



Indiana State University

Board of Trustees Agenda Meeting Minutes

Friday, October 11, 2019, 2:45 p.m.

State Room, Tirey Hall, Terre Haute, IN



## Board of Trustees Agenda Meeting, October 11, 2019 - Minutes

### MEETING AGENDA

#### 1. Call Meeting to Order

Call to Order for October 11, 2019 Minutes.docx Page 5

#### 2. Remarks

Faculty Senate Chairperson  
Dr. MacDonald

Report of the Faculty Senate Chairperson.docx Page 6

Staff Council Chairperson  
Mr. LaComba

Report of the Staff Council Chairperson.docx Page 7

Student Government Association President  
Ms. Longyear

Report of the Staff Council Chairperson.docx Page 8

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

Report of the Vice President for Advancement  
and CEO of the ISU Foundation.docx Page 9

President of the University  
Dr. Curtis

Report of the University President.docx Page 10

Chairperson of the ISU Board of Trustees  
Mr. Taylor

Report of the Board Chairperson.docx Page 12

### 3. New Business Items

3a Minutes of the June 21, 2019 and August 2, 2019 Meeting and Certification of Executive Session.docx Mr. Taylor	Approved	Page 13
3b Finance Committee Report Mrs. Smith		
3b1 Lincoln Quad Complex.doc Mrs. McKee	Approved	Page 14
3b2 University Health Benefits for 2020.docx Mrs. McKee	Approved	Page 15
3c Conflict of Interest Disclosure Statements.docx Ms. Butwin	Approved	Page 17
3d Modification to Policy 125 Bylaws of the ISU Board of Trustees.docx Ms. Butwin	Approved	Page 18
3e Naming of the Center for Science Research.docx Mrs. Angel	Approved	Page 24
3f Proposed Modification to Policy 125 Bylaws of the ISU Board of Trustees to add Conflict of Interest Bylaw Ms. Butwin	Information	Page 25

### 4. Items for the Information of the Trustees

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4c Purchasing Report		Page 34
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4h Agreements		Page 63

4i Board Representation at University Events

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4j In Memoriam

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**5. Old Business**

**6. Adjournment**

The next meeting will be December 13, 2019

Adjournment.docx

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## Call to Order

The Indiana State University Board of Trustees met in regular session at 2:45 p.m. on Friday, October 11, 2019 in the State Room, Tirey Hall.

Trustees present: Ms. Bell, Mrs. Cabello, Mr. Casey, Mr. Minas, Mr. Phillips, Mrs. Powers, Mrs. Smith and Mr. Taylor.

Trustees absent: Mr. Pease

President Curtis, Vice Presidents Angel, Licari, McKee, Morgan and Rogers were present. Also attending were Dr. Chris MacDonald, Chairperson of the Faculty Senate, Mr. Todd LaComba, Chairperson of the Staff Council and Ms. Maddy Longyear, President of the Student Government Association.

There being a quorum present, Mr. Taylor called the meeting to order at 2:45 p.m.

## Report of the Faculty Senate Chairperson

Good afternoon and Happy Homecoming. It is hard to believe we are already halfway through the semester. There is little on this agenda that comes from the Faculty Senate, so these remarks will be fairly brief.

One thing that has been consuming much faculty time and effort has been the biennial review. This is the first year where we have done the reviews electronically, within the Faculty Activities Database software, so there have been new challenges. As expected, there have been a lots of questions, some wrangling, and undoubtedly, in some areas, things have gone smoothly. I am keeping a list as issues as come to me, so that as soon as we are done with the process this year, we will start on revisions to the biennial review process.

We appreciate that there will be raises this year, despite the budget issues. And I know that our lowest paid employees will be also appreciative that there is a floor, such that if 1% of one's pay is less than \$500, they will receive \$500. It has taken a consistent commitment over the years to raise ISU salaries to being competitive with other institutions, and we hope that ISU will commit to continuing to keep salaries competitive.

Thank you, and Go Sycamores!

## Report of the Staff Council Chairperson

Thank you Chairperson Taylor and good afternoon everyone.

Since our last report this summer, we have been busy working on a number of key items for the Staff Council.

First and foremost was a review of by-laws, one that has been nearly 10 years overdue in some sections. While many of these changes are merely grammatical in nature, others will have larger impacts on the efforts of the council and we feel they will help us fulfill our mission.

Along those lines, I am pleased to report that the Staff council has been far more engaged with University leadership than in years past. We have been part of productive meetings with the President and Provost as well as other key administrators and I am already seeing a difference in the approach of the council as they feel more connected to the administration and the work each unit does.

Along those lines, we have started with monthly events on campus to help promote the efforts of the council and build morale. We have already hosted an ice cream truck, had sno cones at the fountain and most recently a cookie bake off, which resulted in 234 items donated to the Sycamore Food Pantry. Also, we are wrapping up our spirit week, where individuals and departments participated in themed days and will end with our participation in the parade tomorrow.

Lastly, I would like to share that we have kicked off our Staff council fundraising efforts through sales of ISU t-shirts which will help boost the Staff council scholarship. This is one of many activities we will use to increase the size of that endowment. We are also working with HR and the Advancement office to re-write criteria for the scholarship to make it more flexible to award and market it to the staff who are working towards their degree.

Thank you.

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Thank you.



## Report of the Vice President for Advancement and CEO of the ISU Foundation

Good afternoon trustees, President Curtis, my campus colleagues, and distinguished guests. Thank you for allowing me to provide you and update on the activities, priorities, and results from the Division of University Advancement. We had a productive summer and coming into fall has not slowed our pace; we are building to another great year of philanthropy for ISU.

I appreciate members of the board of trustees that were able to join us for the annual March On! Awards back in September. This memorable night honored outstanding Sycamores generously giving back to ISU. A new giving society recognizing giving year after year to ISU was officially launched in honor of Dr. Dale McKee. Dale and his family's service and support to ISU has continued for decades. We are honored to name our consecutive years of giving society in honor of the McKee family and Dale. Not only was philanthropy celebrated and recognized, the 200+ attendees were inspired to give back. With the help of a matching gift from our emcees, Mike Alley and Buffy Boulet, an additional \$46,000 was raised in support of ISU that evening.

As we just conducted the annual meeting of the ISU Foundation Board of Directors earlier today, I am happy to announce our new leadership and priorities for the upcoming year. Don Dudine will lead the foundation board as chair with Rich Porter serving as vice chair. Jo Einsteadig will serve as secretary and Mary McGuire as treasurer. We have four new board members, John Crouch, Jo Einsteadig, Marie (Sam) Shanks, and Scott Watson. Our five committees are set and ready to charge forward with their goals. Our division will continue to build a team in support of advancing our university bringing on team members with a laser focus on philanthropy. We are moving forward with the planning stages for the next comprehensive campaign for ISU – more to come here very soon!

In closing, I am pleased to report our development results from our previous fiscal year, ending on June 30, 2019. The Division of University Advancement raised a total of \$8.88 million dollars in cash, pledges, gifts in kind and planned gifts. This was a 40% increase over the previous fiscal year including an increase in each of the four categories previously mentioned. We also had a 16% increase in the number of donors, a 47% increase in first-time donors, and a 15% increase in the number of gifts processed. Generous donors established 14 new endowments to support our University. We celebrated this success during one lunch back in July and now our team is focused on fiscal year 2020. Through the first three months of our current fiscal year, \$3.717 million has been raised with our goal of surpassing the \$10M mark this year.

Thank you for your time and your support of our Indiana State University students, faculty and programs.

## Report of the University President

### Homecoming

Good afternoon and welcome to Homecoming weekend. We are excited to welcome our alumni back to campus and to celebrate the achievements of four alumni who will be recognized during this evening's distinguished alumni awards: retired AT&T executive and former junior high math teacher Patty Butwin, Entrepreneur and philanthropist Michael Holthouse, insurance industry leader Amadou Yattassaye, and internationally recognized journalist, the late Jamal Khashoggi. This is a stellar group of accomplished alumni who have demonstrated the value proposition provided by an Indiana State University education.

I am also looking forward to this afternoon's trike race, tomorrow's parade, tent city and of course, a football victory.

### Introductions

I would now like to recognize some of our cabinet members who will introduce some new members of our ISU community:

- First, I would like to ask General Counsel Katie Butwin to introduce our new staff attorney. (Katie Butwin to introduce A.J. Simonton.)
- It is now my pleasure to recognize Vice President Andrea Angel to introduce our new Associate Vice President for Development. (Andrea Angel to introduce Jeremiah Turner.)
- Next, Executive Director of Government Relations and University Communication Greg Goode will introduce the new Director of University Communication. (Greg Goode to introduce Mark Alesia.)
- I would also like to call upon Provost Mike Licari to help us welcome our new Associate Vice President for Inclusive Excellence and Strategic Initiatives. (Mike Licari to introduce Dr. Rana Johnson.)

Thank you and welcome to our new colleagues. We are looking forward to working together.

### Enrollment Update

This is the first meeting since the fall semester began so I would like to ask Provost Mike Licari to provide a brief update on enrollment.

Thank you, Mike.

### Compensation

Earlier this month, the University announced its plans to provide a 1 percent across-the-board pay raise with a minimum raise of \$500 to all of its employees except the executive level group. Executive level salaries will remain flat. I would like to express my appreciation for the hard

work and diligence it took on behalf of Vice President McKee and the other vice presidents to reach this outcome. This is challenging and important work. We were pleased to be able to provide a pay raise while also keeping our employees' contributions to their health benefits at the same level for the second year in a row. As we move forward, recruitment and retention of students will remain a critical component of this equation.

### **Emergency Preparedness/Response Plan**

This is the time of year when our Office of Public Safety completes an annual review and update of our Campus Emergency Preparedness/Response Plan. I have asked Senior Vice President Diann McKee and Police Chief Joe Newport to provide a brief overview.

Thank you, Diann and Joe.

### **Trustee Orientation/Trustee-in-Residence**

Lastly, I would like to report that our two new trustees, Bob Casey and Casey Phillips, have both completed the new two-day orientation program. I would like to thank the members of my cabinet for their work in putting this program together. We are also beginning the new trustee-in-residence program with Trustee Randy Minas being the first to sign up. He will be visiting Dean Christopher Olsen for a more in-depth look at the College of Arts and Sciences. We are excited to offer these opportunities and appreciate the trustees' willingness to participate.

That concludes my report.

## Report of the Board Chairperson

I would like to extend my welcome to all the new associates who are with us today. We do look forward to your representation, and it is quality people like this that makes a university, so welcome to the team.

Earlier this month we had the fall address, President Curtis gave this and I have commended her several times on a very nice presentation. If you have never attended a fall address, it is the closest that we have to the state of the university address about what is going on for everyone involved. If you never have been, I would highly recommend you attend sometime.

I contributed in a very small way and one of the things that I talked about, my fellow trustees and I have a guide post that we really think about every time that we are making an individual decision. We want to keep the cost of university education as low as possible for all of our students, every one of them. We have been very judicious about tuition increases. I believe we have been that way in the past and rest assured will continue to be. At the same time, we need to have funds in order to get scholarships to those most in need for whom that tuition is still a very high price and also scholarship money for those who are most deserving in terms of merit. And lastly, we need to invest in new academic programs, translated that means faculty and delivery systems that will enhance our retention year to year and lead to greater graduation rates.

That is our prayer, and we can only do that if we have the funds available to do it. We remain, as Mike Licari says, challenged by our enrollment figures. We were a little short last year and a little less short this year but none the less, it causes us to manage tightly. I would say that President Curtis and VP Diann McKee have done a marvelous job in doing that. That said, managing on a short tough line is not fun and managing this way is not a condition that we wish to continue. I know that all of you are on board with our strategic enrollment pivot, and all of us need to pull that wagon in the same direction. It is hard enough if everyone is doing that, and it is next to impossible if some aren't.

So, please get on board and help us with that enrollment pivot which will in fact, absolutely increase retention and enrollment. Believe me, a point of retention is worth three of new enrollment because they have stayed around. Thank you for that and for helping us build that top line as well increase contributions from our foundation. Andrea, once again thank you for that, it truly makes a difference. We will, in fact, accomplish those three important things we as trustees use as guide posts.

### 3a Minutes of the June 21, 2019 and August 2, 2019 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 10:00 a.m. on Friday, June 21, 2019 in the State Room, Tiley Hall and 8:30 a.m. on Friday, August 1 & 2, 2019 in the Stardust Foyer, Columbia Club, Indianapolis, IN.

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, June 21, 2019 at 3:00 p.m.

Trustees present: Ms. Bell, Mrs. Cabello, Mr. Campbell, Mr. Case, Mr. Minas, Mr. Pease, Mrs. Powers, Mrs. Smith and Mr. Taylor.

Trustees absent: None

The Trustees met in a regularly scheduled meeting on Friday, August 2, 2019 at 10:30 a.m.

Trustees present: Ms. Bell, Mrs. Cabello, Mr. Casey, Mr. Minas, Mr. Phillips, Mrs. Powers, Mrs. Smith and Mr. Taylor.

Trustees absent: Mr. Pease

**Recommendation:** Approve the Board Minutes for June 21, 2019 and August 2, 2019 and Certification of Executive Session held on June 21, 2019 and August 1 & 2, 2019.

**On a motion by Mrs. Cabello, seconded by Ms. Bell, the recommendation was approved.**

### 3b1 Lincoln Quad Complex

Over the past decade, significant on-campus student housing renovations have been completed and new buildings added to the overall housing inventory resulting in an increased capacity of 979 on-campus beds. Additionally, private student housing developments adjacent to campus provide increased opportunities for upper-level students to live in renovated spaces and significantly reduce the demand for housing in Lincoln Quad.

Constructed in 1969, the 768 bed Lincoln Quad Complex has served the housing needs of Indiana State University students and student groups for 50 years. While the Complex have been carefully and routinely maintained, the original design of the structure, the age of the buildings, and useful life expectancy of the building systems makes it one of the most challenging on-campus student housing facilities to maintain and operate. The entirety of living and common space, exterior finishes, and mechanical systems have exceeded their life-cycle and are in need of replacement.

It is recommended the Lincoln Quad Complex be decommissioned and taken off-line, effective the end of the spring 2020 semester and slated for demolition. Authorization to begin work on this project is needed to retain architectural and engineering services and receive demolition and site restoration bids. Funding for the project will be from Housing reserve funds.

**Recommendation:** Authorization for the Treasurer of the Board of Trustees to take the following action:

- a. To request any approvals from the Commission for Higher Education, the State Budget Committee, and Governor of the State of Indiana that may be required; and
- b. To engage architectural and engineering services and prepare demolition documents; and
- c. To enter into contracts for demolition of the Lincoln Quad Complex to include site restoration.

**Mrs. Smith reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.**

## 3b2 University Health Benefits Plan for 2020

Medical Coverage: It is recommended that the University's medical plan continue to be administered by Anthem. The University offers employees two plan options – a Preferred Provider Organization (PPO) plan and a High Deductible Health Plan (HDHP). No plan design changes are recommended for either plan for 2020.

Prescription Drug Coverage: It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP). CVS Caremark will continue as prescription drug administrator for this program in 2020.

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

Employee Coverage - Contribution Rates: The following premium rates are recommended for employees effective January 1, 2020 with no increase from the 2019 amounts. The rates, as shown below, are inclusive of medical, prescription drug, dental coverage, wellness screenings, administrative fees, and stop-loss insurance.

### Proposed 2020 ISU Health Coverage Monthly Rates

#### Employee Rates - PPO Plan

	2020 Standard Rate*
Employee	\$241.00
Employee/Child(ren)	\$445.00
Employee/Spouse	\$582.00
Employee/Dependents	\$637.00

#### Employee Rates - High Deductible Health Plan (HDHP)

	2020 Standard Rate*
Employee	\$176.00
Employee/Child(ren)	\$344.00
Employee/Spouse	\$454.00
Employee/Dependents	\$497.00

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

	2020 Standard Rate*
Employee	\$161.00
Employee/Child(ren)	\$298.00
Employee/Spouse	\$390.00
Employee/Dependents	\$427.00

#### 2020 Wellness Incentive & Tobacco Surcharge\*\*

	2020 Monthly Rate Adjustment
Employee Wellness Incentive	(\$30.00)
Spouse Wellness Incentive	(\$20.00)
Employee Tobacco Surcharge	\$50.00
Spouse Tobacco Surcharge	\$50.00

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

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

Retirees Age 65 and Over - Plan Design: It is recommended the fully-insured medical and prescription drug plan for eligible retirees who are age 65 or over be continued with AmWINS with no change in coverage. Express Scripts will underwrite the prescription drug plan for 2020. Eligible retirees under age 65 will be covered by the employee Anthem Plan and may participate in the HDHP until they attain age 65.

