

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

**Thursday, February 23, 2017**

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

**Friday, February 24, 2017**

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

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

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**1. Agenda**

**2. Schedule**

**3. Call Meeting to Order**

**4. Remarks**

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

**5. New Business Items**

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

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

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

**7. Old Business**

**8. Adjournment**

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

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

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### 3 Call to Order

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### 4 Remarks

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

#### **REPORT OF THE FACULY SENATE CHAIRPERSON (Dr. Hawkins)**

As this is my first opportunity to address the Board on behalf of the Senate and faculty since December—so very long ago, it seems—I would like to thank you for taking the time to meet with senators during your last visit to campus. I think the gathering went well; I know the senators appreciated the chance to get to know you and understood it as a reflection of your commitment to shared governance. We encourage you to make it a regular part of your activities during the year—at least as an annual occurrence. And, we encourage you to seek out other ways to connect on a personal level to the dedicated faculty at ISU.

Faculty Governance has been very busy in 2017. Some highlights from two Senate meetings and seven Exec meetings:

- The Executive Committee reviewed and endorsed an online Biennial Review Training module, now a mandatory part of the process for those doing the reviewing. I am happy to give Chris MacDonald and Cat Paterson all the credit for preparing this. We will present the training at a special meeting at the end of March, after which it will be made available to the campus.
- In January Senate approved the creation of a special committee to investigate how to foster a positive faculty culture.
- I would like to thank Katie Butwin and the Office of the University Counsel for undertaking the work necessary to update the Handbook to reflect official interpretations. These now appear as footnotes to the main text.
- At its last two meetings Senate approved a number of curricular proposals, most falling in the category of new minors.
- Senate also approved a number of proposals that advanced from the Faculty Affairs Committee. These appear today on your agenda as changes to Section 305. They clarify Handbook language regarding faculty appointments; they address prior service credit; and they clarify the timeline of instructor appointments.

I have some other comments to make regarding the State of the Faculty:

The university faculty and the wider campus community have been reflecting on many significant issues during the last few weeks. In previous Senate reports I have noted that we are, to paraphrase the Chinese curse, living in “interesting times.” In this challenging climate, it is critical that we come together to embrace and defend the values that our university holds dear.

One of these values is inclusiveness, and I would like to express my appreciation to the president for his decision to sign the DACA petition and his thoughtful letter to our international students and scholars. These words and actions carry real weight and link us to the larger community of educational institutions whose collective voice will, hopefully, have a meaningful impact on the national debate currently taking place.

Closer to home, the faculty have also focused their attention on proposed revisions to Promotion and Tenure policy. The P&T Taskforce, which initiated discussions in the fall, has now officially sent its proposed 305 language to FAC. This will be FACs primary focus for the rest of the month, and the product of those deliberations will be presented to the campus community when it is forwarded to Exec—most likely by 8 March. If this timeline holds, Senate will formally receive the Exec-approved 305 language at its first meeting after Spring Break and begin its deliberations then. As this is a matter of considerable import, we will continue debate at a Special Senate meeting on 13 April and, if possible, proceed to a vote. This will be a contentious debate with obvious implications for all faculty. Everyone will need to compromise to approve language that is acceptable to all and bring it to you in time for your May meeting.

Finally, it would be remiss of me not to comment on the most contentious issue among faculty in recent days. As I said last week at Senate, this is a challenging time for the campus community as we are now beginning to identify the personal costs associated with the budget constraints that the Administration is asking us to accept. The argument for cuts that has been made is still being met by a fairly consistent level of incredulity among the faculty. Budgetary matters fall under the advisory authority of the Senate. Within this framework, we have and will continue to give advice to the Administration. We have been and will continue to be very consistent in advising against cuts that target the faculty, cuts that invariably have a direct and significant impact on the academic mission of the university.

I know the president has listened to us in good faith; and I know he will continue to do so. As the budget picture for the next two years comes more sharply into focus, we have asked that he be as transparent as possible with us about the reasons that underpin his decisions to seek the elimination of certain lecturer and instructor positions. We have asked that he be as flexible as possible with these cuts and seek financial gains through a policy of attrition rather than elimination. And we have asked that he do everything within his power to ensure that our dedicated faculty feel fully supported as they continue their work.

