

October 17, 2008

Dear colleagues,

It is hard to imagine that Homecoming is just around the corner. Cheri and I are enjoying our first autumn in Indiana and are looking forward to all of the festivities surrounding the largest event of the year.

During the next few days, we will be continuing our efforts to connect with various legislators, alumni and friends throughout the state with a trip to Fort Wayne, Elkhart, South Bend, Valparaiso and Culver. We are looking forward to meeting more members of the Indiana State family and to sharing your achievements with them.

I would also like to provide you with a few updates:

**Luncheon and Breakfast Series** – Last week, we kicked off a monthly luncheon and breakfast series to increase interaction with and among students, faculty and staff. Students, chosen at random, are invited to join me for lunch in the Sycamore Towers Dining Room. This gives me the opportunity to have a casual conversation with a group of around 10 students. I was pleased to hear that the majority of the students selected Indiana State because of the strength of our academic programs, It was obvious that they want to be here. They have a few things they would like to see improved, and we will work to address those issues. For the most part, they seem pleased with their experiences here and are appreciative of the efforts of our faculty and staff. I look forward to continuing this dialogue with a new group of students each month.

We also have started a breakfast series for faculty and staff, once again chosen at random. The breakfasts will provide an opportunity for me to meet more of our employees while also serving as a vehicle for faculty and staff to network with each other. As with the students, a number of subjects were discussed. I hope that these events will help keep the lines of communication open.

**Emergency Alert System** – I would like to encourage all students, faculty and staff to sign up for the University's emergency communication system. The Rave system is utilized in conjunction with other communications vehicles to alert campus members about an emergency situation. The messages can be sent as text messages or emails. You may select how you want information sent to you. While it is our hope that we will not have to utilize this system, it would be to everyone's advantage to register for this service in the event such an emergency occurs. To sign up, go to:  
<https://www.getrave.com/login/indstate>.

**Budget Presentation** – The cycle for the biennial budget process has started, and I traveled to Bloomington on Friday to present the University's budget request for the 2009-2011 biennium to the Indiana Commission for Higher Education. This is the first stage of a series of presentations that will be made at the state level. I will keep you posted as the process progresses.

**Salary Adjustments** – I have had conversations with several of you about salary equity both internal and external. As a result, I have instructed the cabinet that until we have a campus agreement on how to

determine equity that no further adjustments will be made. The determination of equity is complex. It must include consideration of experience, credentials, rank and market. In the next few weeks I will be working with the Support Staff Council and the Senate to develop a model that will work for us. If anyone has suggestions for how to structure such a system, please let me know.

**Installation** – Cheri and I are pleased that the focus of the activities surrounding my formal installation as president will be on the university and its commitment to community engagement. While a transition in leadership is always an important time in an institution’s history, there is nothing more significant than the work all of you are doing to serve our students and our community. The Installation Committee has done a great job of pulling together a series of events that will highlight these efforts, many of which were already in place and do not add any expense to the installation. Rather than seeking delegates from higher education institutions across the nation, the committee has chosen to concentrate on our sister institutions in Indiana, our fellow Missouri Valley Conference schools and the higher education communities where I have previously worked. A secondary group of honorary delegates will be put together from the non-profit sector and will include United Way agencies and other groups related to our community engagement initiative.

It is our hope that as many of you as possible will be able to participate in some aspect of this celebration. We are especially pleased to have John Dau, the inspiration for the documentary “The Lost Boys of Sudan” here for a student session and a public lecture. He has an incredible life story of survival, leadership, assimilating into a new culture, seeking education and then deciding to dedicate his life to helping those remaining in Sudan. I would encourage you to attend and bring your families.

I understand that the ISU Bookstore has made arrangements for faculty who would like to participate in the processional to rent academic apparel and keep it through Winter Commencement at no extra cost. However, please note that orders must be placed by October 20.

The entire schedule of activities along with the forms for faculty participating in the processional and for those who wish to rent regalia are available at: <http://www1.indstate.edu/president/installation.html>.

I extend my appreciation to all of those working on this tribute to Indian State’s community engagement efforts. It is a tremendous honor to be installed as the eleventh president of Indiana State University.

**Homecoming** -- I strongly encourage all of you to participate in as many Homecoming activities as possible. Our students and alums will be happy to see you, and I am sure you will enjoy yourself.

Sincerely,

Daniel J. Bradley  
President