Retirees Age 65 and Over - Contribution Rates: Proposed retiree rates for the fully insured retiree medical coverage, Part D prescription drug program and self-insured dental coverage are listed below and will remain the same as in 2019 for retirees electing Rx Plan 1. Rates for retirees electing Rx Plan 2 increased by \$4.88 per month. Rx Plan 2 provides retirees with an expanded Part D prescription drug program.

<b>Medical and Prescription Plan (with self-insured Dental)</b>	<b>Proposed 2020 Retiree Cost (Per Person Per Month)</b>	<b>2019 Retiree Cost (Per Person Per Month)</b>
Rx Plan 1	\$102.00	\$102.00
Rx Plan 2	\$217.88	\$213.00

**Recommendation:** Approval of the health coverage and rates as presented effective January 1, 2020.

**Mrs. Smith reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.**



### 3c Acceptance of Conflict of Interest Disclosure Statements

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

**Recommendation:** Acceptance of the Conflict of Interest Disclosure Statements.

Motion to approve Conflict of Interest Disclosure Statements submitted. Trustees Jeffrey W. Taylor, Robert E. Casey, Jr., Kim Oliphant Smith, Tanya R. Bell (Indiana Black Expo), Cynthia R. Powers, Randall K. Minas (Stifel), Kathleen G. Cabello, Casey J. Phillips, Michael Licari, Andrea Angel, Bridget Butwin, Teresa Exline, Greg Goode, Diann McKee, Andy Morgan, Nancy Rogers, Lester Sherard Clinkscales (Titan Batt LLC), Daniel Pigg (The Sycamore Winery, LLC), Scott Tillman (Trimco Hardware Co.) and Jeff Bensinger (Trimco Hardware Co.)

**On a motion by Ms. Bell, seconded by Mrs. Powers, the recommendation was accepted.**

### 3d Modification to Policy 125 Bylaws of the ISU Board of Trustees

**Rationale:** The administration proposes modification to Policy 125 Bylaws of the ISU Board of Trustees to address inconsistencies with current meeting schedules, references to the Chair of the Board instead of President of the Board, to make clear the Board’s authority to appoint, evaluate, and terminate the University President, and to ensure appointment of the nominating committee is included in the bylaws. The specific clarification about the Board’s authority to appoint, evaluate and terminate the University President is a modification requested in preparation for the 2020 Higher Learning Commission visit.

#### Proposed Language

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

#### 125.1 Article I

**125.1.1 Name.** The name of the Board of Trustees is fixed by the statute of the State of Indiana as INDIANA STATE UNIVERSITY BOARD OF TRUSTEES.

**125.1.2 Name of University.** The name of the University under the control of this Board of Trustees is fixed by statute of the State of Indiana as INDIANA STATE UNIVERSITY.

**125.1.3 Seal.** The seal of the Board of Trustees shall be a circular disc with the words “INDIANA STATE UNIVERSITY” “SEAL” around the outer edge and words “BOARD OF TRUSTEES” in the center.

#### 125.2 Article II

**125.2.1 Membership.** The membership of this Board of Trustees shall conform with the statutes of the State of Indiana governing the membership of the INDIANA STATE UNIVERSITY BOARD OF TRUSTEES.

**125.2.2 Committees.** There shall be a standing Finance Committee of this Board of Trustees.

**125.2.2.1 Charge.** The Finance Committee shall be responsible for safeguarding and monitoring the University’s financial stability and long-term economic health. The Committee serves as the Board’s principal forum for the consideration of matters relating to the University’s business operations, budgeting, financing, financial reporting, and financial reserves.

**125.2.2.2 Membership and Appointment.** The Finance Committee shall consist of three (3) members who shall be appointed by the ~~Chair~~**President**-elect of the Board of Trustees at the meeting of the Trustees at which officers for the coming year are elected.

**125.2.2.2.1 Appointment of Chair.** At the same meeting at which the members of the Finance Committee are appointed by the ~~Chair~~**President**-elect, the ~~Chair~~**President**-elect shall also appoint the chair of the Finance Committee.

**125.2.2.3 Joint Service Allowed.** Members of the Board of Trustees who hold offices may also serve on the Finance Committee.

**125.2.2.4 Term of Service.** The term of service of each member of the Finance Committee shall run from the first meeting following the meeting at which officers of the Board are elected to the next such meeting.

**125.2.2.5 Meetings.** The Chair of the Finance Committee shall call meetings of the Finance Committee when needed, with the same notice provisions applying to the Finance Committee that apply to the Board of Trustees.

**125.2.2.6 No Action, Only Recommendations.** The Finance Committee shall itself have no authority to take action on behalf of the Board of Trustees; the Finance Committee shall make recommendations to the Board of Trustees for Board action on matters that come before it and shall report on its activities at each meeting of the Board of Trustees.

### **125.3 Article III**

#### **125.3.1 Powers of Board of Trustees.**

**125.3.1 Statutory Powers.** In addition to the powers specifically granted by statutes of the State of Indiana, the Board has and may exercise all other implied powers reasonably required for the conduct of the affairs of Indiana State University.

**125.3.1.2 University President.** The Board will appoint and regularly evaluate the University President and, when the Board deems it necessary, may terminate the President.

**125.3.1.3 Contracts.** The Board may from time to time, by resolution, prescribe the manner in which contracts shall be executed on behalf of the Board. In the absence of such provision, all contracts shall be executed by the Chair or Vice Chair and attested by the Secretary or Assistant Secretary.

### **125.43 Article IV**

#### **125.4.13-1 Meetings and Powers of the Board of Trustees**

**125.4.1.13-1-1 Annual Meeting.** An annual meeting of the Board of Trustees shall be held each year for the purpose of electing officers and the transaction of such other business as may be brought before the meeting.

**125.4.1.1.13.1.1.1 Place and Time.** Such meeting shall generally, but not necessarily, be held on the Friday preceding May commencement each year, at the hour and place specified in the notice of the meeting.

**125.4.1.1.23.1.1.2 Notice.** The Secretary shall give five (5) days' notice of such annual meeting in person or by mail, telephone, or telegraph.

**125.4.1.1.33.1.1.3 Delayed Annual Meeting.** In the event of failure to hold an annual meeting, a delayed annual meeting may be held on a later date upon being called by any two (2) members of the Board or by the ~~Chair~~ **President** of the Board. **Five (5) days' notice of such delayed annual meeting shall be given by the Secretary in the same manner specified for the annual meeting.**

~~**125.3.1.1.3.1 Notice for Delayed Annual Meeting.** Five (5) days' notice of such delayed annual meeting shall be given by the Secretary in the same manner specified for the annual meeting.~~

**125.4.1.23.1.2 Regular Meetings.** The Board of Trustees shall hold five regular meetings each year, in addition to the annual meeting. However, any regular meeting may be canceled with the consent of at least a majority of the members of the Board.

**125.4.1.2.13.1.2.1 Dates.** Generally, but not necessarily, a regular meeting of the Board shall be held at the hour and place specified in the notice of meeting, as follows:

~~a. The first Thursday and Friday following Labor Day~~

~~a~~b. The Friday of Homecoming weekend

~~b~~c. The Friday preceding December commencement

~~c~~d. The third Thursday and Friday of February

**d. The Friday preceding May commencement**

e. A date to be determined each year for the Board of Trustees to conduct an annual retreat and conduct a performance review of the President of the University.

**125.4.1.2.2 Additional Meeting.** In odd years, the Board of Trustees may schedule an additional meeting to meet its legal obligation to set tuition and fees.

**125.4.1.2.33.1.2.2 Notice.** The Secretary shall give five (5) days' notice of each regular meeting in person or by mail, telephone, or telegraph.

**~~125.4.1.3.1.3~~ 125.4.1.3.1.3 Special Meetings.** A special meeting of the Board may be called on any date by the ~~Chair~~**President** of the Board or by a majority of the members of the Board, and may be held at such hour and at such place within the State of Indiana as shall be fixed in the notice of such meeting.

**~~125.4.1.3.1.3.1~~ 125.4.1.3.1.3.1 Notice.** Notice of a special meeting shall be mailed or given personally or by telephone or telegraph by the Secretary to each member not less than five (5) days in advance of such meeting.

**~~125.4.1.4.3.1.4~~ 125.4.1.4.3.1.4 Participation by Electronic Communication.** A trustee not physically present at a meeting of the Board of Trustees for which there is only one agenda item (for example, the annual organizational meeting where the only item of business is the election of officers or an emergency meeting called for the purpose of disposing of one issue) may participate by electronic communication, in accordance with Indiana law.

**~~125.4.1.4.1.3.1.4.1~~ 125.4.1.4.1.3.1.4.1** The minimum number of Trustees who must be physically present at the place where the meeting is conducted is the greater of two (2) or one-third (1/3) of the members.

**~~125.4.1.4.2.3.1.4.2~~ 125.4.1.4.2.3.1.4.2** All votes of the Board of Trustees during any electronic meeting must be taken by roll call.

**~~125.4.1.5.3.1.5~~ 125.4.1.5.3.1.5 Quorum for Meeting.** At all meetings of the Board there shall be present at least a majority of all of the members in order to constitute a quorum. If at any meeting there shall be less than a quorum present, such meeting may be adjourned from time to time until a quorum is present.

**~~125.3.1.5.1~~ 125.3.1.5.1 Quorum for Vote.** All action taken by the Board at any meeting shall be approved by vote of at least a majority of the members of the Board at the time holding office.

**~~125.4.1.6.3.1.6~~ 125.4.1.6.3.1.6 Waiver of Notice.** Notice of any meeting may be waived in writing by any member of the Board, and the presence in person of a member at a meeting shall be deemed to be a waiver of notice of such meeting by such member.

**~~125.3.1.7~~ 125.3.1.7 Powers of Board of Trustees.** ~~In addition to the powers specifically granted by statutes of the State of Indiana, the Board has and may exercise all other implied powers reasonably required for the conduct of the affairs of Indiana State University. The Board may from time to time, by resolution, prescribe the manner in which contracts shall be executed on behalf of the Board. In the absence of such provision, all contracts shall be executed by the President or Vice President and attested by the Secretary or Assistant Secretary.~~

**~~125.4.1.7.3-1.8~~ Attendance.** Any Trustee not in attendance for two (2) or more meetings, whether regular, special, or annual, during any year shall be subject to the Board conveying notice of such absences to the Governor of the State of Indiana.

**~~125.4.1.7.13-1.8-1~~** For these purposes, any meeting attended by electronic means counts as regular attendance.

## **125.54 Article V**

**~~125.5.14-1~~ Election of Officers.** ~~The Chair shall appoint a nominating committee to present a slate of officers at the annual meeting.~~ At its annual meeting the Board of Trustees shall elect from among its membership a President, a Vice President, a Secretary, and an Assistant Secretary. The working titles of the President and the Vice President shall be "Chairperson" and "Vice Chairperson," and the same shall be used throughout this Article IV.

**~~125.5.1.14-1-1~~ Term.** Each officer shall be elected for a term of one (1) year or until a successor shall be elected and qualified.

**~~125.5.1.24-1-2~~ Succession to Office.** Unless an individual is no longer a member of the Board, it shall be the normal practice of the Board to elect each officer to two (2) one-year terms, with the Vice ~~Chair~~**President** then moving to the office of ~~Chair~~**President** and the Secretary then moving to the office of Vice ~~Chair~~**President**. Notwithstanding this, a nominating committee shall meet each year to develop and recommend a slate of officers to the Board.

**~~125.5.24-2~~ Vacancies of Office.** Whenever any vacancy shall occur in any office by death, resignation or otherwise, the same shall be filled by the Board of Trustees and the officer so elected or appointed shall hold office for the balance of the term of said office or until a successor is chosen and qualified.

**~~125.5.34-3~~ Chairperson.** The Chairperson shall preside at all meetings of the Board of Trustees, discharge all the duties which devolve upon a presiding officer, and perform such other duties as the bylaws provide or the Board of Trustees may prescribe.

**~~125.5.44-4~~ Vice Chairperson.** The Vice Chairperson shall perform all duties incumbent upon the Chairperson during the absence of or disability of the Chairperson, and perform any such other duties as the bylaws may require or the Board of Trustees may prescribe.

**~~125.5.54-5~~ Secretary.** The Secretary shall keep a record of the proceedings of all meetings and shall notify the members of all regular and special meetings and shall further be responsible for carrying on all correspondence as directed by the Board of Trustees. S/he shall also perform and discharge such other duties as the bylaws provide or the Board of Trustees may prescribe.

**125.5.64.6 Assistant Secretary.** The Assistant Secretary shall perform all duties incumbent upon the Secretary during the absence of or disability of the Secretary, and perform such other duties as the bylaws may require or the Board of Trustees may prescribe. The Board of Trustees may, from year to year, determine to leave this position vacant.

**125.5.74.7 Treasurer.** The Treasurer shall be the Treasurer of the University, shall not be a member of the Board of Trustees, and shall have custody of all funds and securities of the University which may come into his/her hands. S/he shall deposit the same to the credit of the University in such banks or depositories as the Board of Trustees shall direct. S/he shall keep an accurate account of all funds and securities, disburse and dispose of the same under the direction of the Board of Trustees and perform all acts incident to the position of Treasurer subject to order of the Board of Trustees and such other duties as the Board of Trustees may prescribe.

## **125.5 Article VI**

**125.5.1 Amendments.** The power to make, alter, amend or repeal these bylaws is vested in the Board of Trustees, but the affirmative vote of a majority of the members of the Board of Trustees for the time being shall be necessary to effect any alteration, amendment or repeal.

**Recommendation:** Approve proposed modifications to Policy 125 Bylaws of the ISU Board of Trustees.

**On a motion by Mrs. Cabello, seconded by Mr. Minas, the recommendation was approved.**

### 3e Naming of the Center for Science Research

Dr. William “Bill” Brett was a dynamic presence synonymous with scientific teaching and research at Indiana State University. He served as a faculty member for 37 years and continued to teach on a part-time basis after retirement, amassing an incredible 57 years of service to Indiana State University. He also served as chairperson of the Life Sciences Department for 15 years. He was a recipient of the Caleb Mills Teaching Award and the first recipient of the Indiana State University President’s Medal. He earned his bachelor’s degree at Northern Illinois University, his master’s degree at Miami University and his Ph.D. from Northwestern University. During WWII, he served as a pilot in the 101<sup>st</sup> Airborne of the U.S. Army Air Force, earning the EAME Theatre ribbon with Silver and Bronze Star Medals.

Mrs. Judith L. Brett intends to honor her late husband through a significant gift in support of his passions, research and teaching, at the undergraduate level. The intent of this endowment is to support Summer Undergraduate Research Experiences (SURE), which will be housed in the Dr. William “Bill” Brett Center for Scientific Research.

The gift will be used to fund programmatic needs for the SURE program, as determined by the Dean of the College of Arts and Sciences or his/her designee.

In acknowledgement of this significant gift, it is recommended that the second floor of the Science Building be named the Dr. William “Bill” Brett Center for Science Research. The naming is consistent with the University’s Naming Policy 665.

**Recommendation:** Approval of the naming of the second floor of the Science Building to be the Dr. William “Bill” Brett Center for Science Research subject to/consistent with University Policy 665.

**On a motion by Mr. Taylor, approve by acclamation, the recommendation was approved.**



### **3f Proposed Modification to Policy 125 Bylaws of the ISU Board of Trustees to add Conflict of Interest Bylaw**

**Rationale:** The administration proposes modification to Policy 125 Bylaws of the ISU Board of Trustees to recognize trustee commitment to integrity and transparency in managing financial and personal conflicts of interest by adoption of a more comprehensive conflict of interest requirement.