It is my job to tell you that many among our faculty do not feel fully supported right now. Our faculty have been asked to sacrifice to shield the institution from future budgetary challenges. They have done so repeatedly. However, faculty morale, a critical but unmonetizable part of the ISU experience, is being undermined and will continue to be compromised if the impression persists—which it does—that the sacrifices fall disproportionately on instruction. (This perception is only reinforced when the local paper reports—on the same day—that the university intends both to eliminate instructor positions and provide outsized salaries to its new coaching staff. Can we blame people for asking—as they have asked me—how many instructors and sections can we pay for with the salary of one assistant coach?)

The work our faculty do is central to the mission of the university. We sit in this room in order to promote what happens in the classroom. The faculty accept the need for careful scrutiny of our instructional budget. It is a significant percentage of our overall budget, and we should look for savings wherever possible. But we ask that this level of scrutiny and accountability be applied equally to administrative and athletic positions, and for that matter any area where adjustments, hiring freezes, or, if necessary, staffing cuts could be made that would not have the kind of negative impact on instruction that we anticipate and should all guard against.

Thank you for your consideration.

## **REPORT OF THE STAFF COUNCIL CHAIRPERSON (Ms. Torrence)**

The Council will soon begin our annual representative elections. We will be seeking 11 new representatives this year. Martin Collins has been working to get these elections started and I would like to thank him for his work. With the many changes to our divisions, the elections are never an easy process but he is doing a great job. Thank you Martin.

Once again the Public Relations committee is offering chair massages to raise money for the Staff Council Scholarships. I would like to thank the massage therapy students and their advisor Charlie Peebles for donating their time for this event. They had one session yesterday with another session in late March.

Due to recent changes in the categories for staff and the creation of a new division on campus, we have been reviewing our by-laws for minor updates. We hope to have those ready to present to you at your May meeting.

### **REPORT OF THE PRESIDENT OF THE STUDENT GOVERNMENT ASSOCIATION (Mr. Velazquez)**

Good evening Board of Trustees, President Bradley, Faculty, Administration and other guest.

Today it is my pleasure to present to you a piece that our Director of Student Engagement, Tisha Langford worked on diligently.

This piece is created to help increase campus pride as well as promote our University via social media for potential incoming students.





## REPORT OF THE VICE PRESIDENT DEVELOPMENT AND CEO OF THE ISU FOUNDATION (Mr. Carpenter)

Thank you Chairman Campbell,

I have good news to report, our restructuring is complete. It has been a seamless endeavor due to our staff's willingness to make some important decisions and hang in there. It is also due to our peers at State assisting us proactively in this transition.

We are also close to hiring our first Associate Vice President for Development. That position will be about managing our fundraising and putting together a dynamic team to raise the bar with our alumni's philanthropic engagement to ensure ISU is able to achieve its goals.

From this point forward Job #1 is friend-raising to grow fundraising.

We encourage every one of our supporters to view our FY16 Annual Report at [www.indstatefoundation.org](http://www.indstatefoundation.org). It indicates some areas of growth, however, we need to get better in these coming years.

We need our alumni to take that step forward and invest in “our” University and show their pride and gratitude by financially making a difference in our student’s success and lives.

Let’s create a culture of forever giving forward at our alma mater.

Again, I want to thank our Board of Trustees and our Foundation Board for making where we are today and in the future possible.

Gratefully submitted by our new University division.

## **REPORT OF THE UNIVERSITY PRESIDENT (Dr. Bradley)**

Good morning.

I would like to start my report by thanking Trustee Tanya Bell for providing last night’s keynote address as part of our Black History Month celebration. Thank you, Tanya for sharing your inspirational story with our students. I would also like to express our deep appreciation for the \$10,000 donation Tanya presented to the Charles E. Brown African American Cultural Center from the Indiana Black Expo. This generous gift will help advance the programs and services provided by this important part of our campus. Thank you, Tanya.

### **INTRODUCTIONS**

The following individuals new to the University or new in their positions were introduced to the Board of Trustees:

Head Football Coach Curt Mallory

Head Volleyball Coach Lindsay Allman

Associate Vice President for Inclusive Excellence Leah Reynolds

### **LINDSEY EBERMAN**

Next, I would like to ask Dr. Lindsey Eberman to come forward. Lindsey has been named the 2017 Professional Development Excellence Award recipient by the National Athletic Trainers Association. The award is given to those who have provided exemplary education to advance the athletic training profession. It is awarded to only one individual annually out of the national organization’s 50,000 members. Please join me in recognizing Lindsey on this outstanding achievement.

