

Indiana State University
Board of Trustees
Schedule of Activities
October 11-13, 2018

Thursday, October 11, 2018

11:30 am Dedication of Practice Football Field, Memorial Stadium

Friday, October 12, 2018

10:30 a.m. Finance Committee Meeting, State Room, Tirey Hall

11:30 a.m. Tri-Board Lunch, Heritage Ballroom, Tirey Hall

1:00 p.m. Executive Session, State Room, Tirey Hall

2:00 p.m. Agenda Meeting, State Room, Tirey Hall

4:00 p.m. Trike Race, Michael Simmons Activity Center

6:30 p.m. Distinguished Alumni Awards Reception, Sycamore Banquet Center, HMSU

7:30 p.m. Distinguished Alumni Awards Program, Sycamore Banquet Center, HMSU

Saturday, October 13, 2018

9:00 a.m. Blue and White Parade, Wabash Avenue

11:00 a.m. Tent City, Memorial Stadium

2:00 p.m. STATE vs Missouri State, Memorial Stadium

MINUTES
Friday, October 12, 2018, 2:00 p.m.
Indiana State University Board of Trustees Meeting
State Room, Tirey Hall, Terre Haute, Indiana

1. Call Meeting to Order

2. Remarks

Faculty Senate Chairperson (Dr. Hawkins)
Staff Council Chairperson (Mr. Chaqra)
Student Government Association President (Mr. Lamb)
Interim Vice President for Development and CEO of the ISU Foundation (Mr. Smith)
President of the University (Dr. Curtis)
Chairperson of the ISU Board of Trustees (Mr. Pease)

3. New Business Items

- 3a For Passage, Approval of the May 11, 2018 and August 17, 2018 Meeting Minutes and Certification of Executive Sessions (Mr. Pease)
- 3b Finance Committee Report (Mr. Taylor)
 - 3b1 For Passage, University Health Benefits Plan 2019 (Ms. McKee)
 - 3b2 For Passage, 2018-19 State Repair and Rehabilitation Request (Ms. McKee)
- 3c For Passage, Modifications to Policy 665 Indiana State University Naming Policy (Mr. Smith)
- 3d For Passage, Updated Memorandum of Understanding between Indiana State University and the Indiana State University Foundation (Dr. Curtis and Mr. Smith)
- 3e For Passage, Acceptance of Conflict of Interest Disclosure Statement (Mr. Pease)
- 3f For Passage, Three-Year Naming Rights for the College of Technology Student Success Center (Dr. Curtis & Mr. Smith)
- 3g For Passage, Conferral of Honorary Degree (Dr. Curtis)
- 3h For Discussion, Revisions to “There’s More to Blue” Strategic Plan (Dr. Curtis)

4. Items for the Information of the Trustees

- 4a Investment Report
- 4b Financial Report
- 4c Purchasing Report
- 4d Vendor Report
- 4e Faculty Personnel
- 4f Other Personnel
- 4g Grants and Contracts
- 4h Agreements
- 4i Board Representation at University Events
- 4j In Memoriam

5. Old Business

6. Adjournment

The next meeting of the Board of Trustees will be December 14, 2018.

MINUTES
Friday, October 12, 2018, 2:00 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

1 Call Meeting to Order

2:11 p.m.

2 Remarks

Faculty Senate Chairperson (Dr. Hawkins)
Staff Council Chairperson (Mr. Chaqra)
Student Government Association President (Mr. Lamb)
Interim Vice President for Development and CEO of the ISU Foundation (Mr. Smith)
President of the University (Dr. Curtis)
President of the ISU Board of Trustees (Mr. Pease)

REPORT OF THE FACULY SENATE CHAIRPERSON (Dr. Hawkins)

Greetings on behalf of Faculty Governance.

I am pleased to report that the Senate standing committees are all meeting and considering their charges for the year. Once again let me take a moment to recognize the high percentage of our faculty who accept this critical university-level service—a commitment that often competes with teaching, scholarship, and family for their time and effort. At this early date, the committees have only just begun to report out on their charges.

Senate itself has met twice so far this year and will do so again next week. Some of the first charges out of Curriculum and Faculty Affairs will be on the Agenda at our October meeting. Most notably, Senate will be considering a proposal to create a Faculty Ombuds Office and Handbook language addressing Executive Committee vacancies. Senate will also consider a proposal to create a Business Analytics minor.

Let me note that in September Senate heard an extended report on enrollment management from the provost, a report that dovetailed with earlier presentations from the administration at the August retreats and at the Executive Committee. The Senate officers appreciate these efforts to maintain a public dialogue with the faculty about enrollment management challenges and opportunities. It seems clear to us that the provost and president share a strategic vision for long-term enrollment management that promises to position the university well for the future. This vision reflects the growing importance of retention, student success, and graduation outcomes.

For the last few weeks, enrollment management has come to dominate discussions within faculty governance. This is the consequence of the administration's stated effort to include faculty in the work to find short and long-term solutions to the challenges facing the university.

As the provost has recognized, the faculty have a Handbook-defined right to shape admissions policy, though this right has been honored in the breach during the time I have been on campus. Over the past few weeks faculty governance has begun to discuss how best to contribute to our enrollment, admissions, and retention challenges. We expect much of the burden to be shouldered by the Student Affairs Committee, which is invested by the Handbook with oversight over admissions criteria. Over the past couple of weeks SAC has begun to address this new charge. The officers wish to acknowledge the committee members, and commend them to you, for taking on this critical responsibility.

At the same time, let me add that there is valuable expertise and initiative on an individual level among the faculty. We appreciate that the administration has recognized this and has declared itself willing to make use of the talented faculty volunteers who are stepping forward with unique data, perspective, and ideas concerning enrollment and retention. The faculty understands the importance of constructive collaboration if the university expects to turn current challenges into real opportunities.

On a related note, in terms of constructive collaboration, I wish to thank the administration for including the Executive Committee in the interview process for the position of VP for University Advancement. We believe the faculty voice played an important role in distinguishing among the candidates. We are very happy with the results.

Let me take this opportunity now to provide you with an update on the faculty-led Biennial Review process. Following extended conversations with the faculty, last year Senate made two significant changes to the model: it removed the Exceeds Expectations category and shifted consideration of merit pay to departments. This requires two adjustments going forward: 1. Departments need to review their existing criteria for Meets Expectations and Does Not Meet Expectations to ensure that they align with the new expectations; 2. Departments need to formulate guidelines for a new merit pay structure. As part of the BR revisions, Senate passed a resolution which stated that the Administration and Faculty Governance would work together to help departments finalize this process by the end of 2018. To that end, we charged FAC with confirming by mid-October that departments have satisfactorily reviewed their standards and with creating basic guidelines for merit pay. The Senate will take up these guidelines next week and then refer them to the departments with the expectation that the revisions will be completed by early 2019.

Finally, as you look ahead to upcoming meetings I would like again to issue you an invitation to meet with senators. Opening this avenue of communication has proven valuable in recent years. As faculty leaders, Senate members benefit from direct interaction with Board members. At the same time, I believe Board members also benefit from direct contact with faculty representatives. Let me know what can be done.

Thank you.

REPORT OF THE CHAIR OF THE STAFF COUNCIL (Mr. Chaqra)

President Curtis, Chair of the ISU Board of Trustees Mr. Ed Pease, members of the Board I bring you greetings from the ISU Staff Council and thank you for the opportunity to address the Board.

Please allow me to introduce myself. My name is El-Houcine Chaqra and I was born in the Kingdom of Morocco, raised in France and a proud graduate of Indiana State University. Maria and I are proud to work for a wonderful employer as Indiana State University and we are happy that we have made Terre Haute our home. I have been working for ISU for more than 23 years.

Last May I was elected to lead the Staff Council at ISU and as Chair of the Staff Council, I represent 30 elected staff members who represent more than 1,100 staff members at ISU. Many of us are long-term employees who like me believe that Indiana State University is a good employer and a great University that provides quality education for our Terre Haute Community, our State, our Nation, and around the world. As staff members we are committed to this University, to our students, to our faculty, to our community, and to a quality education for our students and better working conditions for our staff.

Please allow me to share with you some of what the over 1,100 staff members that I represent contribute to the academic, research, service, and engagement mission of the University.

As staff members at ISU are actively engaged in:

1. Supporting our students to be successful in their transition to college
2. Providing our students the support they need to succeed in the classroom, managing their finance, and supporting them to graduate and move successfully to a career or the next stage of their academic pursuits.
3. Managing the ever increasing technology, computer infrastructure networks, and data communication systems to connect us to each other on campus, across the State, across the Nation, and with our partners and international students around the world
4. Managing our institution finances through best practices in accounting, budgeting, auditing, and planning
5. Designing, planning and maintaining our University physical spaces where our students, staff, and faculty come together to learn, create, and help lead us into the future.
6. Supporting our faculty in their mission of teaching, learning, research, and service.

As you can see our University staff with our faculty and the university administration are responsible for the success of our students, for providing quality education, and a life time experience at ISU.

The ISU Staff that I represent are committed to supporting the University's mission and supporting President Curtis. However, they also have concerns that are important to ISU if we want to continue to recruit and retain great loyal staff. The ISU staff are concerned with our compensation and benefits system; our health insurance premiums and deductibles; the distribution of the annual salary increase; the parking; and the negative biased coverage of our University in the local media.

I was reminded recently by a staff member who has been working for ISU for over 27 years and under 5 presidents that "You hire with salary, but you retain with benefits." My experience at ISU leads me to conclude that you have to have both salary and benefits to hire and retain good workers. Also last week I got an email from an employee who after working for ISU for over 16.5 years she left the University. In her email she stated "After being with the university for 16.5 years, I was not promoted to the position of Director of Child Care Center after the Director retired. Instead someone was hired from outside of the university with less experience. Improving promotion of qualified staff should be a charge for the council in the future. Indiana State University is a wonderful a place to work. Losing skilled and talented staff is not beneficial for university as a whole. I wish you the best of luck as the chairperson of the staff council."

The Staff Council provides a forum for staff to voice their concerns, make recommendations, and propose new ideas. We will strive to work very closely with university administration to address issues and develop best solutions for the majority. Great things happen when we focus our efforts and one of our focus is to support the mission and strategic vision of the university and to support our staff to develop professionally and to provide them with engagement opportunities suited to their needs and interests.

I want to commend the work of President Curtis and her administrative team have been doing and her collaborative engagement with students, staff, and faculty across campus as we work to move the University forward.

When various groups are kept in the loop and understand what developments are occurring within the university, and when they are invited to participate as true partners, the institution prospers and I appreciate President Curtis and Provost Licari providing the Staff Council with opportunities to be part of the shared governance at our University.

Before I conclude I would like to share with you some of the initiatives our Standing Committees are exploring to create better working conditions for our staff, to recruit and retain quality staff, and help provide quality education for our students:

- The creation of a Staff Emergency Fund to help our staff members by providing them with financial assistance. This financial assistance will be provided to ISU staff who are experiencing a temporary hardship such as loss due to natural emergencies, accidents, catastrophes, deaths or illness which are no fault of the ISU employee.

- The creation of an ISU Child Care Grant Program: This program will help eligible ISU staff members pay for child care expenses by granting awards. This program will help address one of the work/life and work/family issues that faces the ISU staff. It will also help ISU strategic goal number 5 by making ISU more attractive to recruit and retain our staff
- Increase Funding for our Staff Scholarship Program and the number of staff recipients to support our staff to have an opportunity to start a degree or finish a degree by providing them with a scholarship that supports their studies at ISU. This will provide more opportunities for our staff to go back to school and get a degree that can make a difference in their life and work experience at ISU. This program will also help ISU strategic goal number 5 by making ISU more attractive to recruit and retain our staff
- We are also working with HR Department to set up Staff Recognition Awards to recognize and to celebrate the professional contributions and quality services of the ISU staff

Again thank you for the opportunity to address the Board.

REPORT OF THE PRESIDENT OF STUDENT GOVERNMENT ASSOCIATION (Mr. Lamb)

Happy homecoming, everyone. Over the past several months, SGA has been working diligently to accomplish the goals we set out to do at the end of last year. We are working with the deans to create student advisory boards for the academic colleges to facilitate more communication and feedback between students and college administrators. We have been working with several partners from the Library and other departments on campus to have more open-source textbooks on campus. We are in the process of working with the Office of Multicultural Services and Programming to plan a diversity week. We are hosting a town hall next week, as well as sending a survey out to the student body to collect their feedback on a variety of issues.

The biggest project we are currently working on is SGA's mental health initiative. We are still in the process of writing up a report to send to the campus, but we are heading into our third and final revision stage prior to our releasing the report. That report will be sent out at the end of October or the beginning of November.

In other news, SGA has transitioned from voter registration to planning GOTV efforts. We have made a good faith effort to go to as many events and programs our students host and plan because we have made it a priority to make sure students know that their SGA is engaged and plugged in with their needs.

We have also been keeping the administration informed on what we are working on by meeting regularly with Dr. Banks and Dr. Curtis. We also send Trustee Case our weekly Executive Branch reports, so he (and by extension the board) is kept up-to-speed with what we have been working on.

REPORT OF THE INTERIM VICE PRESIDENT DEVELOPMENT AND CEO OF THE ISU FOUNDATION (Mr. Smith)

Chair Pease, President Curtis, members of the Board of Trustees, colleagues from the ISU campus community. Once again, I appreciate the opportunity to share time with you this morning to brief you on the status of the Indiana State University Foundation and the Division of University Advancement.

Fiscal year 2017-2018 audited results of the ISU Foundation state the following:

- Total assets of \$83.1 million reflect an increase of \$3.7 million or 4.5%.
- Net assets of 72.5 million were up \$5.0 million or 6.8 %
- Unrestricted net assets (Foundation and Sycamore Holdings) improved from a deficit of \$2.0 million to a positive of \$51 thousand. The Foundation's unrestricted net assets are at \$1.8 million.
- Revenues, gains and other support of \$12.4 million were positively impacted by contributions of \$4.8 million (down \$3.5 million from prior year), and total investment return of \$5.9 million. These were offset by expenses of \$7.5 million, \$4.9 for program expenses (including scholarships), and \$2.1 million of operating and development expenditures. Additional expenses incurred were the Sports Marketing Program (440,000), and Alumni Engagement (53,000).

In summary, this past fiscal year the Foundation continued its trend of positive investment returns. Operational and development expenditures were tightened up to ensure a near balanced budget, and to stabilize our financial picture, particularly as it pertains to unrestricted net assets. Private giving results underperformed, and represent the highest priority of the University Advancement Division moving forward.

A Foundation Board Task Force on the "Future of the ISU Foundation" just completed an assessment of three key areas of its mission and work with special focus to (a) Philanthropy, (b) Sustainability, and (c) Governance. The group conducted an environmental scan, evaluated "best practices", and put forth specific findings and recommendations in each of the three areas. Outcomes included the establishment of development priorities requiring Board support, developing a more sustainable revenue plan to support Foundation and University Advancement operations, and approval of a revised mission statement, core values, and Expectations of Board Members.

Development priorities identified that reflect the agenda for the Board and Development staff this coming year are as follows:

- Roll out of a "Student Success Initiative" with leadership groups and top donor prospects in support of student scholarships, experiential learning programs, study abroad, and other student focused programs such as undergraduate research.
- Establishment of an "Annual Day of Giving" (March 13, 2019) a one-day crowdfunding initiative that will challenge alumni, friends, faculty, staff, students and Sycamore parents all over the world to provide financial support to ISU and its mission.
- Development and implementation of a campus-wide "Corporate Partners" Program which in addition to raising corporate dollars on behalf of the University, also provides industry learning, branding and elite curriculum development, while connecting corporate leaders with ISU's academic programs, academic expertise, and career ready student talent.
- Organization of a "Student Philanthropy Group" for the purpose of creating a culture of philanthropy among the student body, as well as developing student's leadership skills and experiences.

The consolidation of Alumni Engagement with Development, and Stewardship to recreate the University Advancement Division is positively impacting our ability to develop a more integrated approach to interacting with our alumni and donor constituencies, as well as initiate intentional strategies to more effectively involve the colleges and primary constituent areas in advancing the University. I am particularly impressed with the dedication, energy, and drive of Rex Kendall as he works to build a premier alumni organization.

In closing, I wish to thank President Curtis for the opportunity to serve Indiana State University these past few months. I have thoroughly enjoyed sharing time and experiences with my colleagues on the President's Cabinet, working with Foundation Board members, and interacting daily with staff of the University Advancement Division. I am also excited about Indiana State University and President Curtis recruiting Andrea Angel to be our new Vice-President for University Advancement, and CEO of the ISU Foundation. Andrea is a proven advancement professional that has demonstrated results at every juncture of her career. Our greatest need is to dramatically improve our private giving results, and grow the endowment. I am confident that Andrea will provide the competence, energy, skill, and leadership to make both of those a reality in the years ahead.

REPORT OF THE UNIVERSITY PRESIDENT (Dr. Curtis)

Welcome and University Advancement Leadership Transition

- I am excited to be participating in my first Homecoming since becoming president. It has been a fun-filled week with more to come as we recognize our Distinguished Alumni this evening and participate in the parade, tent city and another Sycamore victory tomorrow. Congratulations to the students and staff who have worked together to create this wonderful event. I am looking forward to visiting all of the tents at Tent City tomorrow with Rex and meeting many more alumni.
- Homecoming plays a significant role in our Advancement activities for the year. It is my pleasure to announce that our new vice president for University Advancement and CEO of the ISU Foundation, Andrea Angel, will begin her duties a month from today. I am excited to have her join our team and am looking forward to working with her to increase our philanthropic efforts.
- I would like to take this time to recognize Doug Smith for the tremendous leadership he has provided to us in leading the Advancement Division since January. Today's agenda reflects a small piece of that work with the updated naming policy and the revised Memorandum of Understanding between the Indiana State University Foundation and the university. These are important pieces of work, and I appreciate Doug leading this process.
- Thank you, Doug. I wish you well and hope you have many happy and healthy years of retirement.

Introduction of other new leaders

At this time, I would like to call upon some of my colleagues for the introductions of other new leaders:

- Mike Licari: Dr. Nesli Alp, Dean, College of Technology
- Diann McKee: Amy Demchak, Employee Wellness Coordinator
- Willie Banks: Christopher Jefferson, Director, Fraternity and Sorority Life
Lauren Baines, Director, Student Health Promotion
- Sherard Clinkscales: Joshua Christensen, Head Coach, Women's Swimming and Diving

Thank you, everyone. Welcome to our new leaders. We are happy to have you as part of the Indiana State University family.

US-DOE SIP Grant:

Indiana State recently received word that we have been awarded a five-year, \$2.38 million grant from the U.S. Department of Education's Strengthening Institution Program to expand our service to low-income students by strengthening our mentoring efforts.

I would like to call upon Associate Vice President for Student Success Josh Powers to provide a brief overview of the grant and to introduce the others involved in securing this funding.

[Comments from Josh]

Congratulations to all of you. This is exciting news that will greatly benefit our student success efforts.

2019 Health Benefits Plan

Also on your agenda today are the health benefits rates for 2019. You will notice that the rates have remained the same for our employees and have actually declined slightly for our retirees. This is certainly a rare occurrence. It did not happen as the result of fewer claims as our utilization of health benefits remains steady. However, it is due to the decision to change third-party administrators to benefit from deeper discounts negotiated by Anthem. I would like to commend Diann McKee and her team for their constant vigilance on looking for ways to save money for both the University and our employees.

Hulman Center

Bids on the redesigned Hulman Center will be opened at the end of this month, and we anticipate the renovation to be fully underway by year's end. Asbestos abatement and removal of the kitchen has already taken place. We are excited to move forward on this important project.

Strategic Plan

Later in the meeting, there is a discussion item on the tweaks we are making this year to the "There's More to Blue" strategic plan. I will defer my comments until then.

State Budget Process

The Biennial Budget Process for 2019-2021 is underway, and we had our first presentation last month to the Commission for Higher Education. This is a lengthy process with many steps, and the final results won't be known until late spring. Indiana State will host a meeting of the State Budget Committee next week where I will be providing a preview of our budget presentation that we will present later this year. I would like to share a short video that is part of that presentation.