#### **Proposed Addition to Bylaws**

##### **125.6 Article V**

**125.6.1 Conflict of Interest.** Members of the Board of Trustees are expected to avoid perceived or actual conflicts of interest. A conflict of interest may occur if the Trustee, the Trustee's spouse, children, or other member of the Trustee's household has current or potential financial or personal interests that reasonably may impair the Trustee to meet the Trustee's responsibilities to the University. Financial or personal interests may be related to organizations in which the Trustee is an employee, director, employee, member, partner or trustee or in which Trustee has a financial or other interest. Actual or perceived conflicts of interests may also arise because of Trustee personal relationships with faculty, staff, students, applicants, contractors, vendors or others who engage with the University in educational, civic, charitable, commercial or other activities.

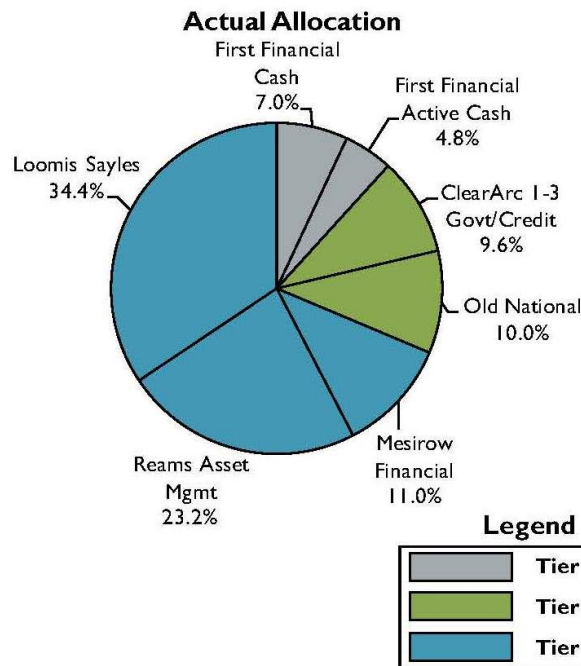
**125.6.2 Disclosure of Conflict of Interest.** Trustees will disclose to the Board any actual or perceived conflicts of interest as soon as reasonably practicable, and disclosure by the Trustee must be made before discussion of any matter under consideration at a Board or Committee meeting. If a Trustee is uncertain if an actual or perceived conflict of interest exists, the Trustee is advised to discuss the matter with the Board Chair. No Trustee shall vote on any matter in which there is or could be a conflict of interest. The minutes of a Board or Committee meeting shall reflect that such a disclosure was made and that the Trustee abstained from voting on the issue involving the conflict.

**Item is provided for information only and will be presented for action at the December 2019 Meeting of the Board of Trustees.**

## 4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2019.

### Indiana State University Operating Funds Plan Summary Period Ended March 31, 2019



Manager	Market Value
ISU-First Financial Cash	\$10,739,470
ISU-First Fincl. Active Cash	\$7,403,348
ISU-ClearArc	\$14,811,186
ISU-Old National	\$15,476,479
ISU-Mesirow Fincl.	\$17,050,030
ISU-Reams Asset Mgmt.	\$35,902,825
ISU-Loomis Sayles	\$53,139,320
<b>ISU-Total Fund</b>	<b>\$154,522,660</b>

March 31, 2019			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$10,739,470	7.0%	\$10mm - \$25mm
First Financial Active Cash	\$7,403,348	4.8%	
	<b>\$18,142,819</b>	<b>11.7%</b>	
<b>Tier II</b>			
ClearArc I-3 Year Govt/Credit	\$14,811,186	9.6%	\$25mm - \$30mm
Old National Intermediate	\$15,476,479	10.0%	
	<b>\$30,287,665</b>	<b>19.6%</b>	
<b>Tier III</b>			
Mesirow Core Total Return	\$17,050,030	11.0%	Remaining Balance
Reams Asset Management Core	\$35,902,825	23.2%	
Loomis Sayles Core Plus	\$53,139,320	34.4%	
	<b>\$106,092,176</b>	<b>68.7%</b>	
	<b>\$154,522,659</b>	<b>100.0%</b>	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**  
**CURRENT QUARTER ENDED MARCH 31, 2019**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$8,184,823	\$2,495,504	\$59,143	\$10,739,470
ISU-First Fincl. Active Cash	\$7,348,037	(\$3,019)	\$58,330	\$7,403,348
ISU-ClearArc	\$14,608,293	(\$6,164)	\$209,057	\$14,811,186
ISU-Old National	\$15,100,381	(\$8,874)	\$384,972	\$15,476,479
ISU-Mesirow Fincl.	\$16,535,594	(\$14,953)	\$529,389	\$17,050,030
ISU-Reams Asset Mgmt.	\$34,969,235	(\$29,459)	\$963,049	\$35,902,825
ISU-Loomis Sayles	\$51,792,391	(\$52,003)	\$1,398,932	\$53,139,320
<b>ISU-Total Fund</b>	<b>\$148,538,755</b>	<b>\$2,381,033</b>	<b>\$3,602,872</b>	<b>\$154,522,660</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**  
**FISCAL YEAR TO DATE ENDED MARCH 31, 2019**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$9,594,461	\$988,339	\$156,670	\$10,739,470
ISU-First Fincl. Active Cash	\$7,278,913	(\$8,645)	\$133,080	\$7,403,348
ISU-ClearArc	\$14,394,917	(\$25,747)	\$442,017	\$14,811,186
ISU-Old National	\$14,879,426	(\$26,597)	\$623,650	\$15,476,479
ISU-Mesirow Fincl.	\$16,336,733	(\$45,186)	\$758,484	\$17,050,030
ISU-Reams Asset Mgmt.	\$34,334,348	(\$88,181)	\$1,656,658	\$35,902,825
ISU-Loomis Sayles	\$51,351,028	(\$154,386)	\$1,942,678	\$53,139,320
<b>ISU-Total Fund</b>	<b>\$148,169,825</b>	<b>\$639,598</b>	<b>\$5,713,236</b>	<b>\$154,522,660</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 March 31, 2019 Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Since Inception
<b>ISU-Tier 1</b>	<b>0.66</b>	<b>2.28</b>	<b>1.28</b>	<b>0.91</b>	<b>0.77</b>	<b>0.70</b>
ISU-First Financial Cash	0.55	2.05	1.33	0.88	0.71	0.63
3 Month T-Bill	0.60	2.12	1.19	0.74	0.56	0.48
ISU-First Fincl. Active Cash	0.79	2.34	1.21	0.92	0.83	0.81
FTSE:Treasury Bench 1Y	0.84	2.45	1.24	0.88	0.72	0.67
<b>ISU-Tier 2</b>	<b>2.00</b>	<b>3.88</b>	<b>1.65</b>	<b>1.93</b>	<b>1.77</b>	<b>1.88</b>
ISU-ClearArc	1.43	3.46	1.70	1.55	1.39	1.43
ClearArc:1-3 Yr G/C Comp	1.39	3.40	1.64	1.48	1.37	1.43
Blmbg:Gov/Cred 1-3 Yr	1.21	3.03	1.32	1.22	1.13	1.15
ISU-Old National	2.55	4.27	1.61	2.31	2.14	2.33
Old Nat'l: Interm Comp	2.50	4.39	1.70	2.41	2.30	2.46
Blmbg:Int Gov/Cred	2.32	4.24	1.66	2.12	2.00	2.22
<b>ISU-Tier 3</b>	<b>3.10</b>	<b>4.53</b>	<b>3.17</b>	<b>3.07</b>	<b>3.49</b>	<b>3.91</b>
ISU-Mesirow Fincl.	3.20	4.53	2.28	2.84	2.72	3.05
Mesirow:Core Comp	3.20	4.57	2.25	2.85	2.75	3.11
Blmbg:Aggregate	2.94	4.48	2.03	2.74	2.48	2.82
ISU-Reams Asset Mgmt.	2.75	5.24	2.15	2.84	2.78	3.28
Reams:Core Comp	2.73	5.32	2.34	2.74	2.78	3.30
Blmbg:Aggregate	2.94	4.48	2.03	2.74	2.48	2.82
ISU-Loomis Sayles	3.30	4.05	4.13	3.30	4.21	4.59
Loomis:Core Plus Comp	3.58	4.05	4.06	3.29	4.05	4.56
Blmbg:Aggregate	2.94	4.48	2.03	2.74	2.48	2.82
<b>ISU-Total Fund</b>	<b>2.60</b>	<b>4.18</b>	<b>2.74</b>	<b>2.63</b>	<b>2.84</b>	<b>3.02</b>
<b>ISU-Total Fund-Net</b>	<b>2.52</b>	<b>3.84</b>	<b>2.41</b>	<b>2.30</b>	<b>2.52</b>	<b>2.71</b>
<b>Total Fund Target*</b>	<b>2.17</b>	<b>3.76</b>	<b>1.74</b>	<b>2.08</b>	<b>1.86</b>	<b>2.07</b>

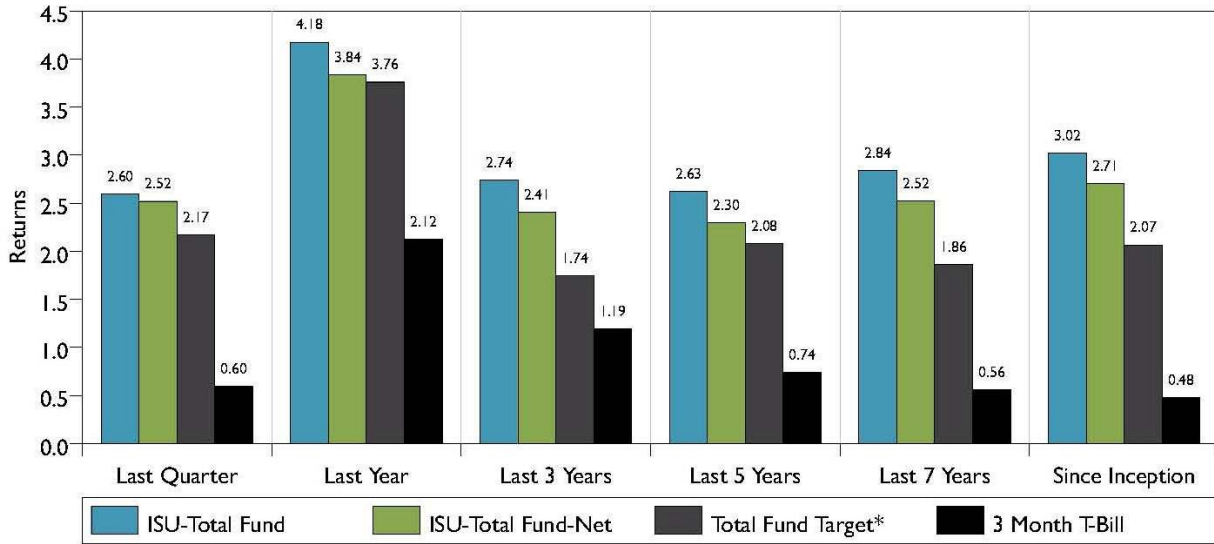
Total Fund Target\* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

## RETURN SUMMARY PERIOD ENDED MARCH 31, 2019

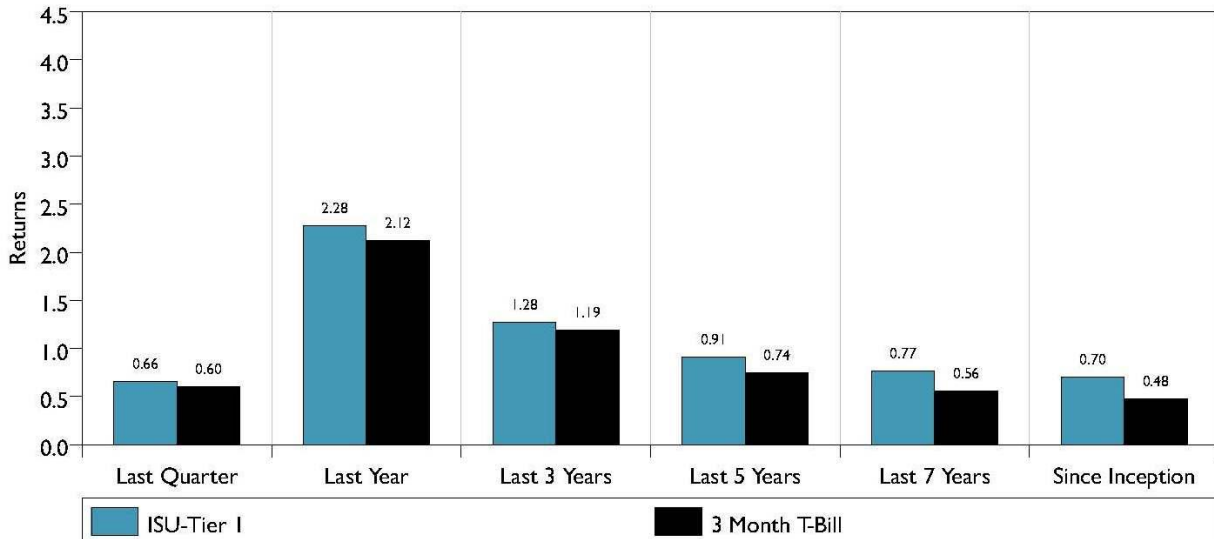
### Total Fund Performance

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 March 31, 2019  
Inception Date: October 1, 2010



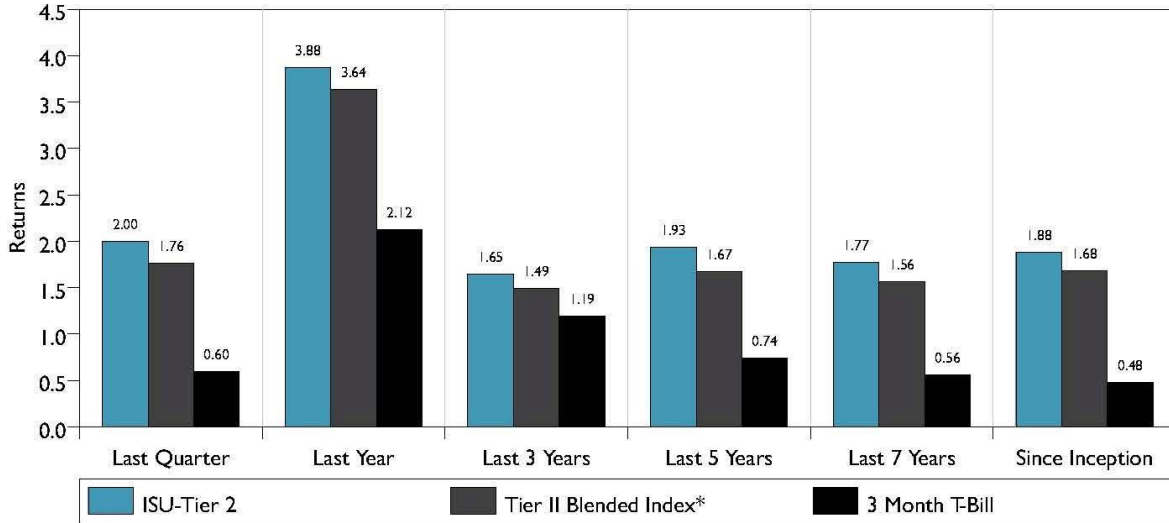
ISU Tier I Returns  
for Various Time Periods  
Current Quarter Ending March 31, 2019  
Inception Date: October 1, 2010