### **MARY HOWARD-HAMILTON**

Another member of our campus community has also earned a national honor. **Professor Mary Howard-Hamilton** has been selected to receive the American College Personnel Association’s Contribution to Knowledge Award. This honor recognizes individuals for their outstanding contributions to the profession’s body of knowledge through publications, films, speeches, instructions, tapes and other forms of communication. Mary’s research focuses on diverse, minority students and African-American women in higher education. Mary could not be with us today but I wanted to bring this significant honor to your attention. I will extend our congratulations to Mary.

### **UPDATE ON SEARCHES AND PROMOTION AND TENURE DOCUMENTS**

I would also ask Provost Licari to provide an update on other important searches and to brief the Board on his work with the Faculty Senate regarding the University’s faculty promotion and tenure process.

Provost Licari provided updates on the searches and the changes under consideration for the faculty promotion and tenure process.

That concludes my report.

## REPORT OF THE BOARD CHAIRPERSON (Mr. Campbell)

I will make my comments brief. Thank you Ron for the Development presentation yesterday. I also want to thank the entire Library Staff for making us feel so welcome. The current Library does not look like the Library as I remember it when I attended ISU. We were impressed by the facilities and the computer power and the search engines and the services that the library provides students and faculty. It was time well spent. I had an opportunity to speak with the Athletic Director and asked for a win next week next week at the Missouri Valley tournament, good luck. I know we are in the middle of the semester and everyone is working hard and on a Friday afternoon everyone wants to get back to their responsibilities. So, I will end my remarks with saying that we appreciate all that you do on behalf of Indiana State University.

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## 5 New Business Items

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

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

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

The Trustees met in a regularly scheduled meeting on Friday, December 16, 2016.

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

Trustees absent: Ms. Bell

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

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

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## 5b Sycamore Spotlight: College of Technology

## 5c Finance Committee Report





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

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

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

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

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

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

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

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## 5c3 Parking Permit Fees

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

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

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

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

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

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

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## 5d Modification to University Handbook

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

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

**Proposed Language:**

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

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

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

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

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

The specific proposed modifications are listed below.

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

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

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

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

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

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

### **Modify Section 305.7 Regarding Awarding of Tenure**

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

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

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

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

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

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

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

**On a motion by Mrs. Smith, seconded by Ms. Gravely, the recommendation was approved.**

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

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

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

#### **Current Language:**

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

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

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

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

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

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

## **Proposed Modification:**

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

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

**305.3.2.1.1.2 Prior Service Credit at Associate Level.** Individuals beginning their probationary period at the rank of associate professor/librarian may be given credit for up to five (5) years of faculty achievements at other

accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an associate professor/ librarian credited with three (3) years from another institution could apply during his/her third year at Indiana State University.

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

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

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

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

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

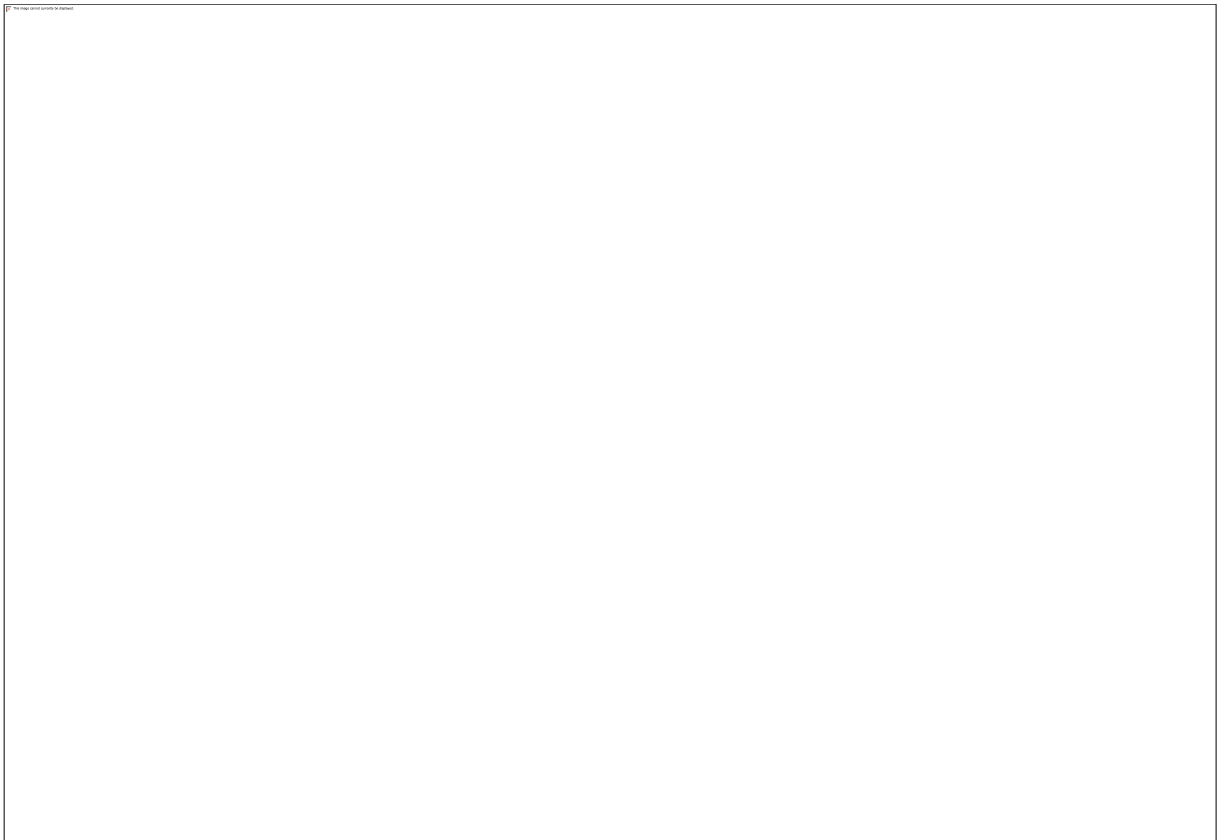
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## 6a University Investments