[PLAY VIDEO]

As the budget process continues to unfold, please rest assured that Greg Goode and I will continue our presence in Indianapolis to advocate for Indiana State University. We will keep you posted as we know more.

That concludes my report.

REPORT OF THE BOARD CHAIRPERSON (Mr. Pease)

Good afternoon, I have two things that I would like to share.

First, we are on the verge of new era in advancement at Indiana State. Having been involved in the past, I can say that everything that I am seeing is that we are taking exactly the right steps with some incredible people that are going to help us to maintain the tremendous momentum that this university has generated with a lot of hard work from a lot of you in this room over the last several years. I am really excited and there will still be hard work and there is a lot to be done and it will take time to do this, but I believe we have in place the right structure and the right people to accomplish this. This will be another source of great pride for the University in the next several years, just as the successes of the last several years have been as well. I was welcomed in this role to a role on the Board of the ISU Foundation and this is the first time in 25 years that I have read reports from the ISU Foundation. It brought back a lot of good memories and a lot aspirations for where we are headed. I thank all of you that have been involved and continue to be involved.

Second, I wanted to mention something that I am sure all of you are not aware the Washington DC Diplomatic Core likes on occasion to get out of Washington and see what the real America looks like. This year they are visiting the Midwest instead of the east and west coasts as the country prepares for an election. The place they chose is Indiana and specifically Indiana State University in the last week of October. There will be ambassadors and senior staff from 30 embassies in Washington DC from all over the world on our campus. President Curtis is going to host the group and SGA and Faculty Senate has contributed ideas. I am really excited that our students will get to meet and visit with folks that they normally would never have had a chance to meet, particularly during these times when international education in this country is challenged. There is going to be tremendous opportunities and it says a lot about Indiana State that we are the place they wanted to see. I am excited and I am looking forward to their visit.

3 New Business Items

3a Approval of the Minutes of the May 11, 2018 and August 17, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 11:00 a.m. on Friday, May 11, 2018 in the State Room, Tirey Hall and 8:30 a.m. on Friday, August 17, 2018 in Health and Human Services Room 409.

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

The Trustees met in a regularly scheduled meeting on Friday, May 11, 2018 at 2:30 p.m.

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

Trustees absent: Mr. Minas

The Trustees met in a regularly scheduled meeting on Friday, August 17, 2018 at 2:30 p.m.

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

Trustees absent: None

Recommendation: Approve the Board Minutes for May 11, 2018 and August 17, 2018 and Certification of Executive Session held on May 11, 2018 and August 17, 2018.

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

3b Finance Committee Report (Mr. Taylor)

3b1 University Health Benefits Plan for 2019

Medical Coverage: It is recommended that the University's medical plan continue to be administered by Anthem. In 2018, the University began offering employees two plan options – a Preferred Provider Organization (PPO) plan and a High Deductible Health Plan (HDHP). No plan design changes are recommended for the PPO plan in 2019. Changes recommended for the HDHP for 2019 include a reduction in the in-network family deductible from \$6,000 to \$4,000 and a reduction in the in-network out-of-pocket (OOP) maximum from \$6,550 to \$5,000 for an employee-only plan and from \$13,100 to \$10,000 for a family plan to be more comparable with similar High Deductible Health Plans.

Prescription Drug Coverage: It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP). CVS Caremark will continue as prescription drug administrator for this program in 2019.

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

Specific Stop Loss: The \$250,000 individual stop loss deductible policy is recommended to be continued with Anthem for 2019.

Employee Coverage - Contribution Rates: The University closely monitors health plan costs and actuarially determines rates for both the PPO plan and HDHP. Favorable claims experience has resulted in a recommendation of no employee rate increase for 2019. The 2019 rates and plan designs for both plan options were reviewed and endorsed by the Employee Health Benefits Advisory Committee.

ISU Health Plan rates are based on wellness participation. Participation of employees on the coverage provides a \$30 per month rate discount during 2019. Spouses covered on the plan who participate will be provided with an additional \$20 per month rate discount. There is also a \$50 per month tobacco surcharge per employee and an additional \$50 surcharge per month for spouses who are tobacco users. Employees /spouses may agree to participate in a tobacco cessation program to avoid the surcharge for up to two years.

The University will continue to offer a voluntary subsidy program for employees whose household income is less than 200 percent of the 2018 Federal Poverty Guidelines. Subsidy health coverage rates are 33 percent less than the employee standard rates.

The following premium rates are recommended for employees effective January 1, 2019. The rates as shown below are inclusive of medical, prescription drug, dental coverage, wellness screenings, administrative fees, and stop-loss insurance. Health coverage rates for 2018 are also included for comparative purposes.

Proposed 2019 ISU Health Coverage Monthly Rates

Employee Rates - PPO Plan

	2019 Standard Rate*	2018 Standard Rate*
Employee	\$241.00	\$241.00
Employee/Child(ren)	\$445.00	\$445.00
Employee/Spouse	\$582.00	\$582.00
Employee/Dependents	\$637.00	\$637.00

Employee Rates - High Deductible Health Plan (HDHP)

	2019 Standard Rate*	2018 Standard Rate*
Employee	\$176.00	\$176.00
Employee/Child(ren)	\$344.00	\$344.00
Employee/Spouse	\$454.00	\$454.00
Employee/Dependents	\$497.00	\$497.00

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

	2019 Standard Rate*	2018 Standard Rate*
Employee	\$161.00	\$161.00
Employee/Child(ren)	\$298.00	\$298.00
Employee/Spouse	\$390.00	\$390.00
Employee/Dependents	\$427.00	\$427.00

2019 Wellness Incentive & Tobacco Surcharge - Monthly Rate Adjustments

	Wellness Incentive	Tobacco Surcharge
Employee**	(\$30.00)	\$50.00
Spouse**	(\$20.00)	\$50.00

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

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

Retirees Age 65 and Over - Plan Design: It is recommended the fully-insured medical and prescription drug plan for eligible retirees who are age 65 or over be continued with AmWINS with no change in coverage. Express Scripts will underwrite the prescription drug plan for 2019. Eligible retirees under age 65 will be covered by the employee Anthem Plan and may participate in the HDHP until they attain age 65.

Retirees Age 65 and Over - Contribution Rates: Proposed retiree rates for the fully insured retiree medical coverage, Part D prescription drug program and self-insured dental coverage decreased by 11.3% for 2019 and are listed below. Option II provides retirees with an expanded Part D prescription drug program.

Medical and Prescription Plan (with self-insured Dental)	Proposed 2019 Retiree Cost (Per Person Per Month)	2018 Retiree Cost (Per Person Per Month)
Option #1	\$102.00	\$115.00
Option #2 (enhanced prescription plan coverage)	\$213.00	\$226.00

Recommendation: Approval of the health coverage and rates as presented effective January 1, 2019.

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.

3b2 2018-19 State Repair and Rehabilitation Request

The 2017 Indiana General Assembly appropriated \$1,391,284 for Repair and Rehabilitation projects at Indiana State University for the 2018-19 fiscal year.

Recommendation: Approval to request the Indiana Commission for Higher Education, the State Budget Committee, the State Budget Agency, and the Governor of the State of Indiana authorize the following projects totaling \$1,391,284 from Repair and Rehabilitation appropriation as shown below:

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.

General Repair and Rehabilitation

Landini Center for Performing and Fine Arts Fire Alarm Replacement	\$ 300,000
Technology Building A Roof Replacement	400,000
Exterior Lighting Replacements	250,000
Masonry Restoration	200,000
Electrical/Mechanical Repairs	75,000
HVAC Improvements	<u>166,284</u>
Total	\$1,391,284

3c Modifications to the Policy 665 Indiana State University Naming Policy

Rationale: During the 2018-2018 academic year, the administration has reviewed and approved a more complete Naming Policy to replace current Policy 665.

- Major changes include setting forth specific criteria for naming approval, a process for approval and removal of a named facility, property, or academic entity (such as an endowed professorship or academic program), and more detailed financial requirements for donors.

For comparison purposes this is the link to the current Naming Policy:
<https://www.indstate.edu/handbook/600-financial-business-affairs/665>

Proposed Policy

665 Indiana State University Naming Policy

665.1 Purpose.

To set out the rules by which University property and other entities will be named.

665.2 Authority to Name.

The ISU Board of Trustees, upon the recommendation of the President, has the authority to name all University facilities, properties, and academic entities (i.e. all buildings, major portions of buildings, academic colleges, schools, centers, professorships, University streets or roads, athletic fields, plazas, malls, and other large areas of major assembly or activity). Naming decisions related to a building, a chair or professorship, an academic program or college, will be made subsequent to or concurrent with approval of the establishment of the facility, program or academic entity by the President and his/her cabinet, and in some cases the Board of Trustees. The Board may delegate to the President the authority to name individual rooms, limited areas and individual items or features within buildings, individual landscape items or features, limited outdoor areas and other minor properties. The Board of Trustees, upon recommendation of the President, must approve all proposed names.

Primary consideration for naming or renaming facilities, properties, and academic entities is given in recognition of a significant gift to the Indiana State University Foundation. However, naming in recognition of other significant contributions to the welfare of the University may also be considered. Discussions with potential benefactors for naming opportunities will follow established guidelines for the protection of confidential donor information.

665.3 University Naming Approval Criteria. Recommended names must comply with the following criteria to be considered for naming or renaming facilities, properties and academic entities:

- a. The proposed name will not conflict with other named facilities or academic entities associated with Indiana State University.
- b. The proposed name does not call into question the public respect of the University and is consistent with the University's mission and core values.
- c. The proposed name does not imply the University's endorsement of a partisan political or ideological position or commercial product; provided, however, that the proposed name may be that of an individual who previously held public office or the name of an individual or a company that manufactures or distributes commercial products. In the case of a proposed academic entity name, the Provost has approved the establishment of the proposed academic entity.
- d. In the case of a proposed facility name, the University Treasurer has approved the building construction or renovation project, including a financing plan.
- e. If the benefactor does not meet the full cost of the facility, property or academic entity, the naming is subject to completion of satisfactory funding arrangements by the University.

665.4 Criteria for Removal of an Approved Name. Unless otherwise agreed to in the gift agreement and as approved by the President or as set forth in Section 665.10, an approved name will remain in use for the life of the facility, property

or academic entity. However, there are situations that could cause the removal of the name either during the planning process or after project completion.

- a. When the named facility or property is demolished or is otherwise no longer in existence, the name will not be transferred to a new facility except in such cases when a useful facility is relocated to serve the greater interest of the University. The transfer of the name will be approved by the Board of Trustees.
- b. The name on an existing or proposed facility, property or academic entity may be removed if its continued use calls into serious question the public trust afforded to the University, is contrary to Indiana State University's mission, vision, and values, or would otherwise reflect adversely upon the University.
- c. The name of the facility, property or academic entity may be removed if a benefactor ceases payment on a pledged donation for the facility, property or academic entity.
- d. In the case of corporate donors, the name of the facility, property or academic entity may be changed to reflect a new corporate name resulting from the company's decision to change its name or a corporate merger.
- e. If the University is unable to complete the project, or establish the program or endowment, the potential benefactor will be entitled to redirect, retract or seek a refund of their contribution.
- f. In those instances where a building has been razed, property eliminated, or an academic entity has been discontinued, the University will make every effort to recognize the individual family or corporation in question in a manner consistent with the original naming. With respect to a former building and upon approval by the President, recognition will include an official marker identifying the site for posterity.

665.5 Benefactor Naming Requirements and Funding Levels.

665.5.1 Benefactor Naming Requirements. Benefactor naming opportunities will be first considered for recognition of a substantial gift to the University when the Vice President of University Advancement approves the formal initiation of the naming approval process and determines the following requirements have been met:

- a. The name meets the requirements as presented in the Naming Approval Criteria in Section 665.3.
- b. The gift meets the funding level requirements as presented in Benefactor Naming Funding Levels in Section 665.5.2.
- c. The gift is recorded on the Foundation and University Gift Agreement form which summarizes the mutual understanding of the donor(s), and the University regarding the use and terms of the gift and meets the requirements presented in the Naming Policy Operating Procedures.
- d. The gift commitment is expressed in cash or a written pledge to be paid within five years of the naming of the facility or entity.
- e. Subject to any necessary approvals required by the State of Indiana, a portion of the gift may be an irrevocable deferred gift provided that:
 - It represents up to only one-third of the overall gift commitment for a new building.
 - The face value of the gift is at least seventy five percent of the replacement value of an existing building at the time the gift is made.
 - It meets the current guidelines established by the ISU Foundation regarding Acceptance of Planned Gifts.

665.5.2 Benefactor Naming Levels. Endowed funds may be established within the ISU Foundation subject to its policies governing the establishment of endowed funds. The minimum amount required to establish an endowment is \$25,000. The required funding level for specific types of endowments are higher depending on the type of the award as addressed below.

665.5.2.1 Faculty Awards Dean's Endowed Chair. Provides support to enable the University to honor or recruit an outstanding scholar who has demonstrated the potential of making exceptional contributions to his/her discipline and will serve as Dean of a University college.

Minimum Endowment Gift: \$3.5 million

665.5.2.2 Endowed Chair or Director. Provides support to enable the University to honor or recruit an outstanding scholar who has demonstrated the potential of making exceptional contributions to his/her discipline. Provides income toward an outstanding faculty member's salary and related expenses, including research and professional conferences, and who serves as chair of a department.

Minimum Endowment Gift: \$2.5 million

665.5.2.3 Endowed Professorships. Provides support for an outstanding scholar with demonstrated excellence in the area of scholarship in his/her discipline. Income from the endowment will provide support for the scholarship of this position.

Minimum Endowment Gift: \$1.0 million

665.5.2.4 Visiting Professorship. Provides resources to support visiting scholars in an area important to the mission of Indiana State University.

Minimum Endowment Gift: \$500,000

665.5.2.5 Emerging Faculty Award. Provides income to apply toward the scholarship (teaching, research and engagement) expenses of an outstanding emerging faculty scholar. These funds will enable ISU to attract and retain the most promising young professors.

Minimum Endowment Gift: \$250,000

665.5.2.6 Endowed Lectureship. Provides income for distinguished lectures to be brought to campus.

Minimum Endowment Gift: \$100,000

665.5.2.7 Faculty Research and Development Fund. Provides an annual award to enhance a faculty member's teaching and research activities.

Minimum Endowment Gift: \$100,000

665.6 Facilities and Programs.

665.6.1 Entire buildings. If a building is to be constructed in total through private funds, the fund raising goal should equal one hundred percent of the construction cost of the building and naming rights will be awarded for a contribution equal to 40% of that amount. If a building is to be funded through a combination of private funds, and other funding sources, the contribution must equal fifty percent of the private fund raising goal and no less than twenty percent of the total construction costs of the building.

665.6.2 Portions of Buildings. The naming of individual rooms or wings in new or existing buildings such as auditoriums, lecture halls and lobbies, will be determined in context of the total facility function. However, in all cases naming will only be awarded if the gift is a minimum of twenty percent of the total construction costs of the new addition to the existing building.

665.6.3 Unnamed Existing Buildings. Currently unnamed buildings may be named by the establishment of an endowment equivalent to thirty five percent of the value of the building. (To accommodate unforeseen circumstances, the value of unnamed existing buildings will be determined by the University).

665.6.4 Named Colleges, Schools, Centers and Institutes. The name of an individual, corporation or foundation may be associated with a college, school, center or institute in recognition of a significant financial contribution to support the program or area in question.

Minimum Endowment Gift: \$15 Million, except in the event that significant renovation is not needed and then upon recommendation of the President.

665.7 Non-Benefactor Naming Requirements. Naming may be awarded in recognition of former members of the University faculty or staff, former University Trustees, former Presidents, former elected officials, or former state employees concerned with the functions, oversight or control of the University. Non-benefactor naming opportunities will be considered by the President when the Vice President of University Advancement has first approved the formal initiation of the naming approval process and the following requirements have been met:

- a. The individual has achieved distinction in an academic administrative or other exceptional ways which have significantly contributed to the welfare of the University as long as there is no current relationship between the individual and the University.
- b. The individual, whether they be a University or state employee, Board of Trustee member or state public official has been retired for a minimum of two years.
- c. The name meets the criteria as presented in the Name Approval Criteria.

665.8 Final Approval for Named Facilities. Final approval for the names of buildings and other facilities is subject to approval by the Indiana State University Board of Trustees, except for those naming rights delegated to the President. No public statements will be made about a naming opportunity until the President is prepared to recommend the naming opportunity for approval by the Board of Trustees.

665.9 Final Approval for Named Endowed Funds. Final approval for named endowed funds is subject to approval by the CEO of the Indiana State University Foundation in consultation with the University Provost and President. Endowed funds may be created with gifts of cash, marketable securities, planned gifts or pledge commitments to be paid out over a period of five years. Other endowed funds not listed here may be considered on a case-by-case basis.

665.10 Short-Term Naming of Physical Spaces. Naming of physical spaces within buildings or campus properties, such as conference rooms, meeting rooms, or other identified spaces may be approved by the Board of Trustees for a period of up to three years only if the following criteria are met:

- a. The amount of the gift is equal to or greater than the distribution that would be required for an endowment gift made for that same naming opportunity.
- b. All other requirements of the naming opportunity are met.

665.11 Naming Policy Administration. A University Naming Committee, appointed by the President and chaired by the Vice President of University Advancement, will review, upon the President's request, a proposed naming opportunity, applicable criteria and policies, and then make a recommendation to the President.

Recommendation: Approval of the modifications to Policy 665 University Naming Policy.

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

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

Rationale: As part of the efforts of the Foundation, the President and the Foundation reviewed the current Memorandum of Understanding between ISU and the Foundation and identified areas for clarification and update. A redlined version of the 2016 Memorandum of Understanding is set forth below for consideration by the ISU Board of Trustees. Below is a summary of modifications:

- Most changes address a need for alignment between the University and the Foundation or to move language from one section to another to ensure focus in the document.
- The most significant change occurs in Section 6, which describes the financial arrangement between the University and the ISU Foundation,
 - The University will support salaries and related benefits for University Advancement staff, including alumni relations.
 - The ISU Foundation will continue to provide office space at 22 North Fifth and payment of operating expenses to support the initiatives of the Foundation and the Division of University Advancement.
 - The University and the ISU Foundation will split the costs of the Indianapolis office location.
- This model is common at institutions of ISU's size and structure. The President and the Foundation have reviewed these modifications to the Memorandum of Understanding and recommend their approval.

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“Agreement”), entered into and effective October ____, 2018, between the Board of Directors of the Indiana State University Foundation, an Indiana not-for-profit corporation (the “Foundation” or “Foundation Board”) and the Board of Trustees of Indiana State University, an Indiana higher education institution located in Terre Haute, Indiana (the “University”).

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

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

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

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

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

WHEREAS, the Indiana State University Foundation is responsible for identifying and nurturing relationships with potential donors and other friends of the University, soliciting cash, securities, real and

intellectual property, and other private resources for the support of the University; and acknowledging and stewarding such gifts in accordance with donor intent and its fiduciary responsibilities; and

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

WHEREAS, the University and Foundation agree to develop a “Funding Model” that clearly defines their respective responsibilities for human and operational support of the Foundation and the University’s Division of University Advancement and acknowledges consideration for future needs in the advancement area. See Financial Terms 2018-2021, attached hereto as Exhibit A); and NOW, THEREFORE, in consideration of the mutual promises contained herein, and other good and valuable consideration, the Foundation Board and the University agree as follows:

1. Foundation Name, Seal and Logotype.

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

2. Governance.

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

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

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

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

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

3. Foundation’s Relationship to the University.

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

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

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

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

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

4. University's Relationship to the Foundation Board.

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

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

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

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

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

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

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

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

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

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

a. Fundraising.

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

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

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

b. Asset Management.

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

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

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

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

c. Institutional Flexibility.

i. The Foundation Board will continue the management of the shared office space located at 101 Ohio Street, Indianapolis, IN (11th Floor), as set forth in Exhibit A.

ii. The Foundation Board will retain its obligations, including housekeeping, maintenance and repair, debt service, reserve or lease payments, and any other obligations now in place or which may be in place in the future for the ISU Foundation Offices, located at 22 N. Fifth Street, Terre Haute, Indiana. The Foundation Board will provide the use of the office space at no charge to the University.