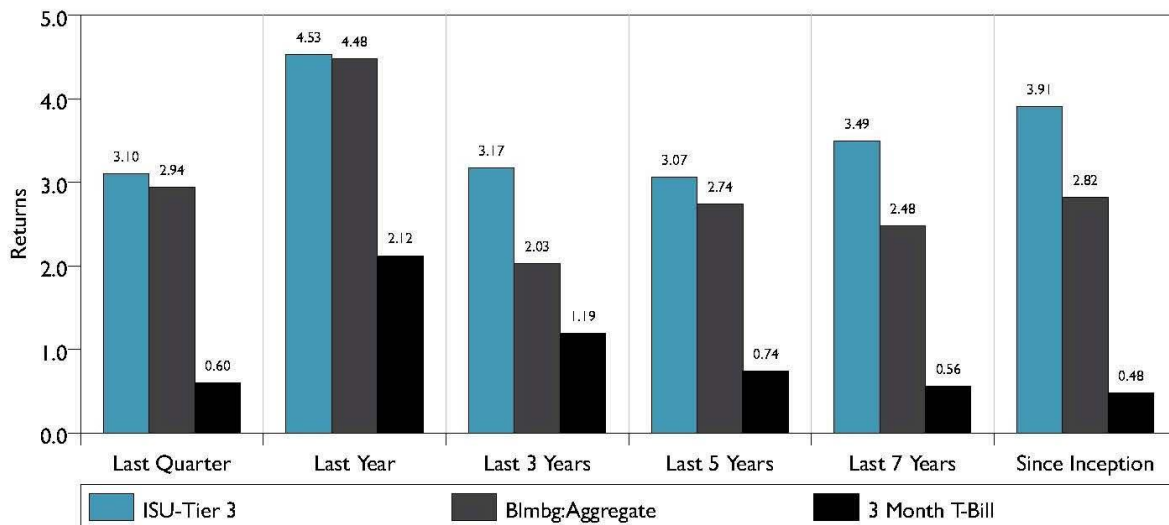
**RETURN SUMMARY**  
**PERIOD ENDED MARCH 31, 2019**

**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 March 31, 2019  
 Inception Date: October 1, 2010



ISU Tier 3 Returns  
 for Various Time Periods  
 Current Quarter Ending March 31, 2019  
 Inception Date: October 1, 2010



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

## 4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending June 30, 2019							
	2018-19 Base Budget	2018-19 Adjusted Budget	YTD through 6/30/19*	Percent of Adjusted Budget	2017-18 Adjusted Budget	YTD through 6/30/18*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 65,573,788	\$ 65,573,788	\$ 65,573,788	100.0%	\$ 65,154,447	\$ 65,154,447	100.0%
Student Success Appropriation	2,350,000	2,350,000	2,350,000	100.0%	2,350,000	2,350,000	100.0%
Debt Service Appropriation	11,649,230	11,959,109	11,959,109	100.0%	9,048,068	9,048,068	100.0%
Sub-Total State Appropriations	79,573,018	79,882,897	79,882,897		76,552,515	76,552,515	
Student Tuition	107,570,371	107,570,371	98,091,404	91.2%	105,403,594	102,968,157	97.7%
Other Fees and Charges	2,031,500	2,035,277	2,171,121	106.7%	2,124,875	2,424,352	114.1%
Other Income and Transfers	7,025,111	7,025,111	6,962,754	99.1%	6,221,903	6,248,796	100.4%
<b>Total Budgeted Revenue</b>	<b>\$ 196,200,000</b>	<b>\$ 196,513,656</b>	<b>\$ 187,108,176</b>		<b>\$ 190,302,887</b>	<b>\$ 188,193,820</b>	
Encumbrances and Carryforward		10,070,397	10,070,397		11,201,000	11,201,000	
Reimbursements and Income Reappropriated From Other Sources		5,976,136	5,976,136		5,074,560	5,074,560	
<b>Total Revenues</b>	<b>\$ 196,200,000</b>	<b>\$ 212,560,189</b>	<b>\$ 203,154,709</b>	<b>95.6%</b>	<b>\$ 206,578,447</b>	<b>\$ 204,469,380</b>	<b>99.0%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 90,770,472	\$ 91,067,336	\$ 89,919,231	98.7%	\$ 90,748,618	\$ 89,740,340	98.9%
Fringe Benefits	27,741,146	26,805,396	26,791,029	99.9%	27,488,663	27,475,348	100.0%
Sub-Total Compensation	118,511,618	117,872,732	116,710,260	99.0%	118,237,281	117,215,688	99.1%
Departmental Expenses							
Supplies and Related Expenses	16,069,091	19,725,949	14,455,210	73.3%	19,339,189	16,507,236	85.4%
Repairs and Maintenance	4,642,080	6,513,360	6,121,321	94.0%	6,938,173	6,223,949	89.7%
Other Committed Expenses	1,310,348	1,330,299	1,330,299	100.0%	1,182,190	1,182,190	100.0%
Sub-Total Departmental Expenses	22,021,519	27,569,608	21,906,830	79.5%	27,459,552	23,913,375	87.1%
Utilities and Related Expenses	11,229,954	10,058,933	10,058,933	100.0%	9,742,857	9,742,857	100.0%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,466,754	1,466,754	100.0%	1,219,271	1,203,138	98.7%
Operating Equipment	2,064,542	2,816,023	1,788,841	63.5%	3,361,827	2,085,638	62.0%
Capital Improvements	4,600,000	4,158,008	4,158,008	100.0%	4,203,528	4,203,528	100.0%
Sub-Total Equipment & Other Capital	8,275,271	8,440,785	7,413,603	87.8%	8,784,626	7,492,304	85.3%
Student Scholarship and Fee Remissions	13,837,428	18,171,041	17,971,041	98.9%	17,279,101	17,054,779	98.7%
Laptop Scholarship Program	1,415,000	1,114,472	1,114,472	100.0%	1,185,949	1,185,949	100.0%
Academic Debt Service	12,257,230	12,567,109	12,567,109	100.0%	9,048,068	9,048,068	100.0%
Reserve for Strategic Initiatives	1,158,973	-	-	0.0%	1,442,921	1,442,921	100.0%
Reserve for Student Success	1,219,007	-	-	0.0%	-	-	0.0%
Budgeted Reserve	5,374,000	-	-	0.0%	2,102,960	2,102,960	100.0%
Transfers Out and Program Fees	900,000	7,360,029	7,360,029	100.0%	9,186,065	9,186,065	100.0%
<b>Total Expenditures</b>	<b>\$ 196,200,000</b>	<b>\$ 203,154,709</b>	<b>\$ 195,102,277</b>	<b>96.0%</b>	<b>\$ 204,469,380</b>	<b>\$ 198,384,966</b>	<b>97.0%</b>
*Includes encumbrances and open commitments							

## Revenues

### Student Tuition

Fall semester tuition was below budget by \$4,051,649, Spring semester tuition below budget by \$4,134,327 and Summer tuition below budget by \$1,286,350 for total tuition shortfall of \$9.48 million. Of this amount, \$5.4 million was budgeted reserves, as well as implementing a 3% reserve on all general fund supply and expense, repair and maintenance, capital budgets, and auxiliary funds receiving student fees. The 3%

reserve generated an additional \$.9 million with the remaining shortfall being covered by additional reserves and year-end reversions.

#### Other Fees and Charges

Other Fees and Charges were above budget by \$135,844. Late registration, change of course fees, collection fees, undergraduate admission fees, program fees and strategic off-campus fees were above budget, while deferment fees, college challenge, and graduate admission fees are below budget.

#### Other Income and Transfers

Other Income and Transfers were below budget due to reduced indirect cost recovery and library fines. The increased revenue from the previous year was a result of budgeted interest income on non-fee replaced debt service and increased utility reimbursement by Residential Life.

#### Reimbursements and Income Reappropriated from Other Sources

Income from these sources increased \$901,576 from the 3% reserve from auxiliary operations receiving tuition fees and close-out of dormant funds by Academic Affairs.

### **Expenses**

Adjusted budget totals at June 30, 2019 and June 30, 2018 reflect all year-end adjusting entries including transfers of budget reversions to expenditure lines with shortfalls.

#### Compensation

Compensation Expense is below last year's amount by \$505,428. Salaries and wages are up \$178,891 to reflect increased administrative and instructional costs while support staff, overtime, graduate assistantships and student wages decreased. Fringe benefits decreased \$684,319 due to a decreased number of retirements during the year and stable medical costs. Reversions from salaries and benefits totaling \$3,780,591 were allocated to cover other general fund budget shortfalls.

#### Departmental Expenses

Departmental Expenses decreased by \$2,006,545. Supplies and Related expenses decreased by \$2,052,026 as a result of lower search expenses, reduced postage, printing, advertising and computer software. Repairs and Maintenance decreased by \$102,628 due to lower general campus maintenance costs. Other Committed Expenses increased \$148,109 due to increased insurance and Johnson Control expenses.

#### Utilities and Related Expenses

Utilities and Related Expenses increased \$316,076 over the prior year reflecting increased electrical and sewage costs offsetting lower water and natural gas costs. Utilities reversions were used to cover other operating budget shortages.

#### Equipment and Other Capital

Equipment and Other Capital decreased \$78,701 from the previous year. Library Acquisitions increased \$263,616. Operating Equipment decreased by \$296,797 to reflect decreased student media equipment and Facilities Management vehicle purchases.

#### Student Scholarship and Fee Remissions



Student Scholarship and Fee Remissions shows an increase of \$916,262 which reflects growth in the scholarships that students qualify for on merit-based aid and the addition of the BEST scholarship in the College of Education. The overall scholarship shortfall of \$3,345,575 was covered with reversions from other budget lines. Laptop scholarships expense decreased by \$71,477 and the \$300,854 reversion was used to help offset the overall budget shortfall in Student Scholarships and Fee Remissions.

#### Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and also includes the non-fee replaced debt service that is funded by interest income. The growth in expense of \$3,519,041 is the result of the addition of Bond Series S (Hulman Center) and the non-fee replaced debt of Hulman Center and Scott College of Business. The debt service appropriation and Other Income and Transfers reflect this increase.

#### Reserve for Strategic Initiatives

Of the \$1,158,973 base budget for Strategic Initiatives, \$127,720 was transferred to other budget lines. The remaining \$1,031,253 was used to cover the tuition revenue shortfall.

#### Reserve for Student Success

Student Success Reserve was used to offset costs related to various student success activities.

#### Budgeted Reserve

The Budgeted Reserve of \$5,374,000 was used to offset the tuition revenue shortfall.

#### Transfers Out and Program Fees

Transfers Out and Program Fees decreased by \$1,826,036. This reflects the reduction of \$1,442,921 of strategic initiatives transferred as one-time investments in 2018 that were used to cover revenue shortfalls in 2019. The remaining reduction is funding for the Library and Root Hall classroom upgrades that were funded in 2018 by Academic Affairs.

## 4c Purchasing Report

### Purchase Order Activity for Period June 6, 2019 to September 18, 2019

#### Purchases Over \$50,000

##### One Bid Received, Nine Bids Solicited

Henry Schein Inc	P0086144	Bone Density Scanner	\$75,338.00
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##### Sole Source, Standardized With Existing Equipment

Life Technologies	P0085737	Genetic Analyzer	\$85,000.00
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##### Sole Source, Standardized With Existing Equipment

Vincent Lighting Systems Co Inc	P0086578	Dimmer Rack Upgrade	\$99,500.00
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## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period June 1-30, 2019 (Fiscal Year 19) in excess of \$250,000:

Hoosier Aviation LLC	\$ 252,661	Repair of Airplanes for Flight Academy; Plane Fuel
Apple Computer Inc	\$ 267,175	Computer Equipment Purchases; Laptop/iPad Scholarships
Manpower Incorporated	\$ 370,017	Temporary Employee Services

Previously Reported Vendors with Purchases Exceeding \$250,000 in FY19

Terre Haute Transit Utility	\$ 252,600	Bus Services for ISU Students
Byrne & Jones Construction Inc	\$ 258,520	Football Turf
Registry for College and University Presidents	\$ 274,803	Interim Vice President for Enrollment Management and Interim Vice President for Development Services
Express Services Inc	\$ 281,241	Temporary Employee Services
Vectren Energy Delivery	\$ 281,901	Utility Payments
Nalco Company	\$ 288,095	Water Purification Chemicals
Fathom SEO LLC	\$ 296,490	Marketing Automation Implementation and Enrollment Messaging
Duncan Video Inc	\$ 312,573	Student Media Video Equipment
Johnson Controls Fire Protection LP	\$ 328,902	Rankin Data Center; Fire Suppression Services
SoftChoice Corporation	\$ 342,847	Maintenance on EES System and Licensing Software
Starbucks Coffee Co	\$ 348,883	Starbucks Build-Out
arcDESIGN	\$ 355,203	Starbucks Build-Out; Science Building Corridors; Fine Arts Building; Dreiser Feasibility; Heritage Lounge Renovation
Otis Elevator	\$ 355,891	Maintenance Agreement for Campus Elevators; Elevator Repairs
Ricoh USA Inc	\$ 360,379	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases
Pacesetter Sports	\$ 367,433	Athletic Gear & Equipment
Associated Roofing Professionals Inc	\$ 371,676	Campus-Wide Roof Repairs; New Theater Roof Replacement; Condit House Roof Replacement
Wells Fargo Vendor Financial Services LLC	\$ 372,109	Copier Lease Payments
Office Works	\$ 386,597	Rhoads Hall Case Goods; CHHS Renovation Case Goods
Ellucian Company LP	\$ 387,784	Banner Software Maintenance
Chard Snyder & Associates Inc	\$ 388,033	Flexible Spending Account Claims
Key Government Finance Inc	\$ 392,332	Networking Software Maintenance Agreement
Williams Aviation LLC	\$ 419,212	Maintenance and Repairs of Airplanes for Flight Academy
Crown Electric Inc	\$ 437,393	Campus-Wide Electrical Repairs; University Apartments Emergency Generator; New Theater & Landini Center Fire Alarm Replacement; New Theater Lobby Renovations
Rural Health Innovation Collaborative	\$ 453,544	Partner Contribution for Simulation Center Operational Expenses
Guy Brown Management	\$ 463,402	Office Supplies
Union Associated Physicians Clinic LLC	\$ 478,649	Student Health Center Services
Blackboard Inc	\$ 489,552	Blackboard Software Maintenance and Storage
JWF Specialty Co.	\$ 504,111	Workman's Compensation
Indiana-American Water Company	\$ 609,664	Water Utility Payments
National Environmental Services Corp	\$ 666,000	Hulman Center Asbestos Abatement
RJE Interiors Inc	\$ 709,001	Furniture Purchases for Science Building Corridors, CHHS Renovation; Miscellaneous Furniture Purchases
Barnes & Noble Booksellers	\$ 731,489	Textbook Scholarships
Delta Dental Plan of Indiana	\$ 929,359	Dental Claims Reimbursements
USI Insurance Services LLC	\$ 936,217	Commercial Liability Insurance; Cyber Liability Insurance
Sycamore Engineering Inc	\$ 948,305	University Apartments Fire Suppression; Theater Electrical and Lighting; Electrical Infrastructure Upgrades
Unum Life Insurance Company of America	\$ 1,032,730	Life and Long Term Disability Insurance
ONI Risk Partners Inc	\$ 1,189,698	Athletic Medical, Flight Academy, Workers Compensation, and Commercial Property Insurance Policies
Network Solutions Inc	\$ 1,294,796	Networking Equipment and Software Maintenance and Licenses; Networking Equipment for CHHS Renovation
Evan and Ryan Electrical Contractors Inc	\$ 1,357,665	Holmstedt Restroom Renovation; Holmstedt Classrooms; Starbucks Build-Out; Root Hall Classrooms; Landsbaum Simulator Lab; Library Basement Study Room; Holmstedt Hall South Entry Lobby; Career Center Renovations; Root Hall Restrooms; Root Hall Lower Level Classrooms

EDF Energy Services LLC	\$ 1,443,920	Natural Gas Purchases
City of Terre Haute	\$ 1,492,202	Sewage Utility Payments; Campus Fire Protection
500 Wabash Housing LLC	\$ 1,535,340	500 Wabash Lease Payments
Pepper Construction Co of Indiana LLC	\$ 1,536,479	Sycamore Dining Renovation
AmWins/NEBCO Group Benefits	\$ 1,832,367	Retiree Insurance Coverage
Ratio Architects Inc	\$ 1,870,488	Architectural Services for CHHS Renovation; Rhoads Hall and Hulman Center; Sycamore Dining Renovations
Riverside Technologies Inc	\$ 1,987,299	Computer Equipment Purchases; Laptop/iPad Scholarships
CVS Pharmacy Inc	\$ 3,950,672	Prescription Drug Coverage
Duke Energy	\$ 6,862,253	Electricity Utility Payments
Weddle Bros Building Group LLC	\$ 11,440,899	Fine Arts Renovation
TIAA CREF	\$ 11,648,825	Retirement Contributions
Sodexo Inc and Affiliates	\$ 13,413,297	Dining and Catering Services
Anthem Life Insurance Company	\$ 13,664,748	Health Care Benefits and Reimbursements of Medical Claims (as of 1/1/2017)
Hannig Construction Inc	\$ 24,465,181	Science Building Corridor Renovations; Rhoads Hall Renovation; CHHS Renovation; Tirey/Tilson Roof and Masonry Repairs; Root Hall Classrooms; University Hall Accessible Entrance; Hulman Center Renovation

The following vendors have accumulated purchases from the University for the time period July 1, 2019 through August 31, 2019 (Fiscal Year 20) in excess of \$250,000:

500 Wabash Housing LLC	\$ 255,890	500 Wabash Lease Payments
Otis Elevator	\$ 281,381	Maintenance Agreement for Campus Elevators; Elevator Repairs
AmWins/NEBCO Group Benefits	\$ 282,586	Retiree Insurance Coverage
Blackboard Inc	\$ 308,852	Blackboard Software Maintenance and Storage
Ellucian Company LP	\$ 329,738	Banner Software Maintenance
Key Government Finance Inc	\$ 380,500	Networking Software Maintenance Agreement
Evan and Ryan Electrical Contractors Inc	\$ 388,026	Root Hall Restroom Renovation; Holmstedt South Lobby Renovation; Sycamore Towers Emergency Generator; Root Hall Lower Level Classroom Renovation; Career Center Renovation; Starbucks Build-Out
Bob McCloskey Insurance	\$ 403,461	Student Athlete Medical Insurance
Associated Roofing Professionals Inc	\$ 444,694	College of Technology Roof Replacement; New Theater Roof Replacement; Wellness Center Roof Replacement
CVS Pharmacy Inc	\$ 751,803	Prescription Drug Coverage
Weddle Bros Building Group LLC	\$ 890,055	Fine Arts Renovation
Duke Energy	\$ 1,212,806	Electricity Utility Payments
TIAA CREF	\$ 1,864,500	Retirement Contributions
Anthem Life Insurance Company	\$ 2,456,388	Health Care Benefits and Reimbursements of Medical Claims
Pepper Construction Co of Indiana LLC	\$ 4,983,889	Sycamore Dining Renovation
Hannig Construction Inc	\$ 6,280,145	Hulman Center Renovation; CHHS Renovation

## 4e Faculty Personnel

### FACULTY

#### Appointments

(Effective August 1, 2019 unless otherwise noted)

Hyosun Kim; Assistant Professor, Department of Communication; Ph.D., University of North Carolina; salary \$60,000 per academic year.