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







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

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

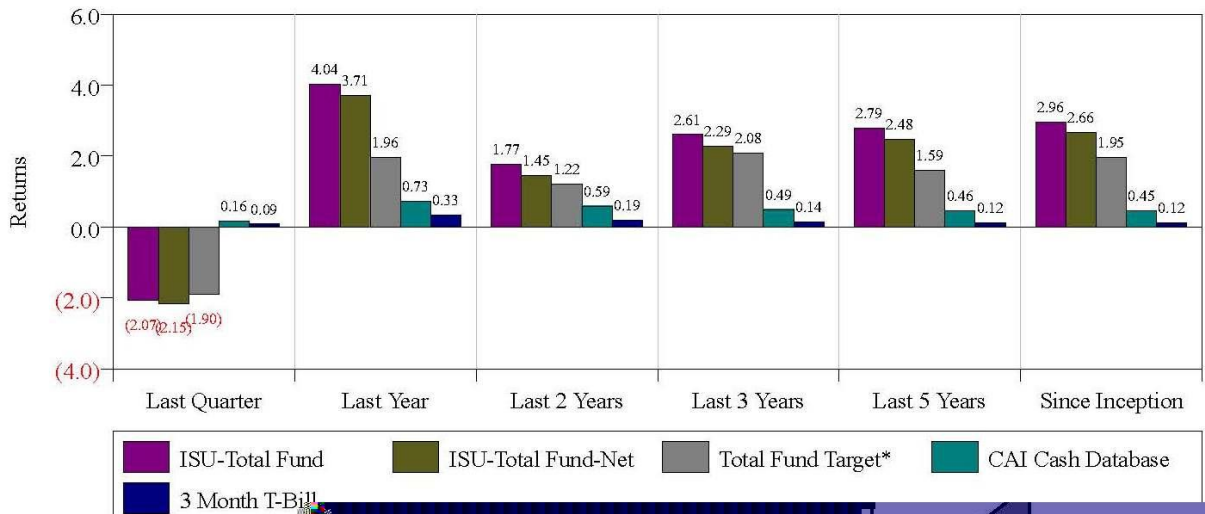


Total Fund Target\* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

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

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

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

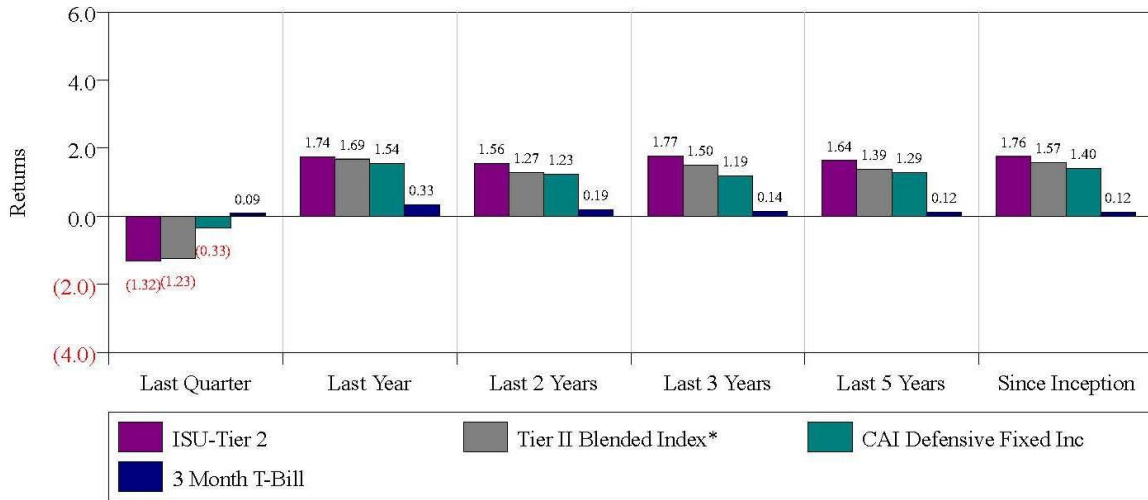


**RETURN SUMMARY**  
**PERIOD ENDED DECEMBER 31, 2016**

**Total Fund Performance**

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

ISU Tier 2 Returns  
 for Various Time Periods  
 Current Quarter Ending December 31, 2016  
 Inception Date: October 1, 2010



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



## 6b Financial Report

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

### Revenues

#### Debt Service

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

### Student Tuition

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

### Other Fees and Charges

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

### Other Income

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

## **Expenses**

### Compensation

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

### Departmental Expenses

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

### Utilities and Related Expenses

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

### Capital Improvements

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

### Student Scholarship and Fee Remissions

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

### Transfers Out

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

## 6c Purchasing Report

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

### Purchases Over \$50,000

#### Sole Source, Standardized Furniture

Sauder Manufacturing Company	P0081018	Dorm Furniture	\$53,361.40
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#### Sole Source, Software

Lexmark Enterprise Software USA Inc	P0080993	TransForm Server Software	\$81,150.00
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#### Sole Source, Standardized With Outside Track

Beynon Sports Surfaces Inc	P0081105	Synthetic Track Surface	\$81,500.00
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#### Sole Source, Standardized Furniture

Sauder Manufacturing Company	P0080996	Dorm Furniture	\$311,268.91
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#### Sole Source, Standardized Service Provider

Musco Sports Lighting LLC	P0080929	New Lighting at Memorial Stadium	\$499,865.00
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## 6d Vendor Report

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



## 6e Faculty Personnel

### FACULTY

#### Appointments

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

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

(Effective January 1, 2017 unless otherwise noted)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Retirements**

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

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

### **Emeriti**

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

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

### **Separations**

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

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

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

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

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

## 6f Other Personnel

### NON-EXEMPT

#### Appointments

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

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

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

#### Separations

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

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

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

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

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

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

#### Retirements

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

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

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

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

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

##### Promotion

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

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

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

#### Transfers

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

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

### **Reclassification**

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

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

### **Other**

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

## **NON-EXEMPT PROFESSIONAL**

### **Appointments**

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

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