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

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

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

d. **Transfer of Funds**

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

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

6. Foundation Operations and Management

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

b. **Corporate Sponsorship and University Rights Agreement.** The Corporate Sponsorship and University Rights Agreement dated February 10, 2016 between the University and the Foundation remains in effect as set forth in that Agreement but is not subject to the terms and conditions of this Memorandum of Understanding, as more fully set forth in Exhibit A.

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

(i) The Foundation will own and maintain the central database of contributors, prospects, alumni and friends of the University, the Foundation, and the Alumni Association (the "Donor Database") to be used in the Foundation's role as the primary fundraising and resource development entity for the University. The Donor Database and related information, including

data, materials and other information maintained by the Foundation, in verbal or written form or on electronic, magnetic or other media, pertaining to past, current or prospective donors, e.g., identifying information, giving history, past involvement with the University, cultivation and solicitation strategies, is considered proprietary to the Foundation. The Donor Database and related information constitutes the Foundation's confidential information and trade secrets (hereinafter "Confidential Information").

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

d. Support for Services. In view of the Foundation Board needs that may be readily met by the University through use of its trained personnel and available facilities, the University agrees to provide the Foundation Board with the following in-kind support:

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

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

iii. Financial Relationship. . The Foundation and the University have entered into a funding agreement, attached hereto as Exhibit A Financial Terms 2018-2021, which shall govern the financial relationship between University and Foundation.

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

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

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

7. Additional Terms.

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

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

c. Annual Event. To ensure effective achievement of items of this agreement, the University Board of Trustees and the Foundation Board's Executive Committee shall coordinate an annual event to foster and maintain productive relationships and to ensure open and continuing communications and alignment of priorities. d. Consistent with provisions appearing in the Foundation Board's bylaws and its articles of incorporation, should the Foundation Board cease to exist or cease to be an Internal Revenue Code 501(c)(3) organization, the Foundation Board will transfer its assets and property to the University or to a reincorporated successor Foundation Board, or to the state or federal government for public purposes, in accordance with the law and donor intent.

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

To the University:

President
Indiana State University
Terre Haute, IN 47809

To the Foundation Board:

Chair
Indiana State University Foundation Board
30 North Fifth Street

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

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

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

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

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

In witness whereof, the parties have caused this Agreement to be executed by their duly authorized officers as of the day and date first above written.

Chair
Board of Trustees
Indiana State University

Chair
Board of Directors
Indiana State University Foundation

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

Financial Terms 2018-2021

1. ISU is responsible for the cost of salary and related benefits (health, life, retirement, etc.) for Advancement staff, including Alumni and Foundation Operations. Request for new or additional staff positions beyond those in place as of October 1, 2018 is at the discretion of ISU and dependent on available budgetary resources. Should University funding not be available, such new positions may be funded through Foundation reimbursement to the University with the approval of the University President. Any additional staff as may be required to carry out a comprehensive fundraising campaign is to be negotiated between ISU and ISUF.
2. Consistent with an interdependent educational related foundation model, the ISUF is responsible to provide funding for all Advancement, Alumni, and Foundation operating costs, including unrestricted funds in support for priorities of the University President. Any increased operating cost associated with a future comprehensive fundraising campaign is the responsibility of ISUF.
3. Cost of leased space at 101 West Ohio in Indianapolis, Indiana is to be divided equally between ISU and ISUF. Facility parking costs of the University President, Executive Director of Governmental Relations, and one

Admissions representative to be based in the Indianapolis area will be reimbursed to ISUF by the University. ISUF will cover parking costs for the VPUA and staff.

4. ISUF will provide office and meeting space, at no cost to ISU, for all Advancement, Alumni, and Foundation Operation staff at the 22 North 5th location in Terre Haute, Indiana, as set forth in Section 5(c).
5. A portion of salary and benefit cost related to the Athletic Sports Marketing program is to be reimbursed to ISU from sponsoring and advertising revenue of the program. Such amount will not be less than \$155,000 for the duration of the MOU. This section shall be subject to the terms of the Corporate Sponsorship and University Rights Agreement, which is currently set to expire on June 30, 2019.

Recommendation: Approval of the updated Memorandum of Understanding dated October 12, 2018, and authorization for the Chair of the Board of Trustees to execute the Memorandum substantially in the form provided.

On a motion by Mr. Taylor, seconded by Mrs. Powers, the recommendation was approved

3e Acceptance of Conflict of Interest Disclosure Statement

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

Recommendation: Acceptance of the Conflict of Interest Disclosure Statements from Trustees Pease, Taylor, Cabello, Smith, Powers, Bell, Case, and Minas.

On a motion by Ms. Bell, seconded by Mr. Case, the recommendation was approved

3f Three-Year Naming Rights for the College of Technology Student Success Center

North American Lighting (NAL), headquartered in Paris Illinois, is a regular recruiter for Indiana State College of Technology graduates and currently employs more than 50 Indiana State alumni including many in leadership and executive positions. North American Lighting would like to continue to strengthen this recruiting relationship and hire even more Indiana State graduates. It was through this pathway that NAL began conversations with COT faculty and University Advancement in an attempt to further their corporate footprint and brand on the college and across campus. NAL has a strong desire to create name recognition and brand loyalty on campus leading to additional hires. As part of an agreement with the ISU Foundation, NAL will provide funding for three consecutive years to support the Student Success Center and to fund sponsorships in athletics and the Indiana State University Career Center. The total three-year commitment is for \$75,000 of which \$51,000 is for support for the Student Success Center.

Recommendation: Approval to name the College of Technology’s Student Success Center the North American Lighting Student Success Center located within the College of Technology for a three-year naming period from October 12, 2018 to October 12, 2021 subject to execution of a gift agreement with the ISU Foundation.

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

3g Conferral of Honorary Degree

The Honorable Clyde Kersey

Since his election to the Indiana House of Representatives in 1996, Clyde Kersey has, with tremendous grace and kindness, represented House District 43, which includes the Indiana State University campus. Representative Kersey and his wife, Susie, are proud alumni and forged successful careers as teachers in the Terre Haute community. Representative Kersey earned a BS degree in 1971 and MS degree in 1975. He was named an Indiana State University “Distinguished Alumnus” in 2006.

A long-time champion for public higher education, Representative Kersey served most of his legislative career on the House Ways and Means Committee where he worked in support of several important University priorities including the creation of the Indiana Principal Leadership Institute (2013) and the special legislative appropriation to address nursing shortages (2007). His most notable achievements on behalf of Indiana State include helping secure full state funding for University Hall (2005) as well as funding for Stalker Hall (2001). In 2006, Representative Kersey led a bi-partisan effort to approve the Indiana State University Student Recreation Center (during a non-budget year) that has helped transform the campus. He has also been helpful with the advancement of Federal Hall (2009), Normal Hall (2013), Hulman Center (2015), the College of Health and Human Services (2015), and the Fine Arts and Commerce Building (2017).

From 1987 until his election to the Indiana House in 1996, Representative Kersey served on the Vigo County Council. He is a graduate of Fountainet High School and is a veteran of the United States Air Force.

Rep. Kersey announced in December 2017 that he would not seek re-election in 2018. In recognition of his extensive 32-year career in public service, the Honorable Clyde Kersey is recommended for conferral of an honorary doctor of humane letters degree during the December 15, 2018 commencement ceremony.

Recommendation: Approval of the conferral of the honorary doctor of humane letters to the Honorable Clyde Kersey.

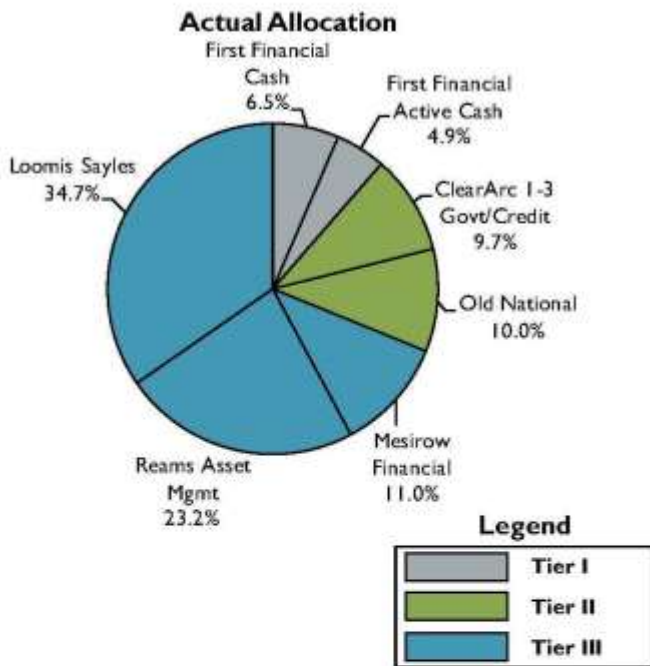
On a motion by Mr. Minas, seconded by Mrs. Smith, the recommendation was approved

3h Revisions to There is More to Blue Strategic Plan

4a Investment Report

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending June 30, 2018.

Indiana State University Operating Funds Plan Summary Period Ended June 30, 2018



Manager	Market Value
ISU-First Financial Cash	\$9,594,461
ISU-First Fincl. Active Cash	\$7,278,913
ISU-ClearArc	\$14,394,917
ISU-Old National	\$14,879,426
ISU-Mesirow Fincl.	\$16,336,733
ISU-Reams Asset Mgmt.	\$34,334,348
ISU-Loomis Sayles	\$51,351,028
ISU-Total Fund	\$148,169,825

June 30, 2018			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$9,594,461	6.5%	\$10mm - \$25mm
First Financial Active Cash	\$7,278,913	4.9%	
	\$16,873,374	11.4%	
Tier II			
ClearArc I-3 Year Govt/Credit	\$14,394,917	9.7%	\$25mm - \$30mm
Old National Intermediate	\$14,879,426	10.0%	
	\$29,274,342	19.8%	
Tier III			
Mesirow Core Total Return	\$16,336,733	11.0%	Remaining Balance
Reams Asset Management Core	\$34,334,348	23.2%	
Loomis Sayles Core Plus	\$51,351,028	34.7%	
	\$102,022,108	68.9%	
	\$148,169,825	100.0%	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
CURRENT QUARTER ENDED JUNE 30, 2018**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$12,546,575	(\$3,005,011)	\$52,897	\$9,594,461
ISU-First Fincl. Active Cash	\$7,253,198	(\$2,952)	\$28,667	\$7,278,913
ISU-ClearArc	\$14,339,854	(\$6,187)	\$61,249	\$14,394,917
ISU-Old National	\$14,877,759	(\$8,797)	\$10,463	\$14,879,426
ISU-Mesirow Fincl.	\$16,371,753	(\$15,116)	(\$19,905)	\$16,336,733
ISU-Reams Asset Mgmt.	\$34,231,859	(\$29,682)	\$132,170	\$34,334,348
ISU-Loomis Sayles	\$51,407,990	(\$51,266)	(\$5,697)	\$51,351,028
ISU-Total Fund	\$151,028,990	(\$3,119,010)	\$259,845	\$148,169,825

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
FISCAL YEAR TO DATE ENDED JUNE 30, 2018**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$2,464,804	\$6,985,500	\$144,157	\$9,594,461
ISU-First Fincl. Active Cash	\$4,217,497	\$2,990,158	\$71,258	\$7,278,913
ISU-ClearArc	\$14,337,855	(\$24,965)	\$82,026	\$14,394,917
ISU-Old National	\$14,975,016	(\$33,729)	(\$61,861)	\$14,879,426
ISU-Mesirow Fincl.	\$16,416,626	(\$60,552)	(\$19,341)	\$16,336,733
ISU-Reams Asset Mgmt.	\$34,334,556	(\$120,417)	\$120,209	\$34,334,348
ISU-Loomis Sayles	\$50,773,080	(\$201,464)	\$779,412	\$51,351,028
ISU-Total Fund	\$137,519,433	\$9,534,532	\$1,115,859	\$148,169,825

INVESTMENT MANAGER RETURNS

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

Returns for Periods Ended June 30, 2018 Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Since Inception
ISU-Tier 1	0.44	1.23	0.76	0.60	0.55	0.54
ISU-First Financial Cash	0.47	1.29	0.85	0.60	0.51	0.49
3 Month T-Bill	0.45	1.36	0.68	0.42	0.33	0.31
ISU-First Fincl. Active Cash	0.40	1.09	0.69	0.63	0.63	0.65
Citi:Treasury Bench 1Y	0.39	0.98	0.66	0.52	0.46	0.47
ISU-Tier 2	0.25	0.08	1.23	1.50	1.62	1.60
ISU-ClearArc	0.43	0.58	1.11	1.16	1.14	1.18
ClearArc:1-3 Yr G/C Comp	0.41	0.54	1.00	1.09	1.12	1.19
Bimbg:Gov/Cred 1-3 Yr	0.28	0.21	0.71	0.84	0.87	0.91
ISU-Old National	0.07	(0.41)	1.35	1.83	2.08	2.01
Old Nat'l: Interm Comp	0.10	(0.30)	1.42	2.01	2.25	2.14
Bimbg:Int Gov/Cred	0.01	(0.58)	1.16	1.60	1.95	1.89
ISU-Tier 3	0.11	1.03	2.54	3.03	3.74	3.71
ISU-Mesirow Fincl.	(0.12)	(0.12)	1.95	2.48	2.85	2.74
Mesirow:Core Comp	(0.08)	(0.18)	1.89	2.50	2.92	2.81
Bimbg:Aggregate	(0.16)	(0.40)	1.72	2.27	2.57	2.50
ISU-Reams Asset Mgmt.	0.38	0.73	1.97	2.25	3.00	2.97
Reams:Core Comp	0.30	0.65	2.07	2.20	3.01	2.98
Bimbg:Aggregate	(0.16)	(0.40)	1.72	2.27	2.57	2.50
ISU-Loomis Sayles	0.00	1.59	3.11	3.72	4.51	4.51
Loomis:Core Plus Comp	(0.25)	1.26	2.95	3.64	4.36	4.44
Bimbg:Aggregate	(0.16)	(0.40)	1.72	2.27	2.57	2.50
ISU-Total Fund	0.18	0.95	2.16	2.44	2.87	2.79
ISU-Total Fund-Net	0.10	0.62	1.84	2.12	2.55	2.49
Total Fund Target*	0.04	0.05	1.34	1.66	1.83	1.79

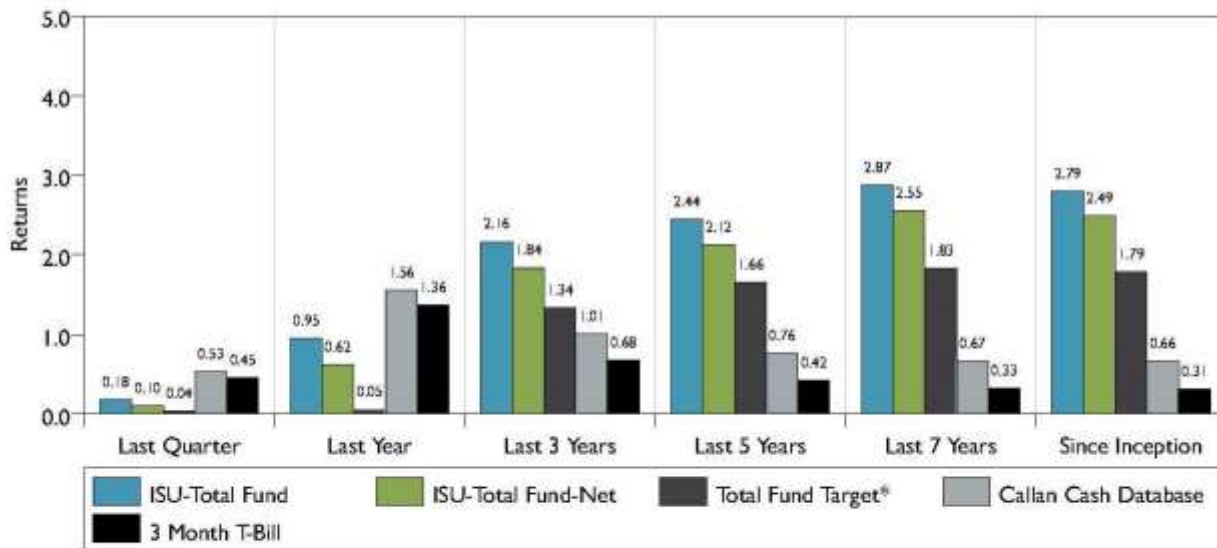
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY
PERIOD ENDED JUNE 30, 2018

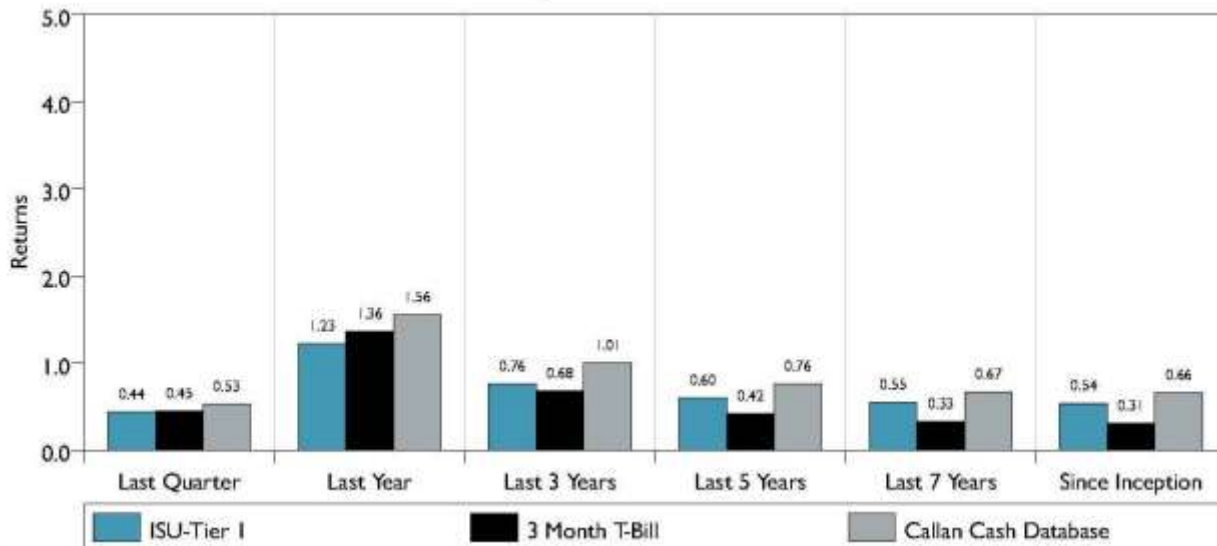
Total Fund Performance

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

ISU Total Fund Returns
 for Various Time Periods
 Current Quarter Ending June 30, 2018
 Inception Date: October 1, 2010



ISU Tier I Returns
 for Various Time Periods
 Current Quarter Ending June 30, 2018
 Inception Date: October 1, 2010