Annie Liner; Assistant Professor, Department of Applied Clinical and Educational Sciences; Ph.D., Ball State University; salary \$54,000 per academic year.

Katharine Mathis; Assistant Professor, Department of Theater; M.F.A., University of Missouri – Kansas; salary \$52,000 per academic year.

Matthew Rivera; Assistant Professor, Department of Applied Medicine and Rehabilitation; D.A.T., Indiana State University; salary \$80,000 per fiscal year, prorated from the effective date of August 12, 2019.

Riem Rostom; Assistant Professor, Department of Applied Engineering and Technology Management; Ph.D., North Carolina Agriculture and Technical University; salary \$72,000 per academic year.

Deetta Vance; Assistant Professor, Department of Advanced Practice Nursing; D.N.P., University of Alabama; salary \$87,000 per fiscal year, prorated from the effective date of August 1, 2019.

Amanda White; Assistant Professor, Department of Applied Clinical and Educational Sciences; Ph.D., Indiana State University; salary \$54,000 per academic year.

#### Instructor Appointments of 2-5 years – 2019-2020 Academic Year

(Effective August 1, 2019 unless otherwise noted)

Daniel Bawinkel; Instructor, Department of Built Environment; M.S., North Dakota State University; salary \$68,901 per academic year.

Kevin Beaver; Instructor, School of Criminology and Security Studies; M.S., Indiana State University; salary \$42,000 per academic year.

Amber Clark; Senior Instructor, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; salary \$69,185 per academic year.

Alexandra Signor; Instructor, School of Music; M.M., University of Missouri – Columbia; salary \$42,000 per academic year.

Ami Stone; Instructor, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; salary \$54,000 per academic year.

Michael Thompson; Instructor, Department of Biology; Ph.D., University of Kentucky at Lexington; salary \$49,000 per academic year.

**Full-Time Lecturer, 1-year Appointment – 2019-2020 Academic Year**

(Effective August 1, 2019 unless otherwise noted)

Patrick Knight; Full-Time Lecturer, Department of Aviation Technology; M.B.A., Trident University International; salary \$60,000 per academic year.

Stephen Moore; Full-Time Lecturer, Science Education Program, Department of Chemistry and Physics; M.S., Indiana State University; salary \$36,000 per academic year.

Charmaine Mullins-Jaime; Full-Time Lecturer, Department of Built Environment; M.S., University of Wisconsin – Whitewater; salary \$55,000 per academic year.

Kym Pfrank; Full-Time Lecturer, Department of Management, Information Systems and Business Education; M.B.A., Indiana State University; salary \$45,076.15 per academic year.

Tammy Spivey; Full-Time Lecturer, Department of Management, Information Systems and Business Education; M.B.A., Indiana State University; salary \$44,660 per academic year.

Matthew Warner; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Eastern Illinois University; salary \$51,204 per academic year.

Biniyam Yemane; Full-Time Lecturer, Department of Economics; M.S., Addis Ababa University, Ethiopia; salary \$42,000 per academic year.

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

Alex Badillo; from Instructor, Department of Earth and Environmental Systems, to Assistant Professor, Department of Earth and Environmental Systems; salary \$64,000 per academic year; effective August 1, 2019.

Linda Behrendt; from Interim Chairperson and Associate Professor, Department of Applied Health Sciences, to Chairperson and Associate Professor, Department of Applied Health Sciences; chair supplement of \$1,500 per month; salary \$75,500 per academic year.

Ryan Donlan; from Interim Chairperson, Department of Teaching and Learning, and Associate Professor, Department of Applied Clinical and Educational Sciences, to Chairperson, Department of Teaching and Learning, and Associate Professor, Department of Applied Clinical and Educational Sciences; chair supplement of \$1,800 per month; salary \$90,000 per academic year; effective August 1, 2019.

Lea Hall; from Executive Director of Nursing, College of Health and Human Services and Associate Professor, Department of Advanced Practice Nursing, to Executive Director of Nursing, College of Health and Human Services, Interim Chairperson, Department of Baccalaureate Nursing Completion and Associate Professor, Department of Advanced Practice Nursing; chair supplement of \$1,500 per month; effective June 1, 2019.

Lori Henson; from Assistant Professor, Department of Communication, to Instructor, Department of Communication; salary \$54,764; effective August 1, 2019.

Jon Iftikar; from Instructor, Department of Educational Leadership, to Assistant Professor, Department of Educational Leadership; salary \$58,000 per academic year; effective August 1, 2019.

Richard Lotspeich; Professor Emeritus, Department of Economics; phased retirement stipend of \$27,438.50; for the fall semester of the 2019-2020 academic year.

Christine MacDonald; from Interim Chairperson and Professor, Department of Applied Clinical and Educational Sciences, to Chairperson and Professor, Department of Applied Clinical and Educational Sciences; chair supplement of \$1,500 per month; salary \$96,000 per academic year; effective August 1, 2019.

DeVere Woods; from Chairperson and Professor, Department of Criminology and Criminal Justice, to Director and Professor, School of Criminology and Security Studies; effective August 1, 2019.

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

David Robinson; Associate Professor, Department of Management, Information Systems and Business Education; for the 2019-2020 academic year.

### **Retirements**

W. Tad Foster; Professor, Department of Human Resource Development and Performance Technologies; changed retirement date from May 31, 2020, to December 31, 2019.

Kathleen Heath; Associate Professor, Department of Earth and Environmental Systems; effective May 31, 2020.

Cinda May; Chairperson, Special Collections and Librarian, Library Services; effective 8/22/2019.

Robert McMahan; Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management; effective May 31, 2020.

### **Emeriti**

Kathleen Heath; Associate Professor Emerita, Department of Earth and Environmental Systems; Effective June 1, 2020.

Cinda May; Librarian Emerita, Library Services; effective August 23, 2019.

### **Separations**

Zachary Holden; Full-Time Lecturer, Department of Chemistry and Physics; effective May 31, 2019.

Ralph Leck; Instructor, Department of Multidisciplinary Studies; effective May 31, 2019.

Stephen McCaskey; Associate Professor, Department of Human Resource Development and Performance Technologies; effective May 31, 2019.

Tyler Nolting; Instructor, Department of Applied Health Sciences; effective May 31, 2019.

Cameron Powder; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective August 9, 2019.

Athanassios Strigkas; Associate Professor, Department of Kinesiology, Recreation and Sport; effective May 31, 2019.



## 4f Other Personnel

### **NON-EXEMPT Appointments**

Jerome Athey; Custodian, I, Custodians; \$11.28 per hour; effective July 8, 2019.

Nese Basaran-Akgul; Laboratory Research Assistant, ISU School of Medicine – Terre Haute; \$17.94 per hour; effective September 3, 2019.

Taylor Bayless; Enrollment Management Specialist, Admissions and High School Relations; \$13.21 per hour; effective June 10, 2019.

Kelli Brian; Communications Officer, Public Safety; \$14.36 per hour; effective August 15, 2019.

Dena Brown; Registration & Records Specialist, Office of Registration & Records; \$14.36 per hour; effective August 1, 2019.

Ashley Carson; Custodian I, Custodians; \$11.28 per hour; effective July 15, 2019.

Alisha Catterson; Custodian I, Custodians; \$11.28 per hour; effective June 17, 2019.

Wade Dunham; Groundskeeper, Grounds; \$11.28 per hour; effective September 16, 2019.

Gary Enochs; Custodian I, Custodians; \$11.28 per hour; effective June 24, 2019.

Mendy Hankins; Custodian I, Custodians; \$11.28 per hour; effective July 31, 2019.

Joie Harney; Administrative Assistant I – 9/10 Month, Faculty Senate; \$13.21 per hour; effective August 19, 2019.

Zachary Herrick; Groundskeeper, Grounds; \$11.28 per hour; effective September 3, 2019.

Linda Holcomb; Custodian II, Campus Recreation; \$11.96 per hour; effective July 7, 2019.

Tasha Hunter; Enrollment Management Specialist, Admissions and High School Relations; \$13.21 per hour; effective June 3, 2019.

Blake Kinsel; Communications Officer, Public Safety; \$14.36 per hour; effective August 19, 2019.

Julie Manson; Special Events Coordinator, President's Office; \$19.00 per hour; effective August 28, 2019.

Nancy Marcia; Dean's Assistant, Dean, College of Technology; \$16.72 per hour; effective August 15, 2019.

Loria Miller; Early Childhood Assistant Teacher, Early Childhood Education Center; \$12.21 per hour; effective August 12, 2019.

Madison Miller; Registrar Coordinator, Office of Registration & Records; \$15.71 per hour; effective September 3, 2019.

Megan Moats; ISBDC Specialist, ISU/Wabash Valley Small Bus Development; \$14.36 per hour; effective September 16, 2019.

Ha Nguyen; Administrative Assistant I, Languages, Literatures, Linguistics; \$14.72 per hour; effective June 20, 2019.

Madeline Riley; Simulation Assistant, Dean, College Health & Human Services; \$19.49 per hour; effective July 29, 2019.

Darrick Shields; Groundskeeper, Grounds; \$11.28 per hour; effective September 16, 2019.

Hanna Singer; Early Childhood Education Center Teacher, Early Childhood Education Center; \$14.36 per hour; effective August 5, 2019.

Maria Ugarte; Administrative Assistant I, Department of Teaching & Learning; \$13.21 per hour; effective August 5, 2019.

Lora Umphries; Custodian I, Custodians; \$11.28 per hour; August 5, 2019.

Charlee Vicars; Custodian I, Sycamore Housing; \$11.28 per hour; effective July 15, 2019.

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

Jeffrey Bucklin; Police Corporal to Police Sergeant, Public Safety; \$23.76 per hour; effective June 1, 2019.

Anastasia Calvin; from Budget Coordinator to Payroll Coordinator, Budget, Payroll & Risk Management; \$16.54 per hour; effective August 19, 2019.

Holly Garrett; from Accounting Unit Supervisor, Associate VP Finance Assistant Treasurer to Travel Account Specialist, Associate VP University Controller; \$18.81 per hour; effective July 6, 2019.

Jordan Gentry; Police Officer to Police Sergeant, Public Safety; \$26.41 per hour; effective June 1, 2019.

Barry Overpeck; from Accounting and Auditing Associate to Accounting Unit Supervisor, Associate VP Finance Assistant Treasurer; \$23.08 per hour; effective August 12, 2019.

Christina Pearman; Overnight Library Supervisor to Library Associate III, Library Services; \$15.50 per hour; effective August 10, 2019.

Aaron Sloan; Police Officer to Police Corporal, Public Safety; \$23.53 per hour; effective August 23, 2019.

### **Retirements**

Timothy Coppell; Senior Maintenance Mechanic, Housing Facilities Operations; effective August 1, 2019.

Donna Fagg; Administrative Assistant I, Residential Life Programming; effective August 2, 2019.

John Kahl, Custodian I, Custodians; effective June 21, 2019.

Yvonne Huffman; Administrative Assistant I, Department of Teaching & Learning; effective June 28, 2019.

Cherie Lewis; Senior Custodial Supervisor, Custodians; effective October 31, 2019.

Marsha Mackey; Registration & Records Specialist, Office of Registration & Records; effective July 1, 2019.

Kenneth Smith; Senior Maintenance Mechanic HMSU, Hulman Memorial Student Union; effective December 20, 2019.

Joy Throckmorton; Dean's Assistant, Dean, College of Technology; July 12, 2019.

Marilyn Warden; Student Services Assistant III, Dean, College of Technology; effective September 3, 2019.

## **Separations**

Barbara Austin; Library Associate III, Library Services; effective July 12, 2019.

Courtney Bender; Payroll Coordinator, Budget, Payroll & Risk Management; effective July 26, 2019.

Jonathan Berry; Custodial Supervisor, Campus Creation; effective July 7, 2019.

Carrie Bose; Special Events Coordinator, President's Office; effective July 19, 2019.

Ashley Carson; Custodian I, Custodian; effective September 3, 2019.

Alisha Catterson; Custodian I, Sycamore Housing; effective September 10, 2019.

Larry Edington; Groundskeeper, Grounds; effective June 7, 2019.

Michelle Eldridge; Administrative Assistant I, Applied Clinical & Education Sciences; effective July 11, 2019.

Christopher Evans; Custodian I, Custodians; effective June 14, 2019.

Kea Evinger; Early Childhood Education Center Teacher, Early Childhood Education Center; effective July 12, 2019.

Tracy Ewert; Administrative Assistant I, MBA Program; effective September 12, 2019.

Magdalena Freeman; ISBDC Specialist, ISU/Wabash Valley Small Bus Development; effective July 3, 2019.

Amanda Hastings; Custodian II, Hulman Center; effective July 10, 2019.

Kourtney Helms; Simulation Assistant, Dean, College Health & Human Services; effective June 14, 2019.

Douglas Lenges; Custodian II, Burford Housing; effective August 13, 2019.

Jenny Ludington; Early Childhood Education Center Teacher, Early Childhood Education Center; effective August 20, 2019.

Tanner McCarty; Events Setup Technician II, Hulman Center; effective August 5, 2019.

Dianne McDole; Administrative Assistant I, History; effective August 9, 2019.

Leah Myers; Administrative Assistant II, Department of Applied Health Sciences; effective June 14, 2019.

Brenda Nickle; Custodian I, Custodian; effective August 14, 2019.

Adrianna Patterson; Enrollment Management Specialist, Admissions and High School Relations; effective June 5, 2019.

Jayme Payne; Student Services Assistant III, Advanced Practice Nursing; effective August 30, 2019.

Emily Rigdon; Communication Officer, Public Safety Department; effective July 16, 2019.

Kathy Stone; Student Services Assistant II, Associate VP Finance Assistant Treasurer; effective August 2, 2019.

Angar Tsoggerel; Laboratory Research Assistant, IU School of Medicine-Terre Haute; effective July 31, 2019.

Gerrick VanLue; IT Support Technician, Office of Information Technology; effective June 26, 2019.