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

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

### **Separations**

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

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

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

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

### **Promotion**

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

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

### **Transfers**

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

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

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

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

### **Reclassification**

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

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

### **Other**

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

### **EXEMPT**

### **Appointments**

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

### **Temporary Appointments**

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

### **Change of Status**

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Separations**

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

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

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

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

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

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

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

## **ATHLETICS**

### **Appointments**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Separations**

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

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

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

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

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

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

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

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

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

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

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

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## 6g Grants and Contracts

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

An agreement in the amount of \$100,287.00 has been received from Lilly Endowment Inc. for the project entitled, “Extending Teacher Creativity 2017: A Summer Workshop for Teacher Creativity Fellows,” under the direction of Susan Powers, Office of the Provost and Vice President, Academic Affairs, for the period December 1, 2016 through September 30, 2017.

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

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

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

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

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

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

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## 6h Agreements

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

Brian Gardner

Ken Brill

Record-a-Hit Entertainment (Roller Skating Rink)

Rohina Malik Hasany

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

## **Affiliation Agreements**

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

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

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## 6i Board Representation at University Events

### Events Requiring Board Representation

April 8, 2017

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

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

## **Optional Events**

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

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

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

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

## **6k In Memoriam**

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

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

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

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

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

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

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

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

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

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

**IN MEMORIAM: Alice M. Overhoff**

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

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

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

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

**IN MEMORIAM: Dr. Lewis Sego**

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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## 7 Old Business

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## 8 Adjournment