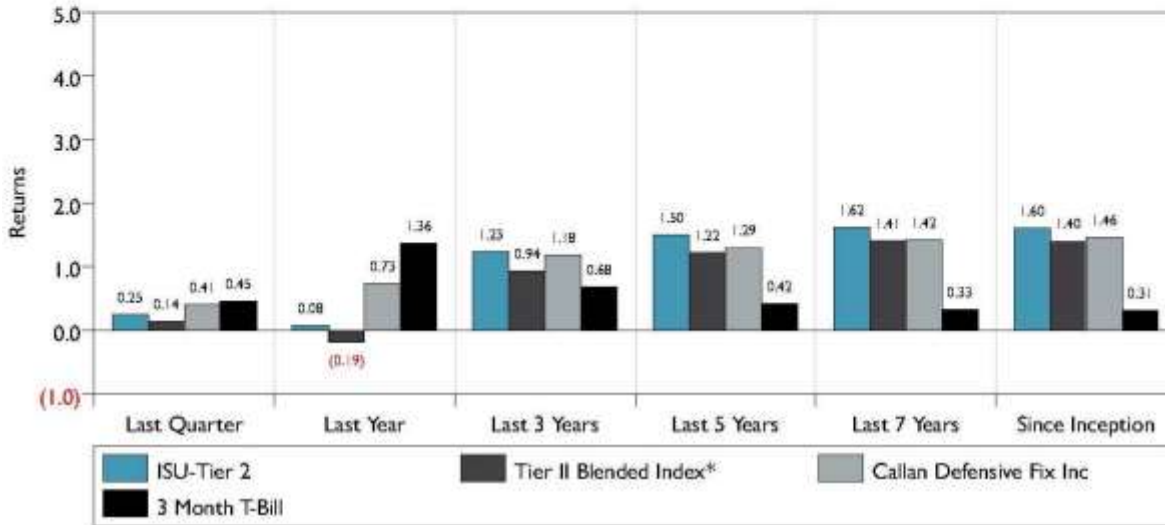


RETURN SUMMARY
PERIOD ENDED JUNE 30, 2018

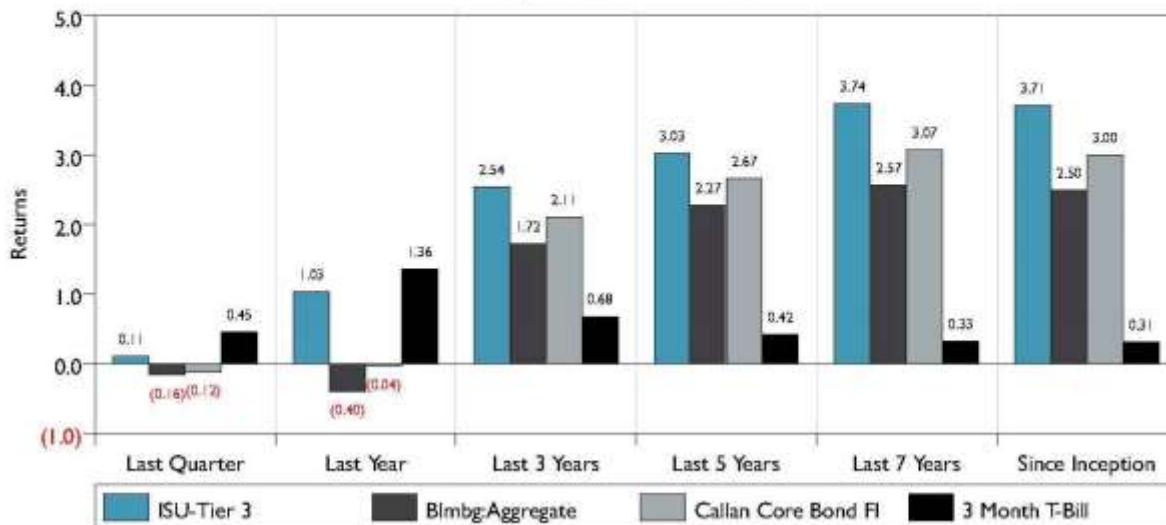
Total Fund Performance

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

ISU Tier 2 Returns
 for Various Time Periods
 Current Quarter Ending June 30, 2018
 Inception Date: October 1, 2010



ISU Tier 3 Returns
 for Various Time Periods
 Current Quarter Ending June 30, 2018
 Inception Date: October 1, 2010



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

4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending June 30, 2018							
	2017-18 Base Budget	2017-18 Adjusted Budget	YTD through 6/30/18*	Percent of Adjusted Budget	2016-17 Adjusted Budget	YTD through 6/30/17*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 65,154,447	\$ 65,154,447	\$ 65,154,447	100.0%	\$ 65,929,201	\$ 65,929,201	100.0%
Student Success Appropriation	2,350,000	2,350,000	2,350,000	100.0%	-	-	
Debt Service Appropriation	9,038,588	9,048,068	9,048,068	100.0%	9,798,882	9,798,882	100.0%
Sub-Total State Appropriations	76,543,035	76,552,515	76,552,515		75,728,083	75,728,083	
Student Tuition	105,403,594	105,403,594	102,968,157	97.7%	93,532,975	91,411,791	97.7%
Other Fees and Charges	1,131,500	1,131,500	1,430,977	126.5%	1,206,525	1,403,813	116.4%
Other Income	6,221,871	6,221,871	6,248,796	100.4%	5,978,042	6,026,428	100.8%
Total Budgeted Revenue	\$ 189,300,000	\$ 189,309,480	\$ 187,200,445		\$ 176,445,625	\$ 174,570,115	
Encumbrances and Carryforward		12,523,049	12,523,049		12,453,744	12,453,744	
Reimbursements and Income Reappropriated From Other Sources		7,032,275	7,032,275		7,061,310	7,061,310	
Total Revenues	\$ 189,300,000	\$ 208,864,804	\$ 206,755,769	99.0%	\$ 195,960,679	\$ 194,085,169	99.0%
Expenditures							
Compensation							
Salaries and Wages	\$ 89,351,359	\$ 91,158,188	\$ 90,149,910	98.9%	\$ 91,084,476	\$ 89,895,435	98.7%
Fringe Benefits	26,889,592	27,079,093	27,065,778	100.0%	26,330,467	26,316,164	99.9%
Sub-Total Compensation	116,240,951	118,237,281	117,215,688	99.1%	117,414,943	116,211,599	99.0%
Departmental Expenses							
Supplies and Related Expenses	15,728,100	21,625,578	16,507,236	76.3%	23,682,007	17,861,760	75.4%
Repairs and Maintenance	4,663,580	6,938,173	6,223,949	89.7%	6,010,818	5,546,713	92.3%
Other Committed Expenses	1,310,348	1,182,190	1,182,190	100.0%	1,181,184	1,181,184	100.0%
Sub-Total Departmental Expenses	21,702,028	29,745,941	23,913,375	80.4%	30,874,009	24,589,657	79.6%
Utilities and Related Expenses	11,009,759	9,742,857	9,742,857	100.0%	9,985,491	9,985,491	100.0%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,219,271	1,203,138	98.7%	1,410,781	1,390,811	98.6%
Operating Equipment	2,066,992	3,361,827	2,085,638	62.0%	2,160,647	731,828	33.9%
Capital Improvements	4,300,000	4,203,528	4,203,528	100.0%	5,854,164	5,854,164	100.0%
Sub-Total Equipment & Other Capital	7,977,721	8,784,626	7,492,304	85.3%	9,425,592	7,976,803	84.6%
Student Scholarship and Fee Remissions	13,664,145	17,279,101	17,054,779	98.7%	15,430,128	15,286,284	99.1%
Laptop Scholarship Program	1,415,000	1,185,949	1,185,949	100.0%	1,638,552	1,638,552	100.0%
Academic Debt Service	9,038,588	9,048,068	9,048,068	100.0%	-	-	0.0%
Reserve for Strategic Initiatives	1,552,808	1,442,921	1,442,921	100.0%	1,248,645	1,248,645	100.0%
Reserve for Student Success	1,425,000	-	-	0.0%	-	-	0.0%
Budgeted Reserve	5,274,000	2,102,960	2,102,960	100.0%	2,195,219	2,195,219	100.0%
Transfers Out		9,186,065	9,186,065	100.0%	5,872,590	5,872,590	100.0%
Total Expenditures	\$ 189,300,000	\$ 206,755,769	\$ 198,384,966	96.0%	\$ 194,085,169	\$ 185,004,840	95.3%
*Includes encumbrances and open commitments							

Revenues

Student Tuition

Student tuition includes debt service from 2017-18 of \$9,038,588 and is offset in the expenditures for Academic Debt Service for the same amount. Fall semester tuition of \$49,112,351 is below budget by \$1,192,723 and Spring semester tuition of \$44,178,108 is below budget by \$2,049,258. Summer tuition is above budget by \$819,821. Fall and Spring tuition is down partly due to a decrease in graduate enrollment and fall to spring return rate for new freshmen. Summer school tuition grew due to the elimination of the bracket rate for summer.

Other Fees and Charges

Other Fees and Charges are above last year's total by \$27,164. Late registration, change of course fees, deferment fees and undergraduate admission fees are up from the previous year, while on-campus credit, graduate admission and off-campus credit fees are down from last year.

Other Income

Other Income is above last year's amount by \$222,368. This includes an additional \$173,644 of utility reimbursement from Residential Life and increased procurement card commissions of \$50,000.

Expenses

Compensation

Compensation is above last year's amount by \$1,004,089. Salaries and Wages are up \$254,475 to reflect increased administrative, overtime and student wages while instructional, support staff and graduate assistantships decreased. Fringe Benefits increased \$749,614 due to an increased number of retirements during the year that qualified for retirement incentive payments.

Departmental Expenses

Departmental Expenses increased by \$18,593. Supplies and Related Expenses decreased by \$659,649 as the result of lower search expenses and reduced office furniture expenditures. Repairs and Maintenance reflects an increase of \$677,236 that includes networking maintenance and minor HVAC repair expenses.

Utilities and Related Expenses

Utilities and Related Expenses had a decrease of \$242,634 from last year. Natural gas, water and sewage costs were lower offsetting increased electrical costs. Utilities reversions were used to cover other budget shortages including building maintenance and custodial services.

Equipment and Other Capital

Equipment and Other Capital shows a decrease of \$1,179,374. Library acquisition expenses are down \$187,673 due to reduced electronic subscriptions. Operating equipment which includes both capital and non-capital equipment purchases shows an increase of \$658,935 due to student media and additional computer equipment purchases.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$1,768,495. The scholarship expenses reflects a new Illinois scholarship program and additional students qualifying for merit-based aid. The Laptop scholarship program expenses were reduced by \$452,603 to reflect lower costs of laptops.

Academic Debt Service

Academic Debt Service was established for academic facilities that are funded by the State of Indiana. Tuition fees have been adjusted to reflect this change (see Student Tuition).

Reserve for Strategic Initiatives

Of the \$1,552,809 base budget for strategic initiatives, \$109,888 was transferred to other budget lines. The remaining \$1,442,921 was transferred as one-time funding for strategic investments.

Student Success

The University received a special appropriation for student success during the 2017-18 year. Of this amount \$1,425,000 was set aside as a reserve. The reserve was used to offset costs related to various student success activities.

Budgeted Reserve

For FY18 a budget reserve of 3 percent of the FY17 general fund operating budget was established. These funds were used to cover the \$2,102,960 revenue shortfall with the remaining funds used to cover student scholarship and fee remissions and other University overages.

Transfers Out

Transfers Out increased by \$3,313,475. This reflects an increase of \$1,400,000 of transfers to University reserves and a \$500,000 transfer to marketing support. Additional academic funding for Root Hall classroom, library upgrades and Flight Academy purchases are also included.

4c Purchasing Report

Purchase Order Activity for Period April 26, 2018 to September 25, 2018			
Purchases Over \$50,000			
Sole Source, Standardized With Existing Furniture			
Foliot Furniture Inc	P0083812	University Apartments, Furniture	\$56,926.67
RJE Interiors Inc	P0083794	Root Hall Classroom, Furniture	\$57,802.28
Sole Source, Standardized With Existing Furniture			
Sauder Manufacturing Company	P0083937	Sycamore Housing, Furniture	\$76,851.50
One Bid Received, Seven Bids Solicited			
Preferred Construction Inc	P0083474	Parking Lot Paving, Seal Coating & Striping	\$102,440.00
One Bid Received, Six Bids Solicited			
Kiefer Specialty Flooring	P0083656	Wood Flooring Replacement Student Rec Center	\$241,235.00
One Bid Received, Six Bids Solicited			
Evan and Ryan Electrical Contractors Inc	P0083702	Construction of Starbucks Hulman Memorial	\$434,025.00

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period April 1, 2018 through June 30, 2018		
<u>(Fiscal Year) in excess of \$250,000:</u>		
Lyrasis	\$255,595	Library Database Subscriptions
Woodburn Graphics Inc	\$257,041	University Printing Services
Voice Data Systems LLC	\$262,912	Telecommunications Software Maintenance
Faegre Baker Daniels LLP	\$271,334	Consulting Services for Networks Financial Institute
Indiana University	\$295,718	IT Software Maintenance; Grant Sub-Contracts; Cadaver Purchases for Medical Programs
Williams Aviation LLC	\$308,203	Maintenance and Repairs of Airplanes for Flight Academy
Vectren Energy Delivery	\$310,292	Utility Payments
Apple Computer Inc	\$313,820	Computer Equipment Purchases; Laptop/iPad Scholarships
Manpower Incorporated	\$415,471	Temporary Employee Services
USI Insurance Services LLC	\$812,543	Commercial Liability Insurance; Cyber Liability Insurance
Previously Reported Vendors with Purchases Exceeding \$250,000		
Terre Haute Transit Utility	\$252,600	Bus Services for ISU Students
Blakley Corporation	\$294,542	University Hall Masonry Repair
Life Fitness	\$305,098	Athletic Weight Training Equipment
Nalco Company	\$309,797	Water Purification Chemicals
Freitag Weinhardt Inc	\$319,485	Plumbing and Mechanical Services- Various Buildings
Blackboard Inc	\$333,300	Blackboard Software Maintenance and Storage
Otis Elevator	\$339,784	Maintenance Agreement for Campus Elevators; Elevator Repairs
SoftChoice Corporation	\$341,254	Maintenance on EES System and Licensing Software
Union Associated Physicians Clinic LLC	\$378,645	Student Health Center Services
Wells Fargo Vendor Financial Services LLC	\$379,121	Copier Lease Payments
Chard Snyder & Associates Inc	\$382,274	Flexible Spending Account Claims
Key Government Finance Inc	\$392,332	Networking Software Maintenance Agreement
Rural Health Innovation Collaborative	\$395,379	Partner Contribution for Simulation Center Operational Expenses
Pacesetter Sports	\$400,867	Athletic Gear and Equipment
US Postmaster	\$406,135	Postage Expenses
Ricoh USA Inc	\$452,456	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases

Midwest Maintenance Inc.	\$470,471	Library Masonry Work
Guy Brown Management	\$487,802	Office Supplies
Indiana-American Water Company	\$549,094	Water Utility Payments
Crown Electric Inc	\$562,446	University Apartments Fire Alarm
Evan and Ryan Electrical Contractors Inc	\$613,183	Dreiser Hall Restroom Renovation; Arena Sports Performance Renovation;
		Holmstedt Restroom Renovation; Holmstedt Classrooms; Starbucks Build-Out
Sauder Manufacturing Company	\$767,084	Cromwell Hall Case Goods; Rhoads Hall Case Goods
Barnes & Noble Booksellers	\$767,848	Textbook Scholarships
RJE Interiors Inc	\$851,626	Furniture Purchases for Science Building Corridors and CHHS Renovation;
		Miscellaneous Furniture Purchases
arcDESIGN	\$857,906	Fine Arts Building; Science Building Corridors; Lincoln Quad; University
		Apartments; HMSU-Starbucks; Dreiser Feasibility
Delta Dental Plan of Indiana	\$948,764	Dental Claims Reimbursements
Symetra Life Insurance Company	\$1,036,320	Life and Long Term Disability Insurance
Office Works	\$1,067,856	Cromwell Hall Case Goods; CHHS Case Goods
ONI Risk Partners Inc	\$1,067,856	Athletic Medical, Flight Academy, Workers Compensation, and Commercial
		Property Insurance Policies
Byrne & Jones Construction Inc	\$1,085,339	Football Turf
Network Solutions	\$1,234,914	Annual Smartnet Maintenance; Networking Equipment; CHHS Renovation;
		Rhoads Renovation
City of Terre Haute	\$1,318,141	Sewage Utility Payments; Fire and Emergency Medical Protection for Campus
CVS Pharmacy Inc	\$1,384,743	Prescription Drug Coverage (New Provider Effective January 1, 2018)
CDI Inc.	\$1,476,016	Utility Tunnel Renovation; Science Building Roof; Jones/Hines Concrete Repairs
EDF Energy Services LLC	\$1,554,301	Natural Gas Purchases
500 Wabash Housing LLC	\$1,563,185	500 Wabash Lease Payments
Medco Health Solutions	\$1,755,355	Prescription Drug Coverage
AmWins/NEBCO Group Benefits	\$2,021,261	Retiree Insurance Coverage
Ratio Architects Inc	\$2,542,703	Architectural Services for Cromwell Hall; CHHS Renovation , Rhoads Hall and

		Hulman Center Renovation; Sycamore Dining Renovations
Riverside Technologies Inc	\$3,587,974	Computer Equipment Purchases; Laptop/iPad Scholarships
Duke Energy	\$6,508,546	Electricity Utility Payments
TIAA CREF	\$12,246,138	Retirement Contributions
Anthem Life Insurance Company	\$13,593,354	Health Care Benefits and Reimbursements of Medical Claims (as of 1/1/2017)
Sodexo Inc and Affiliates	\$14,077,683	Dining and Catering Services
Hannig Construction Inc	\$38,876,020	Holmstedt Hall IU Med Center Renovation; Science Building Corridor
		Renovations; Rhoads Hall Renovation; Cromwell Hall Renovation, CHHS
		Renovation; Tirey/Tilson Roof and Masonry Repairs
The following vendors have accumulated purchases from the University for the time period July 1, 2018 through September 30, 2018		
<u>(Fiscal Year) in excess of \$250,000:</u>		
500 Wabash Housing LLC	\$255,890	500 Wabash Lease Payments
Byrne & Jones Construction Inc	\$257,797	Football Turf
Johnson Controls Fire Protection LP	\$276,790	Rankin Data Center; Fire Suppression Services
City of Terre Haute	\$280,594	Sewage Utility Payments
Duncan Video Inc	\$304,910	Student Media Video Equipment
Blackboard Inc	\$318,721	Blackboard Software Maintenance and Storage
Ellucian Company LP	\$334,024	Banner Software Maintenance
Barnes & Noble Booksellers	\$336,311	Textbook Scholarships
SoftChoice Corporation	\$336,527	Maintenance on EES System and Licensing Software
Office Works	\$337,762	Rhoads Hall Case Goods
Sycamore Engineering Inc	\$372,127	University Apartments Fire Suppression
Key Government Finance Inc	\$392,332	Networking Software Maintenance Agreement
Riverside Technologies Inc	\$400,650	Computer Equipment Purchases; Laptop/iPad Scholarships
AmWins/NEBCO Group Benefits	\$506,736	Retiree Insurance Coverage
ONI Risk Partners Inc	\$562,535	Athletic Medical, Flight Academy, Workers Compensation, and Commercial
		Property Insurance Policies
Ratio Architects Inc	\$617,953	Architectural Services for Cromwell Hall; CHHS Renovation , Rhoads Hall and

		Hulman Center Renovation; Sycamore Dining Renovations
Evan and Ryan Electrical Contractors Inc	\$654,818	Holmstedt Restroom Renovation; Holmstedt Classrooms; Starbucks Build-Out;
		Root Hall Classrooms; Landsbaum Simulator Lab
Sodexo Inc and Affiliates	\$905,867	Dining and Catering Services
Weddle Bros Building Group LLC	\$917,496	Fine Arts Renovation
CVS Pharmacy Inc	\$921,463	Prescription Drug Coverage
Duke Energy	\$1,858,806	Electricity Utility Payments
TIAA CREF	\$1,901,654	Retirement Contributions
Anthem Life Insurance Company	\$3,103,827	Health Care Benefits and Reimbursements of Medical Claims (as of 1/1/2017)
Hannig Construction Inc	\$6,254,022	Science Building Corridor Renovations; Rhoads Hall Renovation; CHHS
		Renovations; Tirey/Tilson Roof and Masonry Repairs; Root Hall Classrooms

4e Faculty Personnel

FACULTY

Appointments

(Effective August 1, 2018 unless otherwise noted)

Rebecca Addleman; Assistant Professor, Department of Teaching and Learning; Ed.D., Seattle Pacific University; salary \$60,500 per academic year.

Arif Akgul; Assistant Professor, Department of Criminology and Criminal Justice; Ph.D., Washington State University; salary \$65,000 per academic year.

Robin Bonifas; Professor and Chairperson, Department of Social Work; Ph.D., University of Washington; base salary \$86,000 per academic year and chairperson supplement of \$12,000 per academic year, both prorated from the effective date of January 1, 2019;

Jin A. Chang; Assistant Professor, Department of Social Work; Ph.D., Boston University; salary \$65,000 per academic year.