Charlee Vicars; Custodian I, Sycamore Housing; effective August 16, 2019.

Adarius Washington; Police Officer, Public Safety Department; effective June 26, 2019.

Vickie Williams; Early Childhood Assistant Teacher, Early Childhood Education Center; effective July 11, 2019.

Patricia Yeager; Dean's Assistant, Dean of Graduate and Professional Studies; effective August 28, 2019.

**NON-EXEMPT PROFESSIONAL  
Appointments**

Scott Finzel; Athletic Equipment Manager, Athletic Operations; B.S., Purdue University; \$15.83 per hour; effective July 2, 2019.

Andrew Hile; Media Relations Coordinator, Athletics, Athletics – Sports Information; B.S., Indiana State University; \$18.30 per hour; effective August 5, 2019.

Shayden Hughes; IT Systems Technician, Office of Information Technology; B.S., Indiana State University; \$18.30 per hour; effective July 29, 2019.

Wyatt Lawson; Admissions Counselor, Admissions and High School Relations; B.A., Indiana State University; \$15.93 per hour; effective August 12, 2019.

Brandon Major; Simulation Technologist, Dean, College Health & Human Services; \$19.50 per hour; effective September 10, 2019.

John Natale; IT Support Specialist, Office of Information Technology; \$18.98 per hour; B.S., Indiana State University; effective September 16, 2019.

Jolyn Osborne; Legal Project Manager and Policy Coordinator, Office of Legal Counsel; B.S., St. Mary-of-the-Woods College; \$23.59 per hour; effective August 12, 2019.

Shay Phillips; Communications/Programs Coord, Student Success; M.Ed., University of Illinois; \$21.54 per hour; effective July 22, 2019.

Brandon Sparks; Stewardship Coord of Foundation Scholarships, Advancement; B.S., Indiana State University; \$18.30 per hour; effective September 16, 2019.

#### **Temporary Appointments**

**(Effective July 1, 2019 through June 30, 2020 unless otherwise noted)**

Kaleigh All; Career Services Emp Rela Coord, Career Center; \$21.02 per hour; effective July 1, 2019.

Sarah Campbell; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.75 per hour; effective July 1, 2019.

Shane Donnell; Career Services Emp Rela Coord, Career Center; \$20.70 per hour; effective July 1, 2019.

John Gettemeyer; Program Coordinator, New Student Transition Programs; \$17.93 per hour; effective July 1, 2019.

Kaela Harris; Res Life Hall Coord Req Reap, Residential Life Programming; M.Ed., University of West Georgia; \$15.71 per hour; effective July 8, 2019 through June 30, 2020.

Chazz Johnson; Res Life Hall Coord Req Reap, Residential Life Programming; M.Ed., Boise State University; \$15.71 per hour; effective July 8, 2019 through June 30, 2020.

Geoffrey Koester; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.71 per hour; effective July 1, 2019.

Michael Lechner; Programmer Trainee-RR, Office of Information Technology; \$20.51 per hour; effective July 1, 2019.

Elise Lima; Communications Specialist - RR, University Marketing; \$19.22 per hour; effective July 1, 2019.

Taylor Murphey; Career Services Emp Rela Coord, Career Center; \$20.70 per hour; effective July 1, 2019.

Elizabeth Nesius; Operations Supervisor, IU School of Medicine-Terre Haute; \$25.68 per hour; effective July 1, 2019.

Matthew Porter; Field Campus Manager, Kinesiology Recre & Sport; \$17.97 per hour; effective July 1, 2019.

Steven Riley; Programmer Trainee-RR, Office of Information Technology; \$20.82 per hour; effective July 1, 2019.

Taylor Smith; Media Sales Consultant – Requires Reappointment, Student Publications; MBA, Indiana State University \$16.00 per hour; effective August 19, 2019 through June 30, 2020.

Clarissa Starbuck; Postdoctoral Res Assc-Bats, Biology; \$20.52 per hour; effective July 1, 2019.

Nancy Swift; Budget Specialist, IU School of Medicine-Terre Haute; \$18.58 per hour; effective July 1, 2019.

Brittany Walsh; Res Life Hall Coord Req Reap, Residential Life Programming; M.S., Western Illinois University; \$15.71 per hour; effective July 8, 2019 through June 30, 2020.

Brianne Walters; Bat Center Assistant Director, Biology; \$23.57 per hour; effective July 1, 2019.

Joey Weber; Research Associate - Bats, Biology; \$20.82 per hour; effective July 1, 2019.

Michael West; Programmer Trainee, Office of Information Technology; \$20.51 per hour; effective July 1, 2019.

Daniel Zakka; Communications Spec Req Appt, Communications & Marketing; \$19.00 per hour; effective July 1, 2019.

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

Tyheem Cooper; from Res Life Hall Coord Trainee-RR, Residential Life Programming, to Res Life Hall Coord Req Reap, Residential Life Programming; \$15.71 per hour; effective July 1, 2019.

Anna Miller; from Library Resource Sharing Assc, Library Services to Library Systems Specialist, Library Services; \$18.30 per hour; effective June 24, 2019.

Daniel Palmer; Advancement Services Coord, ISU Foundation Operations; pay rate change \$18.50 per hour; effective June 29, 2019.

### **Reclassifications/Title Changes**

Karen Davis; from Assistant Registrar to Asst Registrar Student Svcs, Office of Registration & Records; \$24.75 per hour; effective March 11, 2019.

William Hamilton; from Assistant Registrar to Asst Registrar Grad Trans Svcs, Office of Registration & Records; \$25.75 per hour; effective March 11, 2019.

Lian Xiao; from Assistant Registrar to Asst Registrar Deg Aud Data An, Office of Registration & Records; \$26.40 per hour; effective March 11, 2019.

### **Separations**

Taylor Murphey; Career Services Employer Relations Coordinator, Career Center; effective August 2, 2019.

Whitney Neel; Athletic Equipment Manager, Athletic Operations; effective June 4, 2019.

Courtney Prather; Marketing Assistant, University Marketing; effective September 26, 2019.

Andrea Rademacher; Admissions Counselor, Admissions and High Schl Relations; effective June 19, 2019.

Janet Smith; Reg & Rec Information Analyst, Office of Registration & Records; effective July 12, 2019.

Lisa Walker; Financial Aid Counselor, Student Financial Aid; effective August 28, 2019.

Patrick Walsh; Media Relations Coord Athletic, Athletics-Sports Information; effective June 30, 2019.



Kristan Williams; Legal Project Mgr/Policy Coord, Office of Legal Counsel; effective August 9, 2019.

## **EXEMPT**

### **Appointments**

Mark Alesia; University Communication Dir, University Communications; B.S., Indiana University; salary \$80,000; effective August 1, 2019.

Connor Burton; Ath Train I - Men's Basketball, Ctr for Sports Medicine & Perform; Ph.D., Indiana State University; salary \$47,483; effective June 12, 2019.

Lila Ferguson; Testing Coordinator, Testing Office; M.Ed., Texas A & M Texarkana; salary \$36,000; effective August 5, 2019.

Stephen Galvan; Athletic Trainer I, Ctr for Sports Medicine & Perform; M.S., Arizona State University; salary \$47,483; effective July 29, 2019.

Caleigh Goode; Athletic Trainer I, Ctr for Sports Medicine & Perform; M.S., Utah State University; salary \$47,483; effective September 11, 2019.

Nicholas Horton; Campus Rec Asst Dir Operations, Campus Recreation; M.S., Indiana State University; salary \$41,000; effective July 29, 2019.

Rana Johnson; Assc VP Inc Exc/Strat Init, ISU Equity Diversity Inclusion; Ph.D., University of Kentucky at Lexington; salary \$120,000; effective September 1, 2019.

Kristen Kardas; Fraternity & Sorority Life Dir, Fraternity & Sorority Life; M.Ed., University of Massachusetts Amherst; salary \$60,000; effective August 9, 2019.

Tresa Makosky; COHHS College Advisor, Dean, College Health & Human Svcs; MFA, University of Iowa; salary \$36,000; effective July 24, 2019.

Michael Mifflin; Res Life Area Coord Req Reap, Residential Life Programming; M.A., University of Nevada-Reno; salary \$36,540; effective June 17, 2019.

Whitney Nesser; Assc Dean, CHHS - Academics, Dean, College Health & Human Svcs; P.h.D., Univ of Alabama at Birmingham; salary \$100,000; effective August 1, 2019.

Adetomiwa Opafola; Systems Integrator, Office of Information Technology; B.S., Polymer and Textile Technology; salary \$49,774; effective September 3, 2019.

Anthony Simonton; Staff Attorney, Office of Legal Counsel; J.D., University of Notre Dame Law School; salary \$68,000; effective August 19, 2019.

Victor Torres; IEPRC Project Coordinator, Blumberg Center; B.A., Indiana University Northwest; salary \$62,000; effective July 29, 2019.

Clint Weddle; Corpora & Foundation Devel Dir, Advancement; M.S., Oakland City University; salary \$68,000; effective August 19, 2019.

Michael Winstead; Intrm Sports Video Mgr Req Rea, Student Media; B.S., Indiana State University; salary \$47,483; effective August 16, 2019.

**Temporary Appointments**

**(Effective July 1, 2019 through June 30, 2020 unless otherwise noted)**

Kevin Beaver; Distance Educ Asst Coord RR, School of Criminology & Security Studies; salary \$36,000 per fiscal year; effective July 1, 2019 through July 31, 2019.

Stephanie Beld-Steichen; Res Life Area Coord Req Reap, Residential Life Programming; salary \$36,540; effective July 1, 2019.

Michelle Bennett; Osher Program Coordinator, Community Engagement; salary \$44,803; effective July 1, 2019.

Andrew Brisbin; Devel Math Educator 10 Mon RR, Remedial Math; salary \$40,000; effective August 1, 2019 through May 31, 2020.

Kaitlin Diel; Meis Stu Dv Ctr Asst Dir Req R, Dean, Scott College of Business; salary \$41,522; effective July 1, 2019.

Suzanne Downs; WCI-AHEC Clinical Coordinator, Indiana Area Health Ed Ctr; salary \$43,081; effective July 1, 2019.

Joshua Elmore; University College Adviser, Dean University College; salary \$36,000; effective July 1, 2019.

Jeffrey Fabus; Res Life Area Coord Adm Sp Pro, Residential Life Programming; salary \$36,997; effective July 1, 2019.

Joseph Haney; Development Math Educator 10 Mon, Remedial Math; salary \$41,615; effective August 1, 2019.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; salary \$53,460; effective July 1, 2019.

Debbie Huckabee; Educational Support Coord, Student Support Services; salary \$43,377; effective September 1, 2019 through August 31, 2020.

Mitsuko Korobkin; Visiting Professor, Physics; salary \$47,483; effective June 1, 2019 through June 30, 2020.

Monica Larsen; Academic Advisor Req Reapt, Built Environment; salary \$36,540; effective July 1, 2019.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$45,675; effective July 1, 2019.

Eric Lusk; Systems Integrator Trainee, Office of Information Technology; salary \$48,195; effective July 1, 2019.

Lucas Mackey; Development Math Educator 10 Mon, Remedial Math; salary \$40,000; effective August 1, 2019.

Jacquelyn Mathis; WCI-AHEC Director, Indiana Area Health Ed Ctr; salary \$66,126; effective July 1, 2019.

Elise Maxwell; Program Coordinator, Indiana Area Health Ed Ctr; salary \$42,765; effective July 1, 2019.

Lauren Michael; Cust Srv/Qual Assur Manager RA, Office of Information Technology; salary \$49,350; effective July 1, 2019.

Robert Moreland; Flight Instructor - Req Reappt, Aviation Technology; salary \$40,600; effective July 1, 2019.

Kristy Nicoson; Program Coord Ph1 Y2 - IUSM, IU School of Medicine-Terre Haute; salary \$44,012; effective July 1, 2019.

JoEllen Ornduff; Student Support Srvs Adviser, Student Support Services; salary \$36,997; effective September 1, 2019 through August 31, 2020.

James Pond; Extend Learning Adv/Recruit-RR, Extended Learning Office; salary \$45,675; effective July 1, 2019.

Brooke Porter; Stu Athletic Succ Coord Re Rea, Athletic Academic Advisement; salary \$40,600; effective July 1, 2019.

Courtney Richey; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; salary \$72,172; effective July 1, 2019.

Brittany Russell; Program Coordinator - IUSM, IU School of Medicine-Terre Haute; salary \$44,907; effective July 1, 2019.

Mark Schaffer; Contract Coordinator, Dean, College Health & Human Svcs; salary \$50,618; effective July 1, 2019.

Kathy Snapp; Writing Specialist, Student Support Services; salary \$36,540; effective September 1, 2019 through August 31, 2020.

Carol Wetherell; Blumberg Center Director, Blumberg Center; salary \$90,995; effective July 1, 2019.

Aaron White; Instruct Design Spec-RR, Extended Learning Office; salary \$44,402; effective July 1, 2019.

Alex Whitmore; Res Life Area Coord Req Reap, Residential Life Programming; salary \$36,540; effective July 1, 2019.

Rita Wiley; Res Life Area Coord Req Reap, Residential Life Programming; salary \$36,000; effective July 1, 2019.

Rita Worrall; Student Support Services Dir, Student Support Services; salary \$70,788; effective September 1, 2019 through August 31, 2020.

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

#### **Others**

Margaret Dalrymple; from IR Assc Dir – Research & Analys, Office of Institutional Research to Enrollment Analytic Director, VP Enrollment Management Office; salary \$74,844; effective October 1, 2019.

Kristi Lawson; from IT Project Manager, Office of Information Technology to SEM Project Manager, VP Enrollment Management Office; salary \$59,066; effective October 1, 2019.

#### **Promotion/Transfers**

Anthony Bradshaw; from Information Center Consultant, Office of Information Technology to Instructional Tools Supp Mgr, Office of Information Technology; salary \$47,483; effective July 1, 2019.

Cary Burch; from Asst Dir Finan Gen Ledger Deve, Foundation Financial Svcs to Graduate Education Sys Analyst, College of Grad & Professional Stds; salary \$53,703; effective September 9, 2019.

Kenneth Cleghorn; from Information Center Consultant, Office of Information Technology to Systems Integrator, Office of Information Technology; salary \$47,483; effective August 1, 2019.

Malea Crosby; from Accred & Acad Qual Impr Dir RA, Dean, Bayh College of Education to Accred & Acad Qual Init Dir, Dean, Bayh College of Education; salary \$58,000; effective July 1, 2019.

Jalen Foster; from IT Systems Specialist-Res Life, Residential Life Programming to IT Technology Manager-Res Life, Residential Life Programming; salary \$57,447; effective July 13, 2019.

Bonnie Huckaby; from Res Life Hall Coord Req Reap to Res Life Area Coord Req Reap, Residential Life Programming; salary \$36,540; effective June 1, 2019.

Benjamin Kappes; from Alumni Engag Asst Dir Outreach, Alumni Engagement Office to Campus Life Associate Director, Student Activities & Organizations; salary \$51,663; effective June 17, 2019.

Carrie Lutz; from Marketing Assistant Director, University Marketing to Client Services Director, University Marketing; salary \$59,729; effective August 1, 2019.

Jessica Markle; from Development Math Educator 10 Mon, Mathematics & Computer Science to Math Lab Coordinator, Remedial Math; salary \$52,000; effective July 1, 2019.

Christopher Middleton; from Information Center Consultant, Office of Information Technology to ITSM Systems Support Manager, Office of Information Technology; salary \$49,750; effective July 1, 2019.

Jerald Monds; from Hardware Support Specialist, Office of Information Technology to Hardware & Software Integrator, Office of Information Technology; salary \$49,700; effective July 1, 2019.

Micheal Moore; from Multimedia & Research Manager, Office of Information Technology to Info Center Consultant Manager, Office of Information Technology; salary \$61,424; effective July 1, 2019.

Morgan Patterson; from Asst Devel Officer Syc Ath Fu, Advancement to Alumni Assoc Asst Dir Comm Out, Alumni Engagement Office; salary \$47,483; effective August 10, 2019.

Alfred Perone; from Associate Dean of Students, Asst & Assoc Dean Students to Alumni Engag Asst Dir Outreach, Alumni Engagement Office; salary \$85,166; effective June 17, 2019.

