IN MEMORIAM: Alice Mae Bryant**

WHEREAS, Alice Mae Bryant, retired Custodial Worker I for Burford Housing, died on the thirtieth day of December two thousand and sixteen; and

WHEREAS, Alice Mae Bryant had given loyal and devoted service to Indiana State University for eleven years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Alice M. Overhoff**

WHEREAS, Alice M. Overhoff, retired Custodial Worker II for Facilities Management, died on the fifteenth day of January two thousand and seventeen; and

WHEREAS, Alice M. Overhoff had given loyal and devoted service to Indiana State University for thirteen years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Dr. Lewis Segó**

WHEREAS, Dr. Lewis Segó, Associate Professor Emeritus of Linguistics of State University, died on the twenty-first day of December two thousand and sixteen; and

WHEREAS, Dr. Lewis Segó had given loyal and devoted service to Indiana State University over thirty nine years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Dr. Herbert J. Rissler**

WHEREAS, Dr. Herbert J. Rissler, Professor Emeritus of History of Indiana State University, died on the first day of January two thousand and seventeen; and

WHEREAS, Dr. Herbert J. Rissler had given loyal and devoted service to Indiana State University over thirty-seven years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Dr. Leland B. Moore**

WHEREAS, Dr. Leland B. Moore, Professor Emeritus of Electronics and Computer Technology of Indiana State University, died on the twentieth day of January two thousand and seventeen; and

WHEREAS, Dr. Leland B. Moore had given loyal and devoted service to Indiana State University over eighteen years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Dr. Paul C. Fowler**

WHEREAS, Dr. Paul C. Fowler, Professor Emeritus of Political Science of Indiana State University, died on the eighth day of February two thousand and seventeen; and

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

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

---

## 7 Old Business

---

## 8 Adjournment