Mark Collins; Associate Professor, Department of Aviation Technology; M.S., Lewis University; salary \$70,000 per academic year.

Chelsea Elwood; Assistant Professor, Department of Applied Medicine and Rehabilitation; M. S., Indiana State University; salary \$91,219 per fiscal year, prorated from the effective date of August 1, 2018.

Hugo Gante; Assistant Professor, Department of Biology; Ph.D., Arizona State University; salary \$67,000 per academic year.

James Greene; Assistant Professor, Department of English; Ph.D., West Virginia University; salary \$52,000 per academic year.

Min Kyung Han; Assistant Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., University of Kansas; salary \$61,000 per academic year.

Margaret Hill; Assistant Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., University of Missouri - Columbia; salary \$60,000 per academic year.

Gerald McDonnell; Assistant Professor, Department of Psychology; Ph.D., University of Nebraska - Lincoln; salary \$58,000 per academic year.

Jamie Metzinger; Assistant Professor, Department of Built Environment; Ph.D., Purdue University; salary \$70,000 per academic year.

Craig Morehead; Assistant Professor, Department of Kinesiology, Recreation, and Sport; Ph.D., Old Dominion University; salary \$60,000 per academic year.

Matthew Moulton; Assistant Professor, Department of Teaching and Learning; Ph.D., University of Georgia; salary \$58,000 per academic year.

Blake Rayfield; Assistant Professor, Department of Accounting, Finance, Insurance, and Risk Management; Ph.D., University of New Orleans; salary \$115,000 per academic year.

Brian Stone; Assistant Professor, Department of English; Ph.D., Southern Illinois University - Carbondale; salary \$52,000 per academic year.

David Vogel; Assistant Professor, Department of Theater; M. F.A., Pennsylvania State University; salary \$52,000 per academic year.

Nathaniel Wagner; Assistant Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., The College of William and Mary; salary \$ 58,000 per academic year.

Megan Weemer; Assistant Professor, Department of Applied Health Sciences; D.H.S., Indiana State University; salary \$59,000 per academic year.

Peng Zhao; Assistant Professor, Department of Mathematics and Computer Science; Ph.D., Ohio State University; salary \$57,000 per academic year, prorated from the effective date of May 23, 2018.

Instructor Appointments of 2-5 years – 2018-2019 Academic Year

(Effective August 1, 2018 unless otherwise noted)

Noah Armah; Instructor, Department of Mathematics and Computer Science; M.S., Ohio University; salary \$45,000 per academic year.

Jason Brown; Instructor, Department of Aviation Technology; M.S., Indiana State University; salary \$62,000 per academic year.

Ruth Fairbanks; Instructor, Department of Multidisciplinary Studies; Ph.D., University of Illinois Urbana-Champaign; salary \$45,563 per academic year.

Emily Gauer; Instructor, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; salary \$90,000 per fiscal year and Clinical Coordinator supplement of \$7,500 per fiscal year, both prorated from the effective date May 14, 2018.

Jennifer Hale; Instructor, Department of Built Environment; M.S., University of Illinois - Chicago; salary \$60,000 per academic year.

Oscar Henriquez; Instructor, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$56,000 per academic year.

JoEllen Henson; Instructor, Department of Social Work; M.S.W., University of Illinois – Urbana-Champaign; salary \$52,500 per academic year.

Nancy Hudlun; Instructor, Department of Baccalaureate Nursing Completion; M.S.N., Indiana State University; salary \$50,000 per academic year.

Jon Iftikar; Instructor/Pre-Doctoral Fellow, Department of Educational Leadership; M.A., University of Massachusetts Boston; salary \$45,000 per academic year.

Jennifer Inman; Instructor, Department of Baccalaureate Nursing; M.S.N., Indiana State University; salary \$50,000 per academic year, prorated from the effective date of January 1, 2019.

Daniel Lucky; Senior Instructor, Department of Baccalaureate Nursing Completion; Ph.D., University of Southern Indiana; salary \$70,773 per academic year.

Teressa Moore, Instructor, Department of Baccalaureate Nursing; M.S., Indiana State University; salary \$49,000 per academic year.

Trevor Paulsen; Instructor, Department of Kinesiology, Recreation, and Sport; M.S., Western Illinois University; salary \$40,000 per academic year.

Emily Payne; Instructor, Department of Baccalaureate Nursing; M.S.N., Capella University; salary \$48,000 per academic year.

Charles Peebles; Instructor, Department of Applied Medicine and Rehabilitation; B.S., Capella University (faculty qualification form on file); salary \$39,457 per academic year.

Meghan Steward; Instructor, Department of Applied Medicine and Rehabilitation; M.S., University of New Hampshire; salary \$80,000 per fiscal year, prorated from the effective date of August 13, 2018.

Didier Wayoro; Instructor/Pre-Doctoral Fellow, Department of Economics; M.A., Brandeis University; salary \$45,000 per academic year.

Elizabeth Wilkinson; Instructor, Department of Built Environment; M.S., University of California - San Diego; salary \$68,000 per academic year.

Full-Time Appointments – 2018-2019 Academic Year

(Effective August 1, 2018 unless otherwise noted)

Jason Carbaugh; Full-Time Lecturer, Department of Biology; Ph.D., Texas A&M University; salary \$41,000 per academic year.

Chad Clark; Full-Time Lecturer, Department of Communication; Ph.D., Indiana State University; salary \$42,500 per academic year.

Joe Eckerle; Full-Time Lecturer, Department of Built Environment; M.C.E., Norwich University; salary \$60,000 per academic year.

Linda Goodwin Ross; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; M.S., Indiana Wesleyan University; salary \$45,350 per academic year.

Zachary Holden; Full-Time Lecturer, Department of Chemistry and Physics; Ph.D., Ohio State University; salary \$40,000 per academic year.

Jessica Kirby; Full-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.S., Old Dominion University; salary \$39,457 per academic year.

Francois Mulot; Full-Time Lecturer, Department of Languages, Literatures, and Linguistics; Ph.D., Indiana University; salary \$40,000 per academic year.

Mitsuko Murakami; Full-Time Lecturer, Department of Chemistry and Physics; Ph.D., Louisiana State University; salary \$35,000 per academic year.

Jamie Oberste-Vorth; Full-Time Lecturer, Department of Mathematics and Computer Science; M.A., University of South Florida; salary \$40,000 per academic year.

Kym Pfrank; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; salary \$44,410 per academic year.

Jodi Rees; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana University; salary \$51,204 per academic year.

Chad Roseland; Full-Time Lecturer, School of Music; M.M., University of Arizona; salary \$36,000 per academic year.

Richard Setliff; Full-Time Lecturer, Department of Economics; Ph.D., Indiana State University; salary \$41,310 per academic year.

David Shearer; Full-Time Lecturer, Department of Biology; M.S., Indiana State University; salary \$38,000 per academic year.

Tammy Spivey; Full-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana State University; salary \$44,000 per academic year.

Change of Status and/or Pay Rate

Heather Abbott; Assistant 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 2018-2019 academic year.

Stephen Aldrich; from Interim Chair and Associate Professor, Department of Earth and Environmental Systems, to Associate Professor, Department of Earth and Environmental Systems; surrenders chairperson supplement of \$15,000 per academic year, prorated from the effective May 20, 2018.

Stephanie Alexander; Instructor, Department of English; stipend of \$12,000 for additional duties as Faculty Fellow, Office of Information Technology, for the 2018-2019 academic year; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Amy Ash; Assistant Professor, Department of English; salary adjustment to \$53,000 per academic year; effective August 1, 2018.

Katrina Babb; from Instructor, Department of Economics, to Instructor, Department of Economics and Director of the Center for Economic Education; effective August 1, 2018.

Daniel Bawinkel; Instructor, Department of Built Environment; stipend of \$3,000 for additional duties as Construction Management Program Coordinator; for the 2018-2019 academic year; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Boris Blyukher; Professor, Department of Built Environment; supplemental instructional stipend of \$6,000 for teaching an additional six hours; for the fall semester of the 2018-2019 academic year.

Derrick Bowman; Instructor, Department of Mathematics and Computer Science; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of March 29, 2018 through May 31, 2018.

Sandra Brake; from Professor, Department of Earth and Environmental Systems, to Professor and Acting Interim Chairperson, Department of Earth and Environmental Systems; Chairperson supplement of \$1,500 per month; effective August 1, 2018 through December 31, 2018.

Elizabeth Brown; Chairperson and Professor, Department of Mathematics and Computer Science; supplement of \$2,000 for additional duties as Faculty Senate Vice-Chair; effective August 1, 2018 through May 31, 2019.

Kailee Burdick; from Instructor, Department of Baccalaureate Nursing, to Assistant Professor, Department of Baccalaureate Nursing; salary \$73,500 per academic year.

Cory Campbell; Assistant Professor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Emily Capettini; Assistant Professor, Department of English; salary adjustment to \$52,000 per academic year; effective August 1, 2018.

Chad Clark; from Student Digital Media Manager, Student Media, to Full-Time Lecturer, Department of Communication; salary \$42,500 per academic year, prorated from the effective date of August 15, 2018 through May 31, 2019.

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 fall semester of the 2018-2019 academic year.

Braden Cole, Senior Instructor, Department of Kinesiology, Recreation and Sport; supplemental instructional stipend of \$2,000 for teaching an additional two hours; for the fall semester of the 2018-2019 academic year.

Timothy Demchak; from Professor, Department of Applied Medicine and Rehabilitation, to Professor, Department of Applied Medicine and Rehabilitation and Interim Program Director of Athletic Training Professional Program; Interim Director supplement of \$7,500 per fiscal year prorated from the effective date July 26, 2018 through August 2, 2019.

Ryan Donlan; from Associate Professor, Department of Educational Leadership, to Associate Professor, Department of Educational Leadership and Interim Chairperson, Department of Teaching and Learning; interim chairperson supplement of \$18,000 per academic year; for the 2018-2019 academic year.

Joan Dreher; Instructor, Department of Mathematics and Computer Science; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of March 30, 2018, through May 31, 2018.

Gaston Fernandez; Professor Emeritus, Department of Political Science; phased retirement stipend of \$37,024; for the 2018-2019 academic year.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the spring semester of the 2017-2018 academic year; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the fall semester of the 2018-2019 academic year.

Anne Foster; Associate Professor, Department of History; stipend of \$9,432.06 for additional duties as Institutional Review Board Vice Chairperson; for the 2018-2019 academic year.

Alberto Friedmann; Assistant Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$4,000 for teaching an additional four hours; for the fall semester of the 2018-2019 academic year.

Harry Gallatin; Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Linda Goodwin Ross; Full-Time Lecturer, Department of Management, Information Systems and Business Education; supplemental instructional stipend of \$6,000 for teaching an additional six hours; for the fall semester of the 2018-2019 academic year.

Robert Guell; Professor, Department of Economics; supplement of \$800 per month for additional duties as Faculty Fellow for Assessment, University College; effective August 1, 2018 through May 31, 2020; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Melissa Gustafson; Assistant Librarian, Department of Library Services; salary adjustment to \$63,099 per fiscal year, prorated from the effective date of April 1, 2018.

Jennifer Hale; Instructor, Department of Built Environment; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Lea Hall; from Associate Professor, Department of Advanced Practice Nursing, Executive Director of Nursing, College of Health and Human Services, and Interim Chair, Department of Social Work, to Associate Professor, Department of Advanced Practice Nursing and Executive Director of Nursing, College of Health and Human Services; surrenders Interim Chairperson supplement of \$14,400 per fiscal year; effective July 16, 2018.

Richard Harden; Instructor, Department of Mathematics and Computer Science; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of March 30, 2018, to May 31, 2018.

Timothy Hawkins; Professor, Department of History; supplement of \$5,000 for additional duties as Faculty Senate Chair; effective August 1, 2018 through May 31, 2019.

Michael Hayden; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Jason Huffman; Full-Time Lecturer, Department of Mathematics and Computer Science; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of March 29, 2018, to May 31, 2018.

Shawn Huisinga; Assistant Professor, Department of Teaching and Learning; salary adjustment to \$60,000 per academic year; effective August 1, 2018.

Paula Jarrard; Assistant Professor and OT Program Director, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$4,000 for teaching an additional four hours; for the fall semester of the 2018-2019 academic year.

Robert Johnson; Associate Professor, Department of Mathematics and Computer Science; phased retirement stipend of \$25,094; for the 2018-2019 academic year.

Debra Knaebel; Instructor, Department of Teaching and Learning; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Jolynn Kuhlman; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Lauren Lewis; Assistant Professor, Department of Applied Health Sciences; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

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 appointment period of October 15, 2018 through December 31, 2018.

Brent MacDonald; Instructor, Department of Built Environment; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Christine MacDonald; from Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology, to Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology and Interim Chairperson, Department of Teaching and Learning; interim chairperson supplement of \$15,000 per academic

year; effective August 1, 2018 through July 31, 2019; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the fall semester of the 2018-2019 academic year.

William Mackey; from Assistant Professor, Department of Criminology and Criminal Justice, to Instructor, Department of Criminology and Criminal Justice; salary \$45,000 per academic year; effective August 1, 2018.

Stephen McCaskey; from Acting Associate Dean, College of Technology and Assistant Professor, Department of Human Resource Development and Performance Technologies, to Associate Professor, Department of Human Resource Development and Performance Technologies, and Interim Chairperson, Department of Aviation Technology; surrenders dean supplement of \$1,700 per month, effective July 31, 2018; chairperson supplement of \$15,000 per academic year; effective June 1, 2018, through May 31, 2019.

Mark McInerney; Assistant Professor, Department of Applied Health Sciences; salary adjustment to \$67,991.70 per academic year; effective August 1, 2018.

Donald McNabb; Senior Instructor, Department of Built Environment; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Farman Moayed; Associate Professor, Department of Built Environment; supplemental instructional stipend of \$2,000 for teaching an additional two hours; for the fall semester of the 2018-2019 academic year.

Jill Moore; from Associate Professor, Department of Advanced Practice Nursing, to Chairperson and Associate Professor, Department of Advanced Practice Nursing; chairperson supplement of \$18,000 per fiscal year, prorated from the effective date August 6, 2018.

Jon Musgrave; Instructor, Department of Human Resource Development and Performance Technologies; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Jessica Nelson; Chairperson and Associate Professor, Department of Baccalaureate Nursing Completion; supplemental instructional stipend of \$6,500 for teaching an additional 6.5 hours; for the fall semester of the 2018-2019 academic year.

Somer Nourse; from Instructor, Department of Baccalaureate Nursing, to Assistant Professor, Department of Baccalaureate Nursing; salary \$73,500 per academic year; effective August 1, 2018.

Andrew Payne; Chairperson and Professor, Department of Built Environment; supplemental instructional stipend of \$6,000 for teaching an additional six hours; for the fall semester of the 2018-2019 academic year.

Yasenska Peterson; from Associate Dean, College of Health and Human Services, to Associate Dean, College of Health and Human Services and Interim Chairperson, Department of Applied Health Sciences; chairperson supplement of \$18,000 per fiscal year, prorated for the appointment period of August 1, 2018 through December 31, 2108.

Kym Pfrank; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Chavez Phelps; Assistant Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Shawn Phillips; Professor, Department of Earth and Environmental Systems; supplement of \$3,000 for additional duties as Faculty Senate Secretary; effective August 1, 2018, through May 31, 2019; supplemental instructional stipend of \$6,000 for teaching an additional six hours; for the 2018-2019 academic year.

Nikk Pilato; from Instructor, School of Music, to Assistant Professor, School of Music; salary \$57,000 per academic year; effective August 1, 2018.

John Pommier; Chairperson, Department of Applied Medicine and Rehabilitation and Professor, Department of Kinesiology, Recreation and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Donald Richards; Professor, Department of Economics; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Heather Roberts; Senior Instructor, Department of English, stipend of \$4,000 for additional duties as Faculty Fellow, Office of Student Success; effective August 1, 2018 through May 31, 2019.

Don Rogers; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Melony Sacopulos; Assistant Professor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Joseph Sanders; Professor, Department of Accounting, Finance, Insurance and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Nathan Schaumleffel; Associate 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 2018-2019 academic year.

Donna Selman; Interim Chairperson, Department of Biology, and Professor, Department of Multidisciplinary Studies; chairperson supplement of \$15,000 per academic year; effective August 1, 2018 through May 31, 2019.

Ernest Sheldon; Professor, Department of Built Environment; supplement of \$3,000 for additional duties as Coordinator of the Master's Program; effective August 1, 2018, through May 31, 2019; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2018-2019 academic year.

Erik Southard; from Chairperson and Associate Professor, Department of Advanced Practice Nursing, to Associate Professor, Department of Advanced Practice Nursing; surrenders chairperson supplement of \$18,000 per fiscal year; effective August 5, 2018.

Linda Sperry; from Chairperson and Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology, to Associate Dean, Bayh College of Education and Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; surrenders chairperson supplement of \$18,330 per academic year; effective July 22, 2018; salary \$142,000, prorated from the effective date of July 23, 2018.

Douglas Stevens; Assistant Professor, Department of Applied Medicine and Rehabilitation; supplement of \$7,500 per fiscal year, prorated from the effective date of May 19, 2018, for additional duties as Didactic Coordinator – Physician Assistant Program.

Jennifer Todd; from Instructor and Director of the Master of Social Work Program, Department of Social Work, to Assistant Professor, Department of Social Work; salary \$58,000 per academic year.

Peggy Weber; from Associate Dean, College of Health and Human Services, to Associate Dean, College of Health and Human Services and Interim Chairperson, Department of Social Work; chairperson supplement of \$1,200 per month; for the fall semester of the 2018-2019 academic year.

Bruce Welsh; Assistant Professor Emeritus, Department of Aviation Technology; phased retirement stipend of \$36,600; for the 2018-2019 academic year.

Patricia Wheeler; Professor Emerita, Department of Teaching and Learning; phased retirement stipend of \$43,689; for the 2018-2019 academic year.

Leave of Absence with pay – Fall 2018

Caitlyn Brez; Associate Professor, Department of Psychology.

Joseph Grcic; Professor, Department of Multidisciplinary Studies.

Jennifer Latimer; Professor, Department of Earth and Environmental Systems.

Alister McLeod; Associate Professor, Department of Applied Engineering and Technology Management.

Nathan Myers; Associate Professor, Department of Political Science.

Richard Schneirov; Professor, Department of History.

Mark Stimley; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology.

Leave of Absence with pay – Spring 2019

Sandeep Bhowmick; Assistant Professor, Department of Marketing and Operations.

Lindsey Eberman; Professor, Department of Applied Medicine and Rehabilitation.

James Gustafson; Associate Professor, Department of History.

Mark Hamm; Professor, Department of Criminology and Criminal Justice.

Rosetta Haynes; Professor, Department of English.

Tina Kruger Newsham; Associate Professor, Department of Multidisciplinary Studies.

Marion Schafer; Professor, Department of Applied Engineering and Technology Management.

Barbara Skinner; Associate Professor, Department of History.

Jeffery Stone; Associate Professor, Department of Earth and Environmental Systems.

Anna Viviani; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology.

Alina Waite; Associate Professor, Department of Human Resource Development and Performance Technology.

Keri Yousif; Professor, Department of Languages, Literature, and Linguistics.

Leave of Absence with 60% pay – August 1, 2018 through May 31, 2019

Diana Hews; Professor, Department of Biology.

Robert Noll; Associate Professor, Department of Chemistry and Physics.

Joy O’Keefe; Associate Professor, Department of Biology.

Retirements

Esther Acree; Associate Professor and Director of Continued Education, Department of Baccalaureate Nursing Completion; effective May 31, 2019.

Herschel Chait; Associate Professor, Department of Management, Information Systems, and Business Education; effective May 31, 2018.

Robert Goldbort; Professor, Department of English; effective December 31, 2018.

Robert Johnson; Associate Professor, Department of Mathematics and Computer Science; effective May 31, 2018.

Patrice Jones; Assistant Professor, Department of Baccalaureate Nursing; effective May 31, 2018.

Emeriti

Esther Acree; Associate Professor Emerita, Department of Baccalaureate Nursing Completion; effective June 1, 2019.