Steven Riley; from Programmer Trainee-RR, Office of Information Technology to Programmer Analyst, Office of Information Technology; salary \$47,483; effective August 10, 2019.

Aaron Slocum; from 21st Cent Scholars Corps Coord, Center for Student Success to Mentoring Center Director, Dean University College; salary \$60,000; effective July 1, 2019 through June 30, 2020.

James Smallwood; from Professor, Applied Engineer & Tech Management to Associate Dean, COT, Dean, College of Technology; salary \$144,130; effective August 1, 2019.

Corry Smith; from Frat & Sorority Life Asst Dir, Fraternity & Sorority Life to Frat & Sorority Life Assc Dir, Fraternity & Sorority Life; salary \$50,000; effective June 1, 2019.

Jeremiah Turner; from Sycamore Ath Fund Devel Dir, VP for Development to Assc VP Univ Advancement, Advancement; salary \$120,000; effective July 15, 2019.

Michael West; from Programmer Trainee, Office of Information Technology to Programmer Analyst, Student Support Services; salary \$47,483; effective August 10, 2019.

Sarah Wurtz; from Scholarships Director, Admissions and High Schl Relations to Senior Assistant Registrar, Office of Registration & Records; salary \$61,311; effective September 23, 2019.

Brice Yates; from Intrm Assc VP Inc Exc/Title IX, ISU Equity Diversity Inclusion to Intrm Asst Dean of Students RR, Asst & Assoc Dean Students; salary \$61,661; effective September 1, 2019.

### **Reclassifications/Title Changes**

Alexander Allen; from Career Center Events Coord to Car Ctr Evnts & Markg Asst Dir, Career Center; salary \$47,483; effective June 1, 2019.

Amy Bouman; from Web and New Media Director to Web and Brand Comm Director, University Marketing; salary \$65,930; effective August 1, 2019.

Bryan Duncan; from Cap Plng & Improvements Dir to Cap Plng & Construction Ex Dir, Facilities Management; salary \$125,500; effective July 1, 2019.

James Jensen; from Fac Operations Maint Dir to Campus Fac Oper & Maint Ex Dir, Facilities Management; salary \$126,500; effective July 1, 2019.

David McMannus; from Head Coach, Strength & Cond to Sports Performance Assc Dir, Ctr for Sports Medicine & Perform; salary \$75,653; effective July 1, 2019.

Ardell Sanders; from Residential Life Assc Director to Residential Education Director, Residential Life Programming; salary \$70,981; effective August 1, 2019.

John Stein; from Asst Coach, Strength & Condit to Head Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; salary \$48,000; effective July 1, 2019.

### **Retirements**

Brad Byers; Educational Support Coord, Center for Student Success; effective August 16, 2019.

Mark Green; Assc VP Academic Affairs & CRO, VP and Provost Office; effective May 31, 2020.

Rebecca Stinnett; Graduate Education System Spec, College of Grad & Professional Stds; effective July 23, 2019.

Ted Wilson; Creative Services Director, University Marketing; effective June 28, 2019.

### **Separations**

Kristy Berg; Senior Assistant Registrar, Office of Registration & Records; effective July 26, 2019.

Samuel Bunch; IT Technology Manager-Res Life, Residential Life Programming; effective July 3, 2019.

Kaitlin Diel; Meis Stu Dv Ctr Asst Dir Req Reap, Dean, Scott College of Business; effective July 29, 2019.

Beth Farley; Student Employment Prog Coord, Career Center; effective July 3, 2019.

Ashely Gard; COHHS College Advisor, Dean, College Health & Human Svcs; effective July 12, 2019.

Jonathan Gerber; Testing Coordinator, New Student Transition Programs; effective May 17, 2019.

Brittney Gilman; Student Employment Programs Asst Dir, Career Center; effective June 21, 2019.

Aaron King; Systems Integrator, Office of Information Technology; effective August 1, 2019.

Jodi Lynn McCoy; Intrm Gallery Director Req Rea, Visiting Artist; effective June 28, 2019.

Jessica Meuser; Academic Advisor, Dean, College of Technology; effective July 26, 2019.

Kevin Millington; Senior Buyer/Contract Manager, Purchasing; effective June 21, 2019.

Robert Moreland; Flight Instructor - Req Reappt, Aviation Technology; effective September 12, 2019.

Seth Payne; Sports Video Manager, Student Media; effective August 15, 2019.

Samantha Polson; Athletic Trainer I, Ctr for Sports Medicine & Perform; effective July 9, 2019.

Kristopher Rogers; Brand Marketing Director, University Marketing; effective August 1, 2019.

Harold Seifers; Academic Advisor Req Reapt, Dean, College of Technology; effective June 3, 2019.

Maura Shea; Athletic Trainer/Rehab Spec, Physical Therapy & Sports Rehab Clinic; effective June 23, 2019.

Nikki Simpson; Senior Development Director, Advancement; effective June 14, 2019.

Brittany Snyder; Staff Psychologist, Student Counseling Center; effective August 23, 2019.

Pamela Tabor; Ctr Glob Eng Inter Stu Advisor, Center for Global Engagement; effective August 30, 2019.

### **Stipend**

Craig Enyeart; Sti Intrm Assc Dean of Student, Student Conduct & Integrity; stipend of \$6,000 for additional duties; effective August 1, 2019 through June 30, 2020.



Amanda Hobson; Sti Intrm Dean of Student, VP for Student Affairs; stipend of \$13,339 for additional duties; effective June 1, 2019 through June 30, 2020.

Robert Morgan; Sti Intrm VP Student Affairs, VP for Student Affairs; stipend of \$36,000 for additional duties; effective June 1, 2019 through June 30, 2020.

Samantha Penney; Sti Intrm Exec Dir Exper Learn, Online; stipend of \$36,000 for additional duties; effective July 1, 2019 through June 30, 2020.

## **ATHLETICS**

### **Appointments**

**(Effective July 1, 2019 through June 30, 2020 unless otherwise noted)**

Erin Arevalo; Asst Coach, Softball, Athletics-Softball; \$39,078 per fiscal year; effective July 1, 2019.

Anthony Bertoli; Asst Coach, Track/CrossCountry, Athletics-Track; \$40,600 per fiscal year; effective July 1, 2019.

Brandan Bettenhausen; Asst Coach, Track, Athletics-Track; \$41,615 per fiscal year; effective July 1, 2019.

Joshua Christensen; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; \$65,000 per fiscal year; effective July 1, 2019.

Nicole Cle; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; \$38,250 per fiscal year; effective August 5, 2019 through June 30, 2020.

Melissa Giesen; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; \$38,250 per fiscal year; effective July 1, 2019.

Mitchell Hannahs; Head Coach, Baseball, Athletics-Baseball; \$121,500 per fiscal year; effective July 1, 2019.

Tori Magner; Asst Coach, Softball, Athletics-Softball; \$36,540 per fiscal year; effective July 1, 2019.

Angela Martin; Hd Coach & Dir, Track&Field/CC, Athletics-Track; \$71,938 per fiscal year; effective July 1, 2019.

Jeffrey Martin; Assc Hd Coach, M&W Track&Field, Athletics-Track; \$47,787 per fiscal year; effective July 1, 2019.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; \$74,302 per fiscal year; effective July 1, 2019.

Kareem Richardson; Asst Coach, Men's Basketball, Athletics-Mens Basketball; \$102,769 per fiscal year; effective June 11, 2019 through March 31, 2020.

Tamara Shike; Spirit Prog & Comm Relat Coord, Athletics-Administration; \$37,497 per fiscal year; effective July 1, 2019.

Brian Smiley; Asst Coach, Baseball, Athletics-Baseball; \$57,364 per fiscal year; effective July 1, 2019.

Jordan Tiegs; Asst Coach, Baseball, Athletics-Baseball; \$41,997 per fiscal year; effective July 1, 2019.

Gregory Towne; Head Coach, Women's Golf, Athletics-Women's Golf; \$46,977 per fiscal year; effective July 1, 2019.

Brad Vanderglas; Asst Coach, Baseball, Athletics-Baseball; \$41,997 per fiscal year; effective August 5, 2019 through June 30, 2020.

Kyle Walsh; Assc Hd Coach, M&W Cross Coun, Athletics-Track; \$47,787 per fiscal year; effective July 1, 2019.

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

Brandan Bettenhausen; Asst Coach, Track, Athletics-Track; \$43,115 per fiscal year; effective August 1, 2019.

#### **Separations**

Melissa Giesen; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; effective August 4, 2019.

Jordan Tiegs; Asst Coach, Baseball, Athletics-Baseball; effective July 15, 2019.

Roman Tubner; Asst Coach, Women's Basketball, Athletics-Womens Basketball; effective September 3, 2019.

## 4g Grants and Contracts

1. National Science Foundation, Fund No. 549240 & 549241, Proposal No. 19-093  
Additional appropriations in the amount of \$59,583.00 have been received from The National Science Foundation for the project entitled, "A Field Week Approach to Determine the Drivers of Forest Stress in the Greater Yellowstone Ecosystem: Absaroka Mountains, Wyoming July 2018, 2019, 2020," under the direction of James Speer, Department of Earth and Environmental Systems, for the period May 15, 2018 through April 30, 2021.
2. Indiana Campus Compact, Fund No. 549287, Proposal No. 19-033  
An agreement in the amount of \$1,950.00 has been received from Indiana Campus Compact for the project entitled, "Enhancing Pediatric Physical Therapy in Terre Haute and Surrounding Areas," under the direction of Stasia Tapley, Department of Applied Medicine and Rehabilitation, for the period January 1, 2019 through May 31, 2019.
3. ISU Foundation, Fund No. 549304 & 549305, Proposal No. 19-082  
An agreement in the amount of \$47,677.76 has been received from the ISU Foundation for the project entitled, "Fannie & Benjamin Blumberg 2019-2020," under the direction of Carol Wetherell, Blumberg Center, for the period July 1, 2019 through June 30, 2020.
4. The Missouri Department of Conservation, Fund No. 549246, Proposal 19-096  
Additional appropriations in the amount of \$305,847.00 have been received from The Missouri Department of Conservation for the project entitled, "Indiana Bat Response to Missouri Department of Conservation's Forest Habitat Management," under the direction of Joy O'Keefe, Department of Biology, for the period July 1, 2019 through June 30, 2020.
5. Indiana Academy of Science, Fund No. 549301, Proposal No. 19-069  
An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, "The Role of the Zinc Finger Transcription Factor, Znf503, in Mammalian Cardiomyocyte Differentiation," under the direction of Kristopher Schwab, The Center for Genomic Advocacy, for the period April 15, 2019 through April 15, 2020.
6. Purdue University, Fund No. 549303, Proposal No. 19-041  
A sub agreement under The National Aeronautics and Space Administration in the amount of \$5,000.00 has been received from Purdue University for the project entitled, "IN Space Grant Fellowship Program 2015-2018," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period April 10, 2019 through May 9, 2020.

7. Purdue University, Fund No. 549302, Proposal No. 19-043  
A sub agreement under The National Aeronautics and Space Administration in the amount of \$5,000.00 has been received from Purdue University for the project entitled, "IN Space Grant Fellowship Program 2015-2018," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period April 10, 2019 through May 9, 2020.
8. The Society for Historians of American Foreign Relations, Fund No. 549306, Proposal No. 19-085  
An agreement in the amount of \$12,500.00 has been received from The Society for Historians of American Foreign Relations for the project entitled, "Support in Managing and Producing Scholarly Content for Diplomatic History, the Journal of the Society for Historians of American Foreign Relations" under the direction of Anne Foster, Department of History, for the period July 1, 2019 through June 30, 2024.
9. Soil Solutions, Inc., Fund No. 549307, Proposal No. 19-081  
An agreement in the amount of \$26,390.00 has been received from Soil Solutions, Inc. for the project entitled, "Bat Survey for the Ransom Road Project in Valparaiso, Porter County, Indiana" under the direction of Brianne Walters, Department of Biology, for the period May 15, 2019 through August 18, 2019.
10. Duke Energy Foundation, Fund No. 549297, Proposal No. 19-057  
An agreement in the amount of \$80,000.00 has been received from Duke Energy Foundation, for the project entitled, "Annual Duke Energy Power of Reading and Math Summit" under the direction of Judith Sheese, Bayh College of Education Dean's Office, for the period April 1, 2019 through March 31, 2020.
11. National Science Foundation, Fund No. 549262, Proposal No. 20-002  
Additional appropriations in the amount of \$74,074.00 have been received from The National Science Foundation for the project entitled, "Collaborative Research: P2C2- What is the Driver of Orbital-Scale Central American Monsoon Variations? Tests of the Insolation and Sea Surface Temperature Hypotheses," under the direction of Amos Winter, Department of Earth and Environmental Systems, for the period August 15, 2018 through July 31, 2021.
12. National Science Foundation, Fund No. 549309, Proposal No. 19-027  
An agreement in the amount of \$56,547.00 has been received from The National Science Foundation for the project entitled, "Collaborative Research: Spatiotemporal Variability and Drivers of East-West Hydroclimate Antiphasing in the Midcontinental United States During the Last 2000 Years," under the direction of Karlyn Westover, Department of Earth and Environmental Systems, for the period July 1, 2019 through June 30, 2022.

13. US Department of Education, Fund No. 549311, Proposal No. 20-001  
An agreement in the amount of \$368,596.00 has been received from the U.S. Department of Education for the project entitled, "Student Support Services at Indiana State University," under the direction of Rita Worrall, Student Support Services, for the period September 1, 2019 through August 31, 2020.
14. U.S. Department of Education, Fund No. 549316, Proposal 20-010  
An agreement in the amount of \$443,837.00 has been received from U.S. Department of Education for the project entitled, "Strengthening Institutions Program for Indiana State University: A S.M.A.R.T. Initiative for Student and New Faculty Mentoring," under the direction of Bailey Bridgewater, Office of Student Success, for the period October 1, 2019 through September 30, 2020.
15. National Science Foundation, Fund No. 549310, Proposal No. 19-044  
An agreement in the amount of \$106,006.00 has been received from The National Science Foundation for the project entitled, "SaTC: CORE: Small: Collaborative: Understanding Law-Enforcement Cyber Investigations," under the direction of Brian Schaefer, Department of Criminology and Criminal Justice, for the period October 1, 2019 through September 30, 2022.
16. Indiana Department of Education, Fund No. 549319, Proposal 19-089  
An agreement in the amount of \$2,570,312.00 has been received from the Indiana Department of Education for the project entitled, "The Effective and Compliant IEP Resource Center," under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2019 through September 30, 2020.
17. Indiana Department of Education, Fund No. 549318, Proposal 19-090  
An agreement in the amount of \$400,000.00 has been received from Indiana Department of Education for the project entitled, "Promoting Achievement for Students with Sensory Loss (PASS)," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2019 through September 30, 2020.
18. Indiana Arts Commission, Fund No. 549314, Proposal No. 19-070  
An agreement in the amount of \$4,232.00 has been received from Indiana Arts Commission for the project entitled, "53rd Annual Contemporary Music Festival," under the direction of Kurt Fowler, School of Music, for the period July 1, 2019 through June 30, 2020.
19. Indiana Arts Commission, Fund No. 549315, Proposal No. 19-065  
An agreement in the amount of \$4,232.00 has been received from Indiana Arts Commission for the project entitled, "2019 Rock Camp!" under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period July 1, 2019 through June 30, 2020.

20. City of Terre Haute, Fund No. 549313, Proposal No. 19-086

An agreement in the amount of \$1,500.00 has been received from The City of Terre Haute for the project entitled, "Young Artists' Experience" under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period June 14, 2019 through June 30, 2020.

21. U.S. Department of Education, Fund No. 549324, Proposal 20-017

An agreement in the amount of \$209,276.00 has been received from U.S. Department of Education for the project entitled, "The Indiana Deaf-Blind Services Project," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2019 through September 30, 2020.

22. Vigo County Parks Department, Fund No. 549323, Proposal 20-015

An agreement in the amount of \$1,000.00 has been received from Vigo County Parks Department for the project entitled, "Fowler Park Pioneer Village Cabin Sampling," under the direction of James Speer, Department of Earth and Environmental Systems, for the period September 1, 2019 through August 31, 2020.