Herschel Chait; Associate Professor Emeritus, Department of Management, Information Systems, and Business Education; effective June 1, 2018.

Robert Goldbort; Professor Emeritus, Department of English; effective January 1, 2019.

Robert Johnson; Associate Professor Emeritus, Department of Mathematics and Computer Science; effective June 1, 2018.

Patrice Jones; Assistant Professor Emerita, Department of Baccalaureate Nursing; effective June 1, 2018.

Separations

Yongsheng Bai; Assistant Professor, Department of Biology; effective May 31, 2108.

Richard Baker; Associate Professor, Department of Aviation Technology and Director of Unmanned Systems Center; effective June 30, 2018.

William Baker; Assistant Professor, Department of Built Environment; effective July 31, 2018

Robert Bennett; Assistant Professor, Department of Social Work; effective May 31, 2018.

Nandini Bhowmick; Instructor, Department of Mathematics and Computer Science; effective May 31, 2018.

Dianna Cooper-Bolinsky; Assistant Professor, Department of Social Work; effective May 31, 2018.

Laszlo Egri; Assistant Professor, Department of Mathematics and Computer Science; effective May 31, 2018.

Deanna Franklin; Instructor, Department of Applied Health Sciences; effective July 9, 2018.

Claudine Gaston; Instructor, Department of Communication; effective May 31, 2018.

Stacey Gaven; Assistant Professor and Clinical Education Coordinator, Department of Applied Medicine and Rehabilitation; effective August 15, 2018.

Amila Jeewandara; Instructor, Department of Chemistry and Physics; effective May 31, 2018.

Melissa Ketner; Instructor, Department of Social Work; effective May 31, 2018.

Kimberly LaGrange; Senior Instructor, Department of Management, Information Systems, and Business Education; effective May 31, 2018.

Felicia Stewart; Assistant Professor, Department of Advanced Practice Nursing; effective May 31, 2018.

Shandi Wagner; Instructor, Department of English; effective May 31, 2018.

Stephen Westlake; Instructor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2018.

Michael G. Williamson; Senior Instructor, Department of Built Environment; effective May 29, 2018.

4f Other Personnel

NON-EXEMPT Appointments

Candace Auman; Student Financial Aid Client Services Specialist, Student Financial Aid; \$13.33 per hour; effective May 14, 2018.

Bailey Benko; Custodian I, Reeve Hall; \$11.16 per hour; effective July 23, 2018.

Polly Bigney; Administrative Assistant I, Management, Information Systems and Business Education; \$13.07 per hour; effective July 5, 2018.

Blake Bridges; Maintenance Mechanic, 500 Wabash; \$14.21 per hour; effective August 13, 2018.

Terry Eddy; Custodian II, Lincoln Quad; \$11.83 per hour; effective July 23, 2018.

Brianna Elkins; Custodian I, Custodians; \$11.16 per hour; effective August 6, 2018.

Sara Ellinger; Student Financial Aid Services Specialist, Student Financial Aid; \$13.07 per hour; effective May 14, 2018.

Lois V. Ellis; Administrative Assistant I, Human Resources Development; \$13.07 per hour; effective August 8, 2018.

Cassandra Endress; Early Childhood Education Assistant Teacher, Early Childhood Education Center; \$12.08 per hour; effective June 25, 2018.

Stephanie Fear; Payroll Coordinator, Budget, Payroll, and Risk Management; \$16.00 per hour; effective July 9, 2018.

Karen Goffinet; Custodian I, Sycamore Housing; \$11.16 per hour; effective July 23, 2018.

Shena Gordon; Early Childhood Assistant Teacher, Early Childhood Education Center; \$12.50 per hour; effective July 3, 2018.

Verna Haney; Custodian I, Lincoln Housing; \$11.16 per hour; effective July 23, 2018.

Kourtney Helms; Simulation Assistant, Dean, College of Health and Human Services; \$19.49 per hour; effective July 30, 2018.

Timothy Herrick; Custodian I, Custodians; \$11.16 per hour; effective August 27, 2018.

Kendal Jackson; Custodian I, Custodians; \$11.16 per hour; effective September 13, 2018.

Paulina James; Administrative Assistant I, Criminology & Criminal Justice; \$13.07 per hour; effective May 14, 2018.

Cassandra Jent; Administrative Assistant I, Management, Information Systems and Business Education; \$13.07 per hour; effective April 30, 2018.

Jarred Kincaid; Steam Plant Mechanic, Power Plant; \$18.70 per hour; effective May 29, 2018.

Lori Markle; Student Financial Aid Services Specialist, Student Financial Aid; \$13.07 per hour; effective May 14, 2018.

Ricardo Mata; Student Services Assistant II, Education Student Services; \$14.21 per hour; effective July 25, 2018.

Sean Miller; Steam Plant Systems Operator, Power Plant; \$17.48 per hour; effective June 6, 2018.

Adrianna Patterson; Enrolment Management Specialist, Admission and High School Relations; \$13.07 per hour; effective May 22, 2018.

Kelly Plew; Early Childhood Education Assistant Teacher, Early Childhood Education Center; \$12.08 per hour; effective August 16, 2018.

Rebecca Poindexter; Student Services Assistant II, Communications Disorders and Counseling, School, and Educational Psychology; \$14.21 per hour; effective August 6, 2018.

Abby Roth; Payroll Clerk, Budget, Payroll, and Risk Management; \$14.21 per hour; effective July 9, 2018.

Whitney Stanfield; Student Services Assistant II, Associate Vice President Finance Assistant Treasurer; \$14.21 per hour; effective July 23, 2018.

Elise Stanmyer; Research Technician – Bats – Required Reappointment, Biology; \$13.33 per hour; effective June 18, 2018.

Andrew Thomas; Police Officer, Public Safety; \$18.30 per hour; effective July 9, 2018.

David Thompson; Senior Maintenance Mechanic, Mechanical Trades; \$15.55 per hour; effective July 2, 2018.

Martha Vaughn; Administrative Specialist, Information Technology; \$15.55 per hour; effective May 14, 2018.

Randall Wallace; Steam Plant Mechanic, Power Plant; \$18.70 per hour; effective May 29, 2018.

Kerri Wilhelm; Administrative Assistant I, Community School of the Arts; \$15.00 per hour; effective June 13, 2018.

Change in Status and/or Pay Rate Promotion

Erick Barnett; from Grounds Office Coordinator, Grounds to Equipment Operation Supervisor, Grounds; \$18.28 per hour; effective August 20, 2018.

William Downs; from Maintenance Mechanic, Sandison Housing to Senior Maintenance Mechanic, Mechanical Trades; \$16.63 per hour; effective July 9, 2018.

Lynn Larimer; from Administrative Assistant III, Information Technology to Vice Provost's Assistant, VP Enrollment Management, Marketing & Communication; effective September 17, 2018.

Jessica Major; from Student Services Assistant II, Associate Vice President Finance Assistant Treasurer to Registration & Records Coordinator, Registration & Records; \$18.14 per hour; effective May 21, 2018.

Daniel Parmer; from Police Corporal, Public Safety; \$24.20 per hour to Police Sergeant, Public Safety; \$26.78 per hour; effective April 15, 2018.

Jessica Pruiett; Custodian I, Reeve Hall to Lead Custodian, Reeve Hall; \$12.91 per hour; effective July 28, 2018.

Heather West; from Early Childhood Assistant Teacher, Early Childhood Education Center; \$15.08 per hour to Early Childhood Education Center Teacher, Early Childhood Education Center; \$16.84 per hour; effective May 18, 2018.

Transfers

Kimberly Lammert; from Administrative Assistant II, Legal Affairs to Administrative Assistant II, Baccalaureate Nursing Completion; \$14.93 per hour; effective June 25, 2018.

Wendell McCollough; from Police Sergeant, Public Safety; \$26.17 per hour to Police Corporal, Public Safety; \$24.08 per hour; effective April 15, 2018.

Vickie Magill; from Technical Services Budget/Allocation Specialist, Library Services to Student Services Assistant III, Student Counseling Center; \$18.23 per hour; effective June 25, 2018.

Christina Pitts; from Administrative Assistant I, Social Work to Administrative Assistant I, Economic; \$13.83 per hour; effective July 23, 2018.

Jacquelyn Smith; from Police Sergeant, Public Safety to Police Sergeant – Community Development, Public Safety; \$26.17 per hour; effective July 23, 2018.

Reclassification

Vicki Gaunt; from Rehabilitation Office Coordinator; \$17.11 per hour to Patient Account Coordinator; \$17.11 per hour; Applied Medicine & Rehabilitation; effective August 11, 2018.

Jessica Vega; from Administrative Assistant I; \$13.52 per hour to Budget Coordinator, \$15.28 per hour; Housing Facilities Operations; effective July 28, 2018.

Other

Thierno Diallo; skill assessment from Police Officer; \$19.25/hr to \$19.98/hr; Public Safety; effective August 20, 2018.

William Myers; from Steam Plant Systems Operator, Power Plant; pay rate from \$17.48 per hour to \$18.00 per hour; effective May 21, 2018.

Separations

Steven Ballock; Electrician, Electrical; effective June 4, 2018.

Polly Bigney; Administrative Assistant I, Management, Information Systems and Business Education; effective September 14, 2018.

Pennie Blair; Custodian I, Custodian; effective July 23, 2018.

Byron Boler; IT Support Technician Required Reappointment, Information Technology; effective June 29, 2018.

Tiffany Cherry; Early Childhood Education Center Teacher, Early Childhood Education Center; effective September 26, 2018.

Terry Eddy; Custodian II, Lincoln Quad; effective August 24, 2018.

Cassandra Endress; Early Childhood Education Assistant Teacher, Early Childhood Education Center; effective June 25, 2018.

Krista Divan; Gift Processor; ISU Foundation Operations; effective June 30, 2018.

Michael Gwin; Grounds Technician, Grounds; effective July 13, 2018.

Dawn Hilderbrand; Custodian I, Custodians; effective June 6, 2018.

Julia Hoeh; Research Technician – Bats – Required Reappointment, Biology; effective June 15, 2018.

Amy Houser; Financial Aid Processing Specialist, Student Financial Aid; effective September 21, 2018.

Kendal Jackson; Custodian I, Custodians; effective September 14, 2018.

Cassandra Jent; Administrative Assistant I, Management, Information Systems and Business Education; effective June 25, 2018.

Janice Karn; Accounting and Auditing Associate, Associate Vice President University Controller; effective July 1, 2018.

Mackenzie Lambert; Administrative Assistant I, IU School of Medicine; effective August 10, 2018.

Rebecca Lowe; Custodial Supervisor, Sycamore Housing; effective June 22, 2018.

Mark Luczak; Custodian I, Custodians; effective June 1, 2018.

Rick Murdock; Senior Maintenance Mechanic, Mechanical Trades; effective April 21, 2018.

Crystal Myers; Administrative Assistant I, Community School of the Arts; effective May 9, 2018.

Linda Nowling; Administrative Assistant I, Human Resources Development; effective June 15, 2018.

Benjamin Pointon; Student Services Assistant II, Communications Disorders & Counseling, School & Educational Psychology; effective May 4, 2018.

Janet Reed; Custodian I, Burford Housing; effective September 25, 2018.

Melissa Strain; Mail Services Coordinator, Mail Room; effective September 28, 2018.

Stella Switzer; Custodian I, Lincoln Housing; effective June 1, 2018.

Tracy Wiant; Events Setup Supervisor, Hulman Center; effective May 18, 2018.

Melanie Willhite; Registration & Records Coordinator, Office of Registration and Records; effective May 9, 2018.

Toni Wilson; Administrative Assistant I, Hulman Center; effective May 25, 2018.

Retirements

Nancy Branson; Executive Assistant, VP Enrollment Management, Marketing & Communications; effective September 28, 2018.

Kathy Hood; Administrative Assistant I, Sycamore Housing; effective September 28, 2018.

James Johnson; Custodian I, Custodians; effective August 25, 2018.

Leonard Kite; Custodian I, Custodians; effective September 4, 2018.

Jeanett Mickschl; Budget Coordinator; Hulman Center; effective August 3, 2018.

NON-EXEMPT PROFESSIONAL

Appointments

Amy Demchak; Employee Wellness Coordinator, Human Resources; \$23.00 per hour; effective September 17, 2018.

Jonathan Garcia; Multimedia Services Coord, Communications & Marketing; \$19.00 per hour; effective July 23, 2018.

Donald Lee; Veterans Services Coordinator, Admissions and High Schl Relations; \$17.95 per hour; effective July 23, 2018.

Abigail Miller; Admissions Event Coordinator, Admissions and High Schl Relations; \$16.55 per hour; effective August 27, 2018.

Ashley Schuette; Admissions Event Coordinator, Admissions and High Schl Relations; \$16.55 per hour; effective May 21, 2018.

Bo Turner; Marketing Assistant, Communications & Marketing; \$18.30 per hour; effective July 2, 2018.

Jessica Will; TCGA Laboratory Technician, Center for Genomic Advocacy (TCGA); \$15.55 per hour; effective June 20, 2018.

Temporary Appointments

(Effective July 1, 2018 through June 30, 2019 unless otherwise noted)

Kaleigh All; Career Services Emp Rela Coord, Career Center; \$20.70 per hour; effective July 1, 2018.

Sarah Campbell; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.75 per hour; effective July 9, 2018.

Tyheem Cooper; Res Life Hall Coord Trainee-RR, Residential Life Programming; \$15.50 per hour; effective September 12, 2018.

Jessica Coronis; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.55 per hour; effective July 16, 2018.

Shane Donnell; Career Services Emp Rela Coord, Career Center; \$20.70 per hour; effective July 9, 2018.

John Gettemeyer; Program Coordinator, New Student Transition Programs; \$17.66 per hour; effective July 1, 2018.

Karley Jines; Career Services Emp Rela Coord, Career Center; \$20.77 per hour; effective July 1, 2018.

Geoffrey Koester; Res Life Hall Coord Req Reap, Residential Life Programming; \$15.55 per hour; effective July 9, 2018.

Michael Lechner; Programmer Trainee-RR, Office of Information Technology; \$20.51 per hour; effective July 9, 2018.

Lauren Michael; Cust Svcs/Qual Assur Coord RA, Office of Information Technology; \$23.07 per hour; effective July 1, 2018.

Elizabeth Nesius; Operations Supervisor, IU School of Medicine-Terre Haute; \$25.30 per hour; effective July 1, 2018.

Matthew Porter; Field Campus Manager, Kinesiology Recre & Sport; \$17.70 per hour; effective July 1, 2018.

Steven Riley; Interim Drupal/Web Developer, Communications & Marketing; \$17.79 per hour; effective July 1, 2018.

Nancy Swift; Budget Specialist, IU School of Medicine-Terre Haute; \$18.30 per hour; effective July 1, 2018.

Raymond Thomas; Web Content Developer, Networks; \$21.97 per hour; effective July 1, 2018 through December 31, 2018.

Brianne Walters; Bat Center Assistant Director, Biology; \$23.22 per hour; effective July 1, 2018.

Joey Weber; Research Associate - Bats, Biology; \$20.51 per hour; effective July 1, 2018.

Michael West; Programmer Trainee, Office of Information Technology; \$20.51 per hour; effective July 23, 2018.

Daniel Zakka; Communications Spec Req Appt, Communications & Marketing; \$19.00 per hour; effective July 2, 2018.

Change in Status and/or Pay Rate

Adam Burkett; from Administrative Assistant I, Admissions and High Schl Relations, to Enrollment Mgmt Systems Coord, Admissions and High Schl Relations; \$17.44 per hour; effective June 11, 2018.

Ronda Kozik-Mount; from Accounts Payable Specialist, Foundation Financial Svcs, to Gift Services Manager, Foundation Financial Svcs; \$18.30 per hour; effective September 17, 2018.

Daniel Palmer; from Adv Svcs Intrm Coord Req Reapt, ISU Foundation Operations, to Advancement Services Coord, ISU Foundation Operations; \$16.55 per hour; effective July 1, 2018.

Steven Riley; from Interim Drupal/Web Developer, Communications & Marketing, to Programmer Trainee-RR, Office of Information Technology; \$20.51 per hour; effective July 23, 2018.

Ashlee Shroyer; Marketing Specialist, Communications & Marketing from \$21.48 per hour to \$23.52 per hour; effective June 1, 2018.

Betsy Simon; from Media Relations Asst Director, Communications & Marketing, to Junior Content Strategist, Communications & Marketing; no change in pay; effective August 11, 2018.

Joey Weber; Research Associate - Bats, Biology; stipend for \$6,000; effective May 15, 2018 through January 15, 2019.

Lisa Winker; Admissions Regional Coord-10 M, Admissions and High Schl Relations; no work period; effective June 1, 2018 through August 1, 2018.

Separations

Karina Arrambide; Admissions Counselor, Admissions and High Schl Relations; effective July 20, 2018.

Adam Burkett; Enrollment Mgmt Systems Coord, Admissions and High Schl Relations; effective June 22, 2018.

Karley Jines; Career Services Emp Rela Coord, Career Center; effective July 20, 2018.

Rachel Keys; Multimedia Services Coord, Communications & Marketing; effective July 20, 2018.

Donald Lee; Veterans Services Coordinator, Admissions and High Schl Relations; effective August 17, 2018.

Elise Lima; Communications Spec Req Appt, Communications & Marketing; effective June 5, 2018.

Bradley Lone; Financial Aid Systems Coord, Student Financial Aid; effective August 1, 2018.

Kristi McCune; Annual Giving Asst Director, ISU Foundation Operations; effective June 30, 2018.

Shelby Reed; Athletic Sponsorships Asst Dir, Advancement; effective July 20, 2018.

Ashley Schuette; Admissions Event Coordinator, Admissions and High Schl Relations; effective June 26, 2018.

EXEMPT

Appointments

Justin Applegate; Rehabilitation Specialist II, Physical Therapy & Sports Rehab Cli; \$70,000.00 per fiscal year; effective June 4, 2018.

Lauren Baines; Student Health Promotion Dir, Asst & Assoc Dean Students; \$60,000.00 per fiscal year; effective September 4, 2018.

Shantrice Bradley; Campus Life Assistant Director, Student Activities & Organizations; \$40,000.00 per fiscal year; effective June 1, 2018.

Cory Burger; Graduation Specialist, Student Success; \$40,638.00 per fiscal year; effective June 1, 2018.

Susan Cohn; Res Life Asst Dir - Res Educ, Residential Life Programming; \$49,000.00 per fiscal year; effective July 9, 2018.

Holly Curtsinger; Early Childhood Edu Ctr Dir, Early Childhood Education Center; \$60,000.00 per fiscal year; effective July 2, 2018.

Cody Dolly; Recruitment and Advising Coord, Dean, Bayh College of Education; \$36,000.00 per fiscal year; effective August 8, 2018.

Marsha Dull; Online Enrollment Manager, Extended Learning; \$54,000.00 per fiscal year; effective September 11, 2018.

Niki Fjeldal; New Student Prog & Testing Dir, New Student Transition Programs; \$53,000.00 per fiscal year; effective August 14, 2018.

Susan Gubelman; Scholarship & Partnership Coor, Dean, Bayh College of Education; \$36,000.00 per fiscal year; effective July 18, 2018.

Diana Hooten; Institutional Research Analyst, Office of Institutional Research; \$50,000.00 per fiscal year; effective July 30, 2018.

Nicholas Horman; Athletic Trainer I, Applied Medicine & Rehabilitation; \$47,483.00 per fiscal year; effective June 4, 2018.

Christopher Jefferson; Fraternity & Sorority Life Dir, Fraternity & Sorority Life; \$60,000.00 per fiscal year; effective July 2, 2018.

Brianne Karazsia; Student Employment Prog Coord, Career Center; \$36,000.00 per fiscal year; effective June 11, 2018.

Katherine Lugar; Student Prog & Lead Asst Dir, Honors College; \$40,443.00 per fiscal year; effective May 21, 2018.

Katharine May; COHHS College Advisor, Dean, College Health & Human Svcs; \$36,000.00 per fiscal year; effective July 16, 2018.

Michael Rodgers; Web Application Server Admin, Office of Information Technology; \$70,000.00 per fiscal year; effective August 20, 2018.

Brittany Snyder; Staff Psychologist, Student Counseling Center; \$47,000.00 per fiscal year; effective July 2, 2018.

Linda Sperry; Associate Dean, Education, Dean, Bayh College of Education; \$142,000.00 per fiscal year; effective July 23, 2018.

Tamara Turner; COB Ungr Student Svcs Asst Dir, Dean, Scott College of Business; \$44,000.00 per fiscal year; effective July 9, 2018.

Kelley Woods-Johnson; Assessment Accred Coord, Assessment & Accreditation; \$62,000.00 per fiscal year; effective June 4, 2018.

Temporary Appointments

(Effective July 1, 2018 through June 30, 2019 unless otherwise noted)

Kevin Beaver; Distance Educ Asst Coord RR, Criminology & Criminal Justice; \$36,000.00 per fiscal year; effective August 1, 2018.

Stephanie Beld; Res Life Area Coord Req Reap, Residential Life Programming; \$36,000.00 per fiscal year; effective July 1, 2018.

Michelle Bennett; Osher Program Coordinator, Community Engagement; \$44,141.00 per fiscal year; effective July 1, 2018.

Andy Brisbin; Dev Math Educ 10 Mon - RR, Remedial Math; \$40,000.00 per fiscal year; effective August 1, 2018 through June 4, 2018.

Malea Crosby; Accred & Acad Qual Impr Dir RA, Dean, Bayh College of Education; \$49,000.00 per fiscal year; effective June 4, 2018 through June 30, 2019.

Kaitlin Diel; Meis Stu Dv Ctr Asst Dir Req R, Dean, Scott College of Business; \$41,522.00 per fiscal year; effective July 1, 2018.

Jeffrey Fabus; Res Life Area Coord Adm Sp Pro, Residential Life Programming; \$36,450.00 per fiscal year; effective July 1, 2018 through June 30, 2019.

Ashley Holt; Lead Advisor-IUSM Terre Haute, IU School of Medicine-Terre Haute; \$52,670.00 per fiscal year; effective July 1, 2018.

Debbie Huckabee; Educational Support Coord, Student Support Services; \$42,736.00 per fiscal year; effective September 1, 2018 through August 31, 2019.

Mitsuko Korobkin; Postdoc Research Assc Physics, Physics; \$48,232.00 per fiscal year; effective July 1, 2018 through July 31, 2018.

Ernest Kramer; PT No Ben Phased Retiree, Purchasing; \$30,042.00 per fiscal year; effective May 1, 2018 through July 31, 2018.

Monica Larsen; Academic Advisor Req Reapt, Built Environment; \$36,000.00 per fiscal year; effective July 1, 2018.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; \$45,000.00 per fiscal year; effective July 1, 2018.

Eric Lusk; Systems Integrator Trainee, Office of Information Technology; \$47,482.50 per fiscal year; effective July 1, 2018.

Lucas Mackey; Developme Math Educator 10 Mon, Remedial Math; \$40,000.00 per fiscal year; effective August 1, 2018.

Jacquelyn Mathis; WCI-AHEC Director, Indiana Area Health Ed Ctr; \$65,149.00 per fiscal year; effective July 1, 2018.

Elise Maxwell; Program Coordinator, Indiana Area Health Ed Ctr; \$42,133.00 per fiscal year; effective May 29, 2018 through June 30, 2019.

Jodi Lynn McCoy; Intrm Gallery Director Req Rea, Visiting Artist; \$45,000.00 per fiscal year; effective August 21, 2018.

Robert Moreland; Flight Instructor - Req Reappt, Aviation Technology; \$40,000.00 per fiscal year; effective June 25, 2018.

Marianne Orfanos; IEPRC Project Coordinator, Blumberg Center; \$62,000.00 per fiscal year; effective August 6, 2018 through June 30, 2019.

JoEllen Ornduff; Student Support Svcs Adviser, Student Support Services; \$36,450.00 per fiscal year; effective September 1, 2018 through August 31, 2019.

Brooke Porter; Stu Athletic Succ Coord Re Rea, Athletic Academic Advisement; \$40,000.00 per fiscal year; effective July 1, 2018.

Michelle Reeson; Profession Devel Prog Asst Dir, Networks-Student Scholarship; \$71,589.00 per fiscal year; effective July 1, 2018 through December 31, 2018.

Courtney Richey; ISBDC Program Director, ISU/Wabash Vally Small Bus Devel Ct; \$71,105.00 per fiscal year; effective July 1, 2018.

Brittany Russell; Program Coordinator - IUSM, IU School of Medicine-Terre Haute; \$44,243.00 per fiscal year; effective July 1, 2018.

Mark Schaffer; Contract Coordinator, Dean, College Health & Human Svcs; \$49,870.00 per fiscal year; effective July 1, 2018.

Harold Seifers; Academic Advisor Req Reapt, Dean, College of Technology; \$36,450.00 per fiscal year; effective July 1, 2018.

Aaron Slocum; 21st Cent Scholars Corps Coord, Center for Student Success; \$39,438.00 per fiscal year; effective July 1, 2018.

Kathy Snapp; Writing Specialist, Student Support Services; \$36,000.00 per fiscal year; effective September 1, 2018 through August 31, 2019.

Carol Wetherell; Blumberg Center Director, Blumberg Center; \$81,500.00 per fiscal year; effective July 1, 2018.

Alex Whitmore; Res Life Area Coord Req Reap, Residential Life Programming; \$36,000.00 per fiscal year; effective July 1, 2018.

Rita Wiley; Res Life Area Coord Req Reap, Residential Life Programming; \$36,000.00 per fiscal year; effective July 9, 2018 through June 30, 2019.

Rita Worrall; Student Support Services Dir, Student Support Services; \$69,742.00 per fiscal year; effective September 1, 2018 through August 31, 2019.

Rebecca Wray; Gongaware Ctr Net Fin Inst Dir, Networks; \$118,772.00 per fiscal year; effective July 1, 2018 through December 31, 2018.

Kristian Wright; IEPRC Project Coordinator, Blumberg Center; \$62,000.00 per fiscal year; effective August 6, 2018 through June 30, 2019.

Emeritus

Kenneth Brauchle; Dean Emeritus Extended Learning, Extended Learning; effective November 1, 2018.

Change in Status and/or Pay Rate

Judith Brewer; from COB Ungr Student Srvs Asst Dir, Dean, Scott College of Business, to COB Student Services Director, Dean, Scott College of Business; \$58,000.00 per fiscal year; effective April 30, 2018.

Denise Collins; from Associate Dean, Education, Dean, Bayh College of Education, to Dean, Coll Grad Prof Studies, College of Grad & Professional Stds; \$158,000.00 per fiscal year; effective July 1, 2018.

Bryan Duncan; Cap Plng & Improvements Dir, Facilities Management; stipend of \$1,200.00 per month for additional duties; effective July 1, 2018 through June 30, 2019.

Jared Ell; from Res Life Coord Recru Mrkt Sale, Residential Life Programming, to Res Life Asst Dir Mrkg Strateg, Residential Life Programming; \$47,483.00 per fiscal year; effective August 11, 2018.

Alison Fell; from Dev Off-Maj Gifts, Corps&Found, Advancement, to Development Officer Corp&Found, Advancement; no change in pay; effective June 1, 2018.

Stephannie Gambill; from Dir Eq Op/Sr Dep Title IX Coor, ISU Equity Diversity Inclusion, to Title IX Coordinator, ISU Equity Diversity Inclusion; no change in pay; effective September 1, 2018.

Mark Green; from Assc VP Academic Affairs, VP and Provost Office, to Assc VP Academic Affairs & CRO, VP and Provost Office; no change in pay; effective August 1, 2018.

Gregory Halls; Development Officer Ath Sponso, Advancement; pay increase \$70,000.00 effective September 1, 2018.

Kara Harris; from Interim Dean College of Tech, Dean, College of Technology, to Assc Dean COT Stu/Stu Success, Dean, College of Technology; \$132,225.00 per fiscal year; effective August 1, 2018.

David Higus; from Student Teaching Coordinator, Dean, Bayh College of Education, to Educ Student Services Asst Dir, Dean, Bayh College of Education; no change in pay; effective July 1, 2018.

James Jensen; Sti Additional Duties, Facilities Management; stipend of \$1,200.00 per month for additional duties; effective July 1, 2018 through June 30, 2019.

Kimberly Kunz; from External Communications Dir, Communications & Marketing, to Brand Communications Dir, Communications & Marketing; no change in pay; effective June 1, 2018.

Todd LaComba; Development Officer, Advancement; pay increase \$70,000.00 effective September 1, 2018.

Suelyn Mahan; Counseling Psychologist, Student Counseling Center; leave without pay effective June 14, 2018 through August 1, 2018

Santhana Naidu; from Assc VP Comm & Marketing, Communications & Marketing, to Assc VP & Chief Mktg Officer, Communications & Marketing; no change in pay; effective August 6, 2018.

Seth Payne; Sports Video Manager, Student Media; pay increase \$53,077.00 effective September 1, 2018.

Samantha Penney; Sti Intrm Exec Dir Exper Learn, Online; stipend of \$3,000.00 per month for additional duties; effective July 1, 2018 through June 30, 2019.

Yasenska Peterson; Sti Intrm Chair AHS, Dept of Applied Health Sciences; stipend of \$1,500.00 per month for additional duties; effective August 1, 2018 through December 31, 2018.

Luceandy Pierre; from Res Life Area Coord Req Reap, Residential Life Programming, to Graduation Specialist, Student Success; \$40,638.00 per fiscal year; effective August 29, 2018.

James Pond; from Prob & Mentoring Prog Assc Dir, Dean University College, to Extend Learning Adv/Recruit-RR, Extended Learning; \$45,000.00 per fiscal year; effective September 10, 2018.

Elizabeth Roerig; from Comm & Media Relation Director, Communications & Marketing, to Sr Content Strat & Mag Editor, Communications & Marketing; no change in pay; effective August 10, 2018.

Kristopher Rogers; from Marketing Director, Communications & Marketing, to Brand Marketing Director, Communications & Marketing; no change in pay; effective August 10, 2018.

Kevin Runion; Spec Asst to Sr VP Fin & Admin, Facilities Management; stipend of \$3,250.00 per month for additional duties; effective July 1, 2018 through November 30, 2018.

Judith Sheese; Asst Dean & Dir Educ Stu Svcs, Dean, Bayh College of Education; pay increase \$89,758.00 effective June 1, 2018.

Nikki Simpson; from Adv Svcs & Steward Ex Director, ISU Foundation Operations, to Development Officer Pres Soc, Advancement; no change in pay; effective July 1, 2018.

Corry Smith; from Frat & Sorority Life Coord, Fraternity & Sorority Life, to Frat & Sorority Life Asst Dir, Fraternity & Sorority Life; no change in pay; effective July 1, 2018.

Jennifer Stutler; from Student Services Assistant II, Dean, Bayh College of Education, to Retention and Completion Coord, CD & Coun, School & Ed Psych; \$36,000.00 per fiscal year; effective July 1, 2018.

Alex Whitmore; from Res Life Hall Coord Req Reap, Sycamore Housing, to Res Life Area Coord Req Reap, Sycamore Housing; \$36,000.00 per fiscal year; effective June 1, 2018.

Retirements

Les Anne Dant; Residential Life Assc Director, Housing Facilities Operations; effective June 30, 2018.

Mary Kay; University College Adviser, Dean University College; effective June 1, 2018.

Kevin Runion; Assc VP Facilities Mgmt, Facilities Management; effective June 30, 2018.

Separations

Esteban Amigo; Database Administrator, Office of Information Technology; effective May 4, 2018.

Robin Banks; Academic Associate, Dean, College of Arts & Sciences; effective September 21, 2018.

Kenneth Brauchle; Dean of Extended Learning, Extended Learning; effective June 30, 2018.

Tonia Brewer; Blumberg Ctr Compli/Instr Spec, Blumberg Center; effective July 27, 2018.

Chad Clark; Student Digital Media Manager, Student Media; effective August 14, 2018.

Kenneth Coleman; COE Student Svs Assc Dir, Dean, Bayh College of Education; effective June 30, 2018.

David Crites; Web Services Assc Director, Communications & Marketing; effective August 31, 2018.

Mary Ellen Doucette-Lunstrum; Distance Education Asst Coord, Criminology & Criminal Justice; effective June 30, 2018.

Cynthia Evans; Graduation Specialist, Student Success; effective May 31, 2018.

Jordan Fisher; Network Engineer, Telecommunications; effective September 7, 2018.

Cody Inskeep; Athletic Training Srv Assc Dir, Applied Medicine & Rehabilitation; effective September 7, 2018.

Michelle Landis; Athletic Training Services Dir, Applied Medicine & Rehabilitation; effective August 31, 2018.

Tanner Laughlin; Testing Coordinator, New Student Transition Programs; effective August 2, 2018.

Gregory Lechner; Classroom & Event Tech Manager, Office of Information Technology; effective September 28, 2018.

Meredith Lynn; Gallery Director, Visiting Artist; effective July 13, 2018.

Seth Matteson; COHHS College Advisor, Dean, College Health & Human Svcs; effective May 31, 2018.

Leah Reynolds; Assc VP Inclus Excel/Title IX Co, ISU Equity Diversity Inclusion; effective August 31, 2018.

Cynthia Stong; Online Enrollment Manager, Extended Learning; effective July 13, 2018.

Pamela Thompson; BCOE Scholar to Teach BEST Dir, Dean, Bayh College of Education; effective May 24, 2018.

Quintin Veasley; Res Life Area Coord Req Reap, Lincoln Quad Housing; effective May 4, 2018.

Allison Vickers; Res Life Area Coord Req Reap, Sycamore Housing; effective May 25, 2018.

Lance Walsh; Developme Math Educator 10 Mon, Mathematics & Computer Science; effective May 31, 2018.

Janet Weatherly; Student Wellness Assc Director, Asst & Assoc Dean Students; effective May 31, 2018.

Gail Wright; Clinical Coordinator, Indiana Area Health Ed Ctr; effective May 31, 2018.

ATHLETICS

Appointments

(Effective July 1, 2018 through June 30, 2019 unless otherwise noted)

Erin Arevalo; Asst Coach, Softball, Athletics-Softball; \$38,500.00 per fiscal year; effective July 1, 2018.

Anthony Bertoli; Asst Coach, Track/CrossCountry, Athletics-Track; \$40,000.00 per fiscal year; effective July 1, 2018.

Brandan Bettenhausen; Asst Coach, Track, Athletics-Track; \$41,000.00 per fiscal year; effective July 1, 2018.

Joshua Christensen; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; \$65,000.00 per fiscal year; effective September 6, 2018 through June 30, 2019.

Mitchell Hannahs; Head Coach, Baseball, Athletics-Baseball; \$100,000.00 per fiscal year; effective July 1, 2018.

Matthew Leach; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; \$60,000.00 per fiscal year; effective April 1, 2018 through June 30, 2019.

Tori Magner; Asst Coach, Softball, Athletics-Softball; \$36,000.00 per fiscal year; effective July 1, 2018.

Angela Martin; Hd Coach & Dir, Track&Field/CC, Athletics-Track; \$70,875.00 per fiscal year; effective July 1, 2018.

Jeffrey Martin; Assc Hd Coach, M&W Track&Field, Athletics-Track; \$47,081.00 per fiscal year; effective July 1, 2018.

David McMannus; Head Coach, Strength & Cond, Athletics-Strength-Weight Training; \$74,535.00 per fiscal year; effective June 1, 2018 through June 30, 2019.

Michael Perniciaro; Head Coach, Softball, Athletics-Softball; \$73,204.00 per fiscal year; effective July 1, 2018.

Patrick Rowan; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; \$65,000.00 per fiscal year; effective August 17, 2018 through June 30, 2019.

Luke Scheidecker; Asst Coach, Women's Basketball, Athletics-Womens Basketball; \$59,000.00 per fiscal year; effective August 13, 2018 through June 30, 2019.

Tamara Shike; Spirit Prog & Comm Relat Coord, Athletics-Adminstration; \$36,450.00 per fiscal year; effective July 1, 2018.

Brian Smiley; Asst Coach, Baseball, Athletics-Baseball; \$51,590.00 per fiscal year; effective July 1, 2018 through June 30, 2019.

Chris Souder; Asst Coach, Women's Basketball, Athletics-Womens Basketball; \$60,000.00 per fiscal year; effective June 1, 2018.

John Stein; Asst Coach, Strength & Condit, Athletics-Strength-Weight Training; \$40,000.00 per fiscal year; effective June 1, 2018 through June 30, 2019.

Jordan Tieg; Asst Coach, Baseball, Athletics-Baseball; \$36,450.00 per fiscal year; effective July 1, 2018.

Quacy Timmons; Asst Coach, Women's Basketball, Athletics-Womens Basketball; \$69,000.00 per fiscal year; effective May 1, 2018 through March 31, 2019.

Gregory Towne; Head Coach, Women's Golf, Athletics-Women's Golf; \$46,283.00 per fiscal year; effective July 1, 2018.

Kyle Walsh; Assc Hd Coach, M&W Cross Coun, Athletics-Track; \$47,081.00 per fiscal year; effective July 1, 2018.

Separations

Matthew Leach; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; effective July 20, 2018.

Patrick Rowan; Head Coach, Wmn Swim & Diving, Athletics-Womens Swimming; effective August 20, 2018.

Chris Souder; Asst Coach, Women's Basketball, Athletics-Womens Basketball; effective July 16, 2018.

4g Grants and Contracts

1. Core Redevelopment, Fund No. 549227, Proposal No. 18-095

Additional appropriations in the amount of \$22,270.00 have been received from Core Redevelopment for the project entitled, "Recovery Work Plan Indian Orchard Cemetery Stage One: Back Dirt Screening & Monitoring," under the direction of Shawn Phillips, Department of Earth and Environmental Systems, for the period January 15, 2018 through September 1, 2018.

2. Indiana Economic Development Corporation, Fund No. 549217, Proposal No. 17-121

An agreement in the amount of \$62,071.01 has been received from Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center-Federal,” under the direction of Courtney Richey, West Central Indiana Small Business Development Center, for the period January 1, 2018 through December 31, 2018.

3. Indiana Economic Development Corporation, Fund No. 549218, Proposal No. 17-045

An agreement in the amount of \$56,759.96 has been received from Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center-State,” under the direction of Courtney Richey, West Central Indiana Small Business Development Center, for the period January 1, 2018 through December 31, 2018.

4. Indiana Academy of Science, Fund No. 549239, Proposal No. 18-081

An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, “Soil Lead Bioavailability in an Urban Community Severely Impacted by Legacy Pollution,” under the direction of Brenda Lower, Department of Earth and Environmental Systems, for the period April 30, 2018 through April 30, 2019.

5. Indiana Academy of Science, Fund No. 549238, Proposal No. 18-076

An agreement in the amount of \$2,819.00 has been received from Indiana Academy of Science for the project entitled, “Effect of Parasites on White-Throated Sparrow (*Zonotrichia Albicollis*) Song,” under the direction of Zoe Delefortrie, The Center for Genomic Advocacy, for the period April 30, 2018 through April 30, 2019.

6. Indiana Academy of Science, Fund No. 549237, Proposal No. 18-074

An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, “Identification of Proteins and RNAs Binding to the Second Messenger Molecule c-di-AMP in *Streptococcus Pyogene*,” under the direction of Kyu Hong Cho, Department of Biology, for the period April 30, 2018 through April 30, 2019.

7. ISU Foundation, Fund No. 549235 & 549236, Proposal No. 18-093

An agreement in the amount of \$89,977.82 has been received from Indiana State University Foundation for the project entitled, “Fannie & Benjamin Blumberg 2018-2019,” under the direction of Carol Wetherell, Blumberg Center, for the period July 1, 2018 through June 30, 2019.

8. National Science Foundation, Fund No. 549240 & 549241, Proposal No. 18-027

An agreement in the amount of \$71,070.00 has been received from The National Science Foundation for the project entitled, “A Field Week Approach to Determine the Drivers of Forest Stress in the Greater Yellowstone Ecosystem: Absaroka Mountains, Wyoming July 2018, 2019, 2020,” under the direction of James Speer, Department of Earth and Environmental Systems, for the period May 15, 2018 through April 30, 2021.