## 4h Agreements

Date	Contract Type	Name	State
08/13/19	Performers, Speakers, and Entertainers	Christina Tondevold Duke Energy Math Summit	N/A
07/05/19	Performers, Speakers, and Entertainers	Barry Lane Duke Energy Reading Summit	N/A
07/01/19	Performers, Speakers, and Entertainers	Zachary Champagne Speaker Contract with Indiana State University Power of Math Summit 2019	N/A
04/05/19	Performers, Speakers, and Entertainers	MI training Contract	N/A
09/18/19	Clinical Affiliation Agreement	Covington Elementary School	Indiana
09/17/19	Clinical Affiliation Agreement	The Potomac School	Virginia
09/17/19	Clinical Affiliation Agreement	Total Access Urgent Care	Missouri
09/12/19	Clinical Affiliation Agreement	Apex Network - Bethalto Clinic	Illinois
09/09/19	Clinical Affiliation Agreement	Mountain Division Inc.	Utah
09/09/19	Clinical Affiliation Agreement	St. Joseph Hospital (Fort Wayne)	Indiana
09/05/19	Clinical Affiliation Agreement	Montana VA	Montana
09/04/19	Clinical Affiliation Agreement	The Care Center	South Carolina
09/04/19	Clinical Affiliation Agreement	Avanti Wellness and Rehabilitation	Illinois
09/04/19	Clinical Affiliation Agreement	Wellness Chiropractic	Maine
09/04/19	Clinical Affiliation Agreement	Centralia High School	Washington
09/04/19	Clinical Affiliation Agreement	Parish Episcopal School	Texas
09/04/19	Clinical Affiliation Agreement	Norman Regional Health System	Oklahoma
08/30/19	Clinical Affiliation Agreement	Greater Lafayette Area Special Services for Erika Hurd	Indiana
08/29/19	Clinical Affiliation Agreement	Lawrence County Health Department	Indiana
08/29/19	Clinical Affiliation Agreement	Memorial Hermann Sugar Land Hospital	Texas
08/28/19	Clinical Affiliation Agreement	Covered Bridge Special Education District for A Willwerth	Indiana
08/28/19	Clinical Affiliation Agreement	Schaumburg School District 54 for D Rizer	Illinois
08/28/19	Clinical Affiliation Agreement	Illinois Valley Central School District #321 for E Peters	Illinois
08/28/19	Clinical Affiliation Agreement	Covered Bridge Special Education District for M Morales	Indiana

## 4h Agreements

08/28/19	Clinical Affiliation Agreement	Covered Bridge Special Education District for K Lickey	Indiana
08/28/19	Clinical Affiliation Agreement	Paris Union School District 95 for C Hempstead	Illinois
08/28/19	Clinical Affiliation Agreement	Wabash River Special Services Cooperative for C Lewis	Indiana
08/28/19	Clinical Affiliation Agreement	Marshall Community Unit School District for A Barrett	Illinois
08/28/19	Clinical Affiliation Agreement	Old National Trail Special Services for M Aker	Indiana
08/28/19	Clinical Affiliation Agreement	New Albany-Floyd County Consolidated School Corporation for A Showalter	Indiana
08/28/19	Clinical Affiliation Agreement	Hamilton-Boone-Madison Special Services Cooperative for K Kidwell	Indiana
08/28/19	Clinical Affiliation Agreement	G,Greeley School District 6-for Emma-Leign Flynn	Colorado
08/27/19	Clinical Affiliation Agreement	Bluffton Health System	Clinical Affiliation Agreement
08/26/19	Clinical Affiliation Agreement	Community Hospital of Anaconda	Montana
08/23/19	Clinical Affiliation Agreement	R. Ekwealor Old National Trail Special Services Greencastle	Indiana
08/23/19	Clinical Affiliation Agreement	B. Caudill with Hamilton Center Terre Haute	Indiana
08/23/19	Clinical Affiliation Agreement	Mercy Medical Center Inc.	Oregon
08/21/19	Clinical Affiliation Agreement	Central Florida Health - Leesburgh & The Villages	Florida
08/21/19	Clinical Affiliation Agreement	Johnston County Schools	North Carolina
08/16/19	Clinical Affiliation Agreement	Covered Bridge Special Education District	Indiana
08/16/19	Clinical Affiliation Agreement	Elwood Community School Corporation	Indiana
08/14/19	Clinical Affiliation Agreement	Carroll Hospital Inc.	Maryland
08/13/19	Clinical Affiliation Agreement	Premier Health Partners	Ohio
08/13/19	Clinical Affiliation Agreement	Fyzical Therapy & Balance Portland IN	IN
08/09/19	Clinical Affiliation Agreement	Adventist HealthCare - Shady Grove Medical Center	Maryland
08/09/19	Clinical Affiliation Agreement	Chaplaincy Healthcare	Washington
08/09/19	Clinical Affiliation Agreement	Pediatric Healthcare Associates	Connecticut
08/08/19	Clinical Affiliation Agreement	Shawnee Health Service	Illinois
08/08/19	Clinical Affiliation Agreement	Encompass Health Deaconess Rehabilitation Hospital LLC - Evansville	Indiana
08/08/19	Clinical Affiliation Agreement	Beacon Health System INC	Indiana
08/08/19	Clinical Affiliation Agreement	Silver Cross Hospital and Medical Centers	Illinois
08/07/19	Clinical Affiliation Agreement	Professional Therapy Services	Illinois
08/01/19	Clinical Affiliation Agreement	University of Colorado Health	Colorado
08/01/19	Clinical Affiliation Agreement	Iowa State University	Iowa
08/01/19	Clinical Affiliation Agreement	Lago Vista ISD	Texas
08/01/19	Clinical Affiliation Agreement	Survivor Resource Center	Illinois
08/01/19	Clinical Affiliation Agreement	Kankakee County Health Department	Illinois
08/01/19	Clinical Affiliation Agreement	Kidworks LLC	Indiana
08/01/19	Clinical Affiliation Agreement	Theracare	Indiana
08/01/19	Clinical Affiliation Agreement	Chicago OT	Illinois
08/01/19	Clinical Affiliation Agreement	Olympia Orthopaedic Associates	Washington
08/01/19	Clinical Affiliation Agreement	TRIA Orthopedic Center	Minnesota
08/01/19	Clinical Affiliation Agreement	Orthopaedic Rehab Specialists	Michigan
08/01/19	Clinical Affiliation Agreement	UPMC Sports Medicine	Pennsylvania
08/01/19	Clinical Affiliation Agreement	North Central College	Illinois
08/01/19	Clinical Affiliation Agreement	Happiness Bag Inc	Indiana
08/01/19	Clinical Affiliation Agreement	Terre Haute Human Relations Department	Indiana
08/01/19	Clinical Affiliation Agreement	Crook County Health Department	Oregon
07/26/19	Clinical Affiliation Agreement	OSR Physical Therapy	Arizona
07/19/19	Clinical Affiliation Agreement	Valley Professionals Community Health Center	Indiana
07/19/19	Clinical Affiliation Agreement	Saint Francis Medical Center	Missouri
07/19/19	Clinical Affiliation Agreement	Fisher Titus Medical Center	Ohio
07/16/19	Clinical Affiliation Agreement	Ivy Rehab Network	New York
07/15/19	Clinical Affiliation Agreement	Indiana Health Centers Inc.	Indiana
07/12/19	Clinical Affiliation Agreement	UPMC	Pennsylvania
07/12/19	Clinical Affiliation Agreement	Indiana University Health	Indiana



## 4h Agreements

07/10/19	Clinical Affiliation Agreement	AdventHealth - Gordon	Georgia
07/10/19	Clinical Affiliation Agreement	Hennepin Healthcare System Inc.	Minnesota
07/09/19	Clinical Affiliation Agreement	Yakima Valley Farmer Workers Clinic	Washington
07/05/19	Clinical Affiliation Agreement	Old National Trails Special Services	Indiana
07/02/19	Clinical Affiliation Agreement	Select Medical IP Hospital	Indiana
07/01/19	Clinical Affiliation Agreement	Associates In Pediatric Therapy	Kentucky
06/27/19	Clinical Affiliation Agreement	Barnes-Jewish St. Peters Hospital	Missouri
06/27/19	Clinical Affiliation Agreement	UnityPoint Health - Memorial Hospital	Illinois
06/26/19	Clinical Affiliation Agreement	Halili Physical Therapy	Arizona
06/14/19	Clinical Affiliation Agreement	Oak Street Health MSO LLC	Indiana
06/14/19	Clinical Affiliation Agreement	Murray Calloway County Hospital	Kentucky
06/14/19	Clinical Affiliation Agreement	Optimum Therapies	Wisconsin
06/13/19	Clinical Affiliation Agreement	Northwest Community Hospital	Illinois
06/13/19	Clinical Affiliation Agreement	WellStar Health System Inc.	Georgia
06/13/19	Clinical Affiliation Agreement	Ortho Cincy	Ohio
06/11/19	Clinical Affiliation Agreement	Foothill Family Clinic	Utah
06/11/19	Clinical Affiliation Agreement	FirstCare Inc	Indiana
06/07/19	Clinical Affiliation Agreement	St. Joseph Hospital of Nashua N.H.	New Hampshire
06/07/19	Clinical Affiliation Agreement	Fairbanks Hospital Inc.	Indiana
06/07/19	Clinical Affiliation Agreement	IHC Health Services Inc.	Utah
06/07/19	Clinical Affiliation Agreement	Moffitt Cancer Center	Florida
06/07/19	Clinical Affiliation Agreement	Department of Veterans Affairs - Hampton	Virginia
06/04/19	Clinical Affiliation Agreement	Indiana Fitness Works	Indiana
05/31/19	Clinical Affiliation Agreement	The Commonwealth Health Care Corporation	Northern Mariana Islands
05/31/19	Clinical Affiliation Agreement	Generations Geriatric Mental Health	New Hampshire
05/31/19	Clinical Affiliation Agreement	Southern Ohio Medical Center	Ohio
05/31/19	Clinical Affiliation Agreement	Sullivan County Community Hospital	Indiana
05/31/19	Clinical Affiliation Agreement	Indiana Family and Social Services Administration	Indiana
05/31/19	Clinical Affiliation Agreement	Witham Health Services	Indiana
05/31/19	Clinical Affiliation Agreement	Providence Medical Group	Indiana
05/31/19	Clinical Affiliation Agreement	Cove School	Illinois
05/31/19	Clinical Affiliation Agreement	Covered Bridge Special Education District	Indiana
05/31/19	Clinical Affiliation Agreement	Green County Hospital	Indiana
05/31/19	Clinical Affiliation Agreement	Indy Pediatric Occupational Therapy LLC	Indiana
05/31/19	Clinical Affiliation Agreement	Iroquois Memorial Hospital	Illinois
05/24/19	Clinical Affiliation Agreement	Loyola University Medical Center	IL
05/23/19	Clinical Affiliation Agreement	Panorama Physical Theray	CO
05/23/19	Clinical Affiliation Agreement	Premier Physical Therapy	CO
05/22/19	Clinical Affiliation Agreement	Riverview Health	Indiana
05/22/19	Clinical Affiliation Agreement	St. Vincent's Health System Inc.	Florida
05/22/19	Clinical Affiliation Agreement	Kaiser Foundation Health Plan of Georgia	Georgia
05/10/19	Clinical Affiliation Agreement	THE LUCY WEBB HAYES NATIONAL TRAINING SCHOOL FOR DEACONESSES AND MISSIONARIES	Washington DC
05/10/19	Clinical Affiliation Agreement	Calvert Health	Maryland
05/07/19	Clinical Affiliation Agreement	St.Vincent Hospital and Health Care Center Amendment	Indianapolis, IN

## 4i Board Representation at University Events

### Events Requiring Board Representation

December 13, 2019	Board of Trustees Meeting, State Room, Tirey Hall
December 14, 2019	Winter Commencement, Hulman Center

### Optional Events

October 22, 2019	A Celebration of 90 Years of Radio, HMSU Dede II
October 21, 2019	Habitat for Humanity Fundraising Luncheon, HMSU Dede I
December 8, 2019	Community Holiday Open House at Condit House
December 11, 2019	Faculty & Staff Holiday Open House at Condit House

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

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

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

## 4j In Memoriam

### **IN MEMORIAM: Ms. Mary Germain**

WHEREAS. Ms. Mary Germain, Administrative Secretary for Med Ed of Indiana State University, died on the twentieth day of May two thousand and nineteen; and

WHEREAS, Ms. Mary Germain had given loyal and devoted service to Indiana State University for over twenty-five years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

### **IN MEMORIAM: Dr. John C. Jessell**

WHEREAS, Dr. John C. Jessell, Professor Emeritus of Counseling of Indiana State University, died on the fifteenth day of July two thousand and nineteen: and

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

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

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

### **IN MEMORIAM: Dr. Mark O. Oster**

WHEREAS, Dr. Mark O. Oster, Professor Emeritus of Life Sciences of Indiana State University, died on the thirty-first day of July two thousand and nineteen: and

WHEREAS, Dr. Mark O. Oster had given loyal and devoted service to Indiana State University for twenty-nine and half years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend:

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

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

**IN MEMORIAM: Dr. John A. Crittenden**

WHEREAS, Dr. John A. Crittenden, Professor Emeritus of Political Science of Indiana State University, died on the twenty-third day of July two thousand and nineteen: and

WHEREAS, Dr. John A. Crittenden had given loyal and devoted service to Indiana State University for twenty-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.

**IN MEMORIAM: Louis R. Jensen**

WHEREAS, Louis R. Jensen, Special Assistant to the President, of Indiana State University, died on the twenty-seventh day of July two thousand and nineteen; and

WHEREAS, Louis R. Jensen had given loyal and devoted service to Indiana State University for thirty-three and half years and had gained the respect of students and colleagues who knew him;

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

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

**IN MEMORIAM: Ms. Marcella M. Farrell**

WHEREAS. Ms. Marcella M. Farrell, Administrative Assistant of the Career Center, of Indiana State University, died on the ninth day of August two thousand and nineteen; and

WHEREAS, Ms. Marcella M. Farrell had given loyal and devoted service to Indiana State University for over twenty-four years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

**IN MEMORIAM: Ms. Marilyn S. Meads**

WHEREAS. Ms. Marilyn S. Meads, Administrative Assistant for Faculty Senate of Indiana State University, died on the fifteenth day of August two thousand and nineteen; and

WHEREAS, Ms. Marilyn S. Meads had given loyal and devoted service to Indiana State University for over nineteen years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

**IN MEMORIAM: Ms. Anna Cuffle**

WHEREAS. Ms. Anna Cuffle, Custodial Worker for Sycamore Housing of Indiana State University, died on the second day of September two thousand and nineteen; and

WHEREAS, Ms. Anna Cuffle had given loyal and devoted service to Indiana State University for over twenty-seven years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

**IN MEMORIAM: Dr. Robert F. Houchell**

WHEREAS, Dr. Robert F. Houchell, Professor Emeritus of Music of Indiana State University, died on the sixth day of September two thousand and nineteen: and

WHEREAS, Dr. Robert F. Houchell had given loyal and devoted service to Indiana State University for thirty-seven years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend:

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

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

**IN MEMORIAM: Keith B. Hawkins**

WHEREAS, Keith B. Hawkins, Director of Distance Education, of Indiana State University, died on the tenth day of September two thousand and nineteen; and

WHEREAS, Keith B. Hawkins had given loyal and devoted service to Indiana State University for thirty-three and half years and had gained the respect of students and colleagues who knew him;

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

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

**IN MEMORIAM: Dr. James T Kyle**

WHEREAS, Dr. James T. Kyle, Professor Emeritus of Economics of Indiana State University, died on the eleventh day of September two thousand and nineteen: and

WHEREAS, Dr. James T. Kyle had given loyal and devoted service to Indiana State University for thirty-six years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend:

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

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

**IN MEMORIAM: Dr. Robert L. Pabst**

WHEREAS, Dr. Robert L. Pabst, Professor Emeritus of Secondary Education of Indiana State University, died on the thirteenth day of September two thousand and nineteen: and

WHEREAS, Dr. Robert L. Pabst had given loyal and devoted service to Indiana State University for twenty- six years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend:

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

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

## Adjournment

The meeting adjourned at 3:44 p.m.