9. Union Hospital, Fund No. 549123, Proposal 18-101

Additional appropriations in the amount of \$26,098.00 have been received from Union Hospital for the project entitled, “Athletic Training Clinical Affiliation and Graduate Assistantship,” under the direction of Kenneth Games, Department of Applied Medicine and Rehabilitation, for the period August 1, 2016 through July 31, 2018.

10. Core Redevelopment, Fund No. 549227, Proposal No. 18-100

Additional appropriations in the amount of \$28,500.00 have been received from Core Redevelopment for the project entitled, “Recovery Work Plan Indian Orchard Cemetery Stage One: Back Dirt Screening & Monitoring,” under the direction of Shawn Phillips, Department of Earth and Environmental Systems, for the period January 15, 2018 through September 1, 2019.

11. Wal-Mart, Fund No. 549245, Proposal No. 18-087

An agreement in the amount of \$1,000.00 has been received from Wal-Mart for the project entitled, "Fine Art Series: Happiness Bag," under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period May 16, 2018 through December 30, 2018.

12. Purdue University, Fund No. 549244, Proposal No. 18-089

A sub agreement under Indiana Department of Natural Resources in the amount of \$61,201.00 has been received from Purdue University for the project entitled, "Hardwood Ecosystem Experiment," under the direction of Joy O'Keefe, Department of Biology, for the period May 1, 2018 through April 30, 2020.

13. Vincennes University, Fund No. 549243, Proposal No. 18-096

An agreement in the amount of \$26,550.00 has been received from Vincennes University for the project entitled, "Entrepreneurship Camp," under the direction of Courtney Richey, ISU/Wabash Valley Small Business Development Center, for the period May 17, 2018 through June 30, 2018.

14. Vigo County Local Coordinating Council, Fund No. 549250, Proposal No. 18-064

An agreement in the amount of \$12,000.00 has been received from Vigo County Local Coordinating Council for the project entitled, "Indiana State University Alcohol & Drug Enforcement Project," under the direction of Joseph Newport, Department of Public Safety, for the period January 1, 2018 through December 31, 2018.

15. Vincennes University, Fund No. 549247, Proposal No. 18-097

An agreement in the amount of \$9,520.00 has been received from Vincennes University for the project entitled, "WCI – AHEC Paramedic Camp," under the direction of Jackie Mathis, West Central Indiana Area Health Education Center, for the period June 18, 2018 through June 22, 2018.

16. Osher Lifelong Learning Institute, Fund No. 549248, Proposal No. 18-091

An agreement in the amount of \$25,000.00 has been received from Osher Lifelong Learning Institute for the project entitled, "Osher Lifelong Learning Institute at Indiana State University," under the direction of Michelle Bennett, Extended Learning, for the period August 1, 2018 through August 31, 2019.

17. Anonymous Donor, Fund No. 549252, Proposal No. 18-104

An agreement in the amount of \$5,000.00 has been received from an anonymous donor for the project entitled, "Colleagues Helping Implement Lifelong Learning (C.H.I.L.L.)" under the direction of Della Thacker, Department of Teaching and Learning, for the period June 15, 2018 through June 14, 2020.

18. Indiana Arts Commission, Fund No. 549255, Proposal No. 18-077

An agreement in the amount of \$4,230.00 has been received from Indiana Arts Commission for the project entitled, "FY19 52nd Annual Contemporary Music Festival," under the direction of Kurt Fowler, School of Music, for the period July 1, 2018 through June 30, 2019.

19. Indiana Arts Commission, Fund No. 549256, Proposal No. 18-075

An agreement in the amount of \$4,230.00 has been received from Indiana Arts Commission for the project entitled, "FY19 2018 Rock Camp!" under the direction of Cynthia Phillips-Sabla, Community School of the Arts, for the period July 1, 2018 through June 30, 2019.

20. National Endowment for the Arts, Fund No. 549257, Proposal No. 18-007

An agreement in the amount of \$30,000.00 has been received from National Endowment for the Arts for the project entitled, "To Support a Community-Based Public Art Project with Artist and Designer Matthew Mazzotta in the Ryves Neighborhood of Terre Haute," under the direction of Tina Kruger - Newsham, Department of Multidisciplinary Studies, for the period June 1, 2018 through May 31, 2020.

21. Franciscan Alliance, INC. d/b/a Franciscan Health Lafayette, Fund No. 549192, Proposal 19-005
Additional appropriations in the amount of \$966,884.00 have been received from Franciscan Alliance, Inc. d/b/a Franciscan Health Lafayette for the project entitled, "Clinical Affiliation and Graduate Assistantship Agreement," under the direction of Kenneth Games, Department of Applied Medicine and Rehabilitation, for the period August 1, 2017 through July 31, 2022.
22. Purdue University, Fund No. 549249, Proposal No. 18-048
A sub agreement under the National Aeronautics and Space Administration in the amount of \$15,000.00 has been received from Purdue University for the project entitled, "IN Space Grant Fellowship Program 2015-2018," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period April 9, 2018 through April 8, 2019.
23. Union Hospital, Fund No. 549261, Proposal No. 18-103
An agreement in the amount of \$78,614.00 has been received from Union Hospital for the project entitled, "Clinical Affiliation and Graduate Assistantship," under the direction of Kenneth Games, Department of Applied Medicine and Rehabilitation, for the period August 1, 2018 through July 31, 2019.
24. Subaru of Indiana Automotive Foundation, Inc., Fund No. 549259, Proposal No. 18-105
An agreement in the amount of \$8,000.00 has been received from Subaru of Indiana Automotive Foundation, Inc. for the project entitled, "Balance and Concussion Testing in Vigo County, IN," under the direction of Howell Tapley, Department of Applied Medicine and Rehabilitation, for the period May 17, 2018 through December 31, 2018.
25. Mindlin Foundation, Fund No. 549265, Proposal No. 19-002
An agreement in the amount of \$4,000.00 has been received from Mindlin Foundation for the project entitled, "High Powered Rocketry for Introductory Physics," under the direction of Sean Bartz, Department of Chemistry and Physics, for the period August 22, 2018 through May 10, 2019.
26. National Science Foundation, Fund No. 549262, Proposal No. 18-036
An agreement in the amount of \$71,849.00 has been received from The National Science Foundation for the project entitled, "Collaborative Research: P2C2-What is the Driver of Orbital-Scale Central American Monsoon Variations? Tests of the Insolation and Sea Surface Temperature Hypotheses," under the direction of Amos Winter, Department of Earth and Environmental Systems, for the period August 15, 2018 through July 31, 2021.
27. Indiana Commission for Higher Education, Fund No. 549267, Proposal No. 19-006
An agreement in the amount of \$2,000.00 has been received from Indiana Commission for Higher Education for the project entitled, "2018-2019 ScholarCorps AmeriCorps Program," under the direction of Roberta Allen, Center for Student Success, for the period August 6, 2018 through July 31, 2019.
28. Indiana Department of Education, Fund No. 549263, Proposal 18-099
An agreement in the amount of \$350,000.00 has been received from Indiana Department of Education for the project entitled, "Promoting Achievement for Students with Sensory Loss (PASS)," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2018 through September 30, 2019.
29. Indiana University, Fund No. 549234, Proposal No. 19-012
Additional appropriations from a sub agreement under the Indiana Department of Child Services in the amount of \$18,324.00 has been received from Indiana University for the project entitled, "Continuation Proposal for BSW and MSW Education Through the Indiana Child Welfare Education and Training Partnership," under the direction of Peggy Weber, Department of Social Work, for the period July 1, 2016 through June 30, 2020.

30. The Missouri Department of Conservation, Fund No. 549246, Proposal 18-092

An agreement in the amount of \$226,119.00 has been received from The Missouri Department of Conservation for the project entitled, “Indiana Bat Response to Missouri Department of Conservation’s Forest Habitat Management,” under the direction of Joy O’Keefe, Department of Biology, for the period July 1, 2018 through June 30, 2019.

31. The State of Indiana, Fund No. 549260, Proposal No. 18-083

An agreement in the amount of \$14,700.00 has been received from the State of Indiana for the project entitled, “Digitizing Letters and Journals of Saint Mother Theodore Guerin” under the direction of Cinda May, Cunningham Memorial Library, for the period August 1, 2018 through April 30, 2019.

32. US Department of Education, Fund No. 549264, Proposal No. 19-011

An agreement in the amount of \$352,723.00 has been received from the US Department of Education for the project entitled, “Student Support Services at Indiana State University,” under the direction of Rita Worrall, Student Support Services, for the period September 1, 2018 through August 31, 2019.

33. Indiana Department of Education, Fund No. 549268, Proposal 18-098

An agreement in the amount of \$2,600,000.00 has been received from the Indiana Department of Education for the project entitled, “The Effective and Compliant IEP Resource Center,” under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2018 through September 30, 2019.

4h Agreements

Signed/Executed Contracts from May 1, 2018 – October 1, 2018)

Performer, Lecturer & Entertainment Agreements

American Program Bureau Inc. – Feminista Jones Black History Speaker

Educational Design LLC d/b/a The 2 Sisters

Daniel Peterson

Duke Energy

Graham Fletcher – Math Summit

Greg Smedley-Warren of Kindergarten Smorgasbord

IncredibleBats, Inc.

Kramer Entertainment Agency

Lindsey Moses

Mazzotta Consulting

Neon Entertainment

Record A Hit Entertainment

Ross David Music LLC

Sarah Kay Speaker Agreement

Shawn T. Blanchard of Lions Dream

Susan Hall – Math Summit

ThinkFast Trivia

Affiliation Agreements

Acadiana Physical Therapy

Achievement Centers for Children

Advocate Health and Hospitals Corporation

AEGIS Therapies, Inc.

All for Kids Pediatric Therapy
American Senior Communities
Anderson Hospital
Assured Home Health and Hospice
Baptist Health Medical Group
Bartholomew County Public Hospital d/b/a Sellersburg Healthcare Center
Bay County Health System
Beacon Medical Group
Blanchard Valley Health System
Boulder Community Health
Camp Navigate Inc.
Central Florida Health
Centra Health, Inc.
Children's Health System of Texas
Clark Memorial Hospital
Commonwealth Ortho d/b/a OrthoCincy, Inc.
Concord Hospital
Confluence Health
Covenant Health
Diversicare of Providence, LLC
Drayer Physical Therapy
Eastern Colorado Health Care System
Elmhurst Hospital
Eskenazi Health
Evergreen Health
Genesis ElderCare Rehabilitation Services
Great Lakes Orthopedics & Sports Medicine
Greenville SC Health Pro
Hardin Memorial Hospital
Hawaii Pacific Health
HCA Healthcare – Colorado
HCA Physician Services, d/b/a regional Hospital Healthcare Partners
HealthSouth Cardinal Hill Rehabilitation Hospital LLC
Holland Hospital
HSHS St. Elizabeth's Hospital
HSHS – St. Joseph's Hospital
Integrity Rehab Management
Intermountain Healthcare – Ogden Cardiovascular Associates
IU Health
IU Health-Ball Memorial
IU Health Bloomington Hospital
Kadlec Regional Medical Center
Kaiser Foundation Hospitals
Kearny County Hospital
Kentucky One Health
LaPorte Hospital
Legends Oaks Ennis – Ensign Services
Little You Inc.
Major Health Partners

Memorial Health System
Memorial Hospital and Healthcare Center
Mercy Health
Mission Hospital
Munson Healthcare Cadillac
Next Steps Chicago
OLJMG Joint Services
OSF Healthcare System
PeaceHealth Washington
Pedi-Play
Premier Health Partners – Miami Valley Hospital
Presence Central and Suburban Hospitals Network
Prince William Ambulatory Surgery
Rainbow Rehab
Rehab Strategies
Renue Physical Therapy
Revere Health
Richard L. Roudebush VAMC-DNP Program
Richard L. Roudebush VAMC-FNP Program
Richard L. Roudebush VAMC – Nursing Education Program
Shoreline Orthopaedics
Signature Healthcare of Terre Haute
STEP Therapies
St. John’s Hospital
St. Mary’s Medical Group
Straka Speech Castle Rock
St. Vincent Hospital and Health Care Center, Inc.
St. Vincent’s Health System Inc. – Florida
Team EXOS
Team Rehabilitation
Trihealth Rehabilitation Hospital LLC
University of Michigan Health System
Vanderbilt University Medical Center
Vigo County School Corporation - Terre Haute South Vigo High School
Vigo County School Corporation - Terre Haute West Vigo High School
Walter Reed National Military Medical Center
West Virginia University
Wexford of Indiana and Clinical Mental Health Counseling
Wexford of Indiana and Clinical Psychology
Women’s Care Florida

Recruitment Contracts

IDP Education Limited – China and India
Beijing Prepare and Technology Co., Ltd. – China

4i Board Representation at University Events

Events Requiring Board Representation

October 25, 2018	Employee Recognition Brunch, Sycamore Banquet Center, Terre Haute, IN
December 14, 2018	Board of Trustees Meeting, Terre Haute, IN
December 15, 2018	Winter Commencement, Terre Haute, IN

Optional Events

October 17, 2018	Jasper Alumni Event, Jasper, IN
October 18, 2018	Evansville Alumni Event, Evansville, IN
October 23, 2018	Merrillville Alumni Event, Merrillville, IN
October 26, 2018	College of Technology 50 th Anniversary, Terre Haute, IN (ticketed event)
November 3, 2018	Family Day, Terre Haute, IN
December 9, 2018	Community Holiday Open House, Condit House, Terre Haute, IN
December 12, 2018	Faculty and Staff Holiday Open House, Condit House, Terre Haute, 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.

4j In Memoriam

IN MEMORIAM: Dr. Gary L. Stewart

WHEREAS, Dr. Gary L. Stewart, Professor Emeritus of Theater of Indiana State University, died on the eighteenth day of April two thousand and eighteen; and

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

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

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

IN MEMORIAM: Betty Bartlett Davis

WHEREAS, Betty Bartlett Davis, retired Associate Dean for the Library Technical Services of Indiana State University, died on the second day of May two thousand and eighteen; and

WHEREAS, Betty Bartlett Davis had given loyal and devoted service to Indiana State University for thirteen years and had gained the respect of students and colleagues 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 dedicated service which she gave to the University; and

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

IN MEMORIAM: Mr. Michael G. Williamson

WHEREAS, Mr. Michael G. Williamson, Senior Instructor of Built Environment of Indiana State University, died on the thirtieth day of May two thousand and eighteen; and

WHEREAS, Mr. William G. Williamson had given loyal and devoted service to Indiana State University for over nine years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Charlotte A. Yates

WHEREAS, Charlotte A. Yates, retired Custodial Worker I for Family Housing of Indiana State University, died on the seventeenth day of May two thousand and eighteen; and

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

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

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

IN MEMORIAM: Dr. Peter Bruning

WHEREAS, Dr. Peter Bruning, Professor Emeritus of Foreign Languages of Indiana State University, died on the first day of June two thousand and eighteen; and

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

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

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

IN MEMORIAM: Dr. Vanita M. Gibbs

WHEREAS, Dr. Vanita M. Gibbs, Professor Emeritus of Elementary and Early Childhood Education of Indiana State University, died on the twenty eighth day of June two thousand and eighteen; and

WHEREAS, Dr. Vanita M. Gibbs had given loyal and devoted service to Indiana State University for thirty three years and had gained the respect of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Harvey R. Neice

WHEREAS, Harvey R. Neice, retired Grounds Equipment Operator for Maehling Terrace University Apartments at Indiana State University, died on the ninth day of June two thousand eighteen and;

WHEREAS, Harvey R. Neice had given loyal and devoted service to Indiana State University for twenty five years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. James Robert Boyle

WHEREAS, Robert Boyle, Professor Emeritus of Communication of Indiana State University, died on the third day of June two thousand and eighteen; and

WHEREAS, Dr. James Robert Boyle had given loyal and devoted service to Indiana State University for over forty 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: Nelta Maxine Pippins

WHEREAS, Nelta Maxine Pippins, retired Office Assistant II for the English Department of Indiana State University, died on the fifteenth day of June two thousand and eighteen; and

WHEREAS, Nelta Maxine Pippins, had given loyal and devoted service to Indiana State University for fourteen years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Dr. Robert F. McDavid

WHEREAS, Dr. Robert F. McDavid, Professor Emeritus of Physical Education of Indiana State University, died on the nineteenth day of June two thousand and eighteen; and

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

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

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

IN MEMORIAM: Dr. Harry F. Horstman

WHEREAS, Dr. Harry F. Horstman, Associate Professor Emeritus of Recreation and Sport of Indiana State University, died on the twenty ninth day of June two thousand and eighteen; and

WHEREAS, Dr. Harry F. Horstman had given loyal and devoted service to Indiana State University for twenty-one years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. William J. Brett

WHEREAS, Dr. William J. Brett, Professor Emeritus of Life Sciences of Indiana State University, died on the first day of July two thousand and eighteen; and

WHEREAS, Dr. William J. Brett had given loyal and devoted service to Indiana State University for 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.

IN MEMORIAM: Gertrude E. Tryon

WHEREAS, Gertrude E. Tryon, retired Library Assistant II for Library Services of Indiana State University, died on the sixteenth day of July two thousand and eighteen; and

WHEREAS, Gertrude E. Tryon, had given loyal and devoted service to Indiana State University for fifteen years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Dr. Dixie Lee Stahr

WHEREAS, Dr. Dixie Lee Stahr, Professor Emerita of Physical Education Indiana State University, died on seventeenth day of July two thousand and eighteen;

WHEREAS, Dr. Dixie Lee Stahr, had given loyal and devoted service to Indiana State University for over twenty-nine years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. William Leroy Baker

WHEREAS, Dr. William Leroy Baker, Assistant Professor of Built Environment of Indiana State University, died on the twenty-third day of July two thousand and eighteen; and

WHEREAS, Dr. William Leroy Baker had given loyal and devoted service to Indiana State University for over five years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Joan Shaw

WHEREAS, Joan Shaw, retired Custodial Worker II for Facilities Management of Indiana State University, died on the fifteenth day of August two thousand and eighteen; and

WHEREAS, Joan Shaw, had given loyal and devoted service to Indiana State University for twenty 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: Marjorie Thompson

WHEREAS, Marjorie Thompson, retired Payroll Assistant I for Payroll Office of Indiana State University, died on the nineteenth day of August two thousand and eighteen; and

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

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

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

IN MEMORIAM: Dr. Bonnidell Clouse

WHEREAS, Dr. Bonnidell A. Clouse, Professor Emerita of Educational Psychology and School Psychology of Indiana State University, died on twenty-first day of August two thousand and eighteen;

WHEREAS, Dr. Bonnidell A. Clouse, had given loyal and devoted service to Indiana State University for over thirty-four years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. William E. Mooney

WHEREAS, Mr. William E. Mooney, Assistant Director Emeritus of Recreational Sports Programs of Indiana State University, died on the second day of September two thousand and eighteen; and

WHEREAS, Mr. William E. Mooney had given loyal and devoted service to Indiana State University for over thirty-four years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Helen Beal

WHEREAS, Helen Beal, retired Custodial Worker II for the Physical Plant of Indiana State University, died on the fourth day of September two thousand and eighteen; and

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

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

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

IN MEMORIAM: Dr. Mary Ann Carroll

WHEREAS, Dr. Mary Ann Carroll, Dean Emerita of School of Graduate Studies of Indiana State University, died on the sixth day of September two thousand and eighteen;

WHEREAS, Dr. Mary Ann Carroll had given loyal and devoted service to Indiana State University for over thirty-one years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Marthann B. Markle

WHEREAS, Marthann Markle, Assistant Professor Emerita of Physical Education of Indiana State University, died on the ninth day of September two thousand and eighteen;

WHEREAS, Marthann B. Markle had given loyal and devoted service to Indiana State University for thirty-five years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Barbara J. Asay

WHEREAS, Barbara J. Asay, retired Administrative Assistant to the President of Indiana State University, died on the tenth day of September two thousand and eighteen; and

WHEREAS, Barbara J. Asay, had given loyal and devoted service to Indiana State University for thirty-eight years and had gained the respect of students and colleagues 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 dedicated service which she gave to the University; and

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

5 Old Business

6 Adjournment

3:28 p.m.