

Transcript for September 24, 2019 Update from President Curtis

Hello, colleagues.

It is hard to believe that we are one month into the Fall 2019 semester at Indiana State University and I am looking forward to the Fall address coming up in just a few days from now.

The Fall Address will be held on Wednesday, October 2nd at 3:00 in Tilson Auditorium and following the address, please join us for a reception in the Heritage Ballroom.

When one thinks of a University, it is easy to think about collections of buildings that make up the physical campus. And with the hundreds of millions invested in ISU's facilities we are reminded of the beauty of our campus every day.

But, a University is really about people: our students, faculty, staff, alumni, and friends who share the important connection of being Sycamores.

The lifeblood of Indiana State University flows with the great efforts of the people who work so hard in carrying out our important mission of transforming the lives of the students we serve.

We are so proud of our work and grateful to our family of employees who give it their all.

I am pleased to come to you today with a special announcement relating to employee health benefits and salary increases.

In an age when most of our country is grappling with increasing healthcare costs and employees must pick up more of the financial burden, I am happy to report that here at ISU for the second straight year, there will be no increases for employees in health care premiums.

This is a result of a number of factors including some hard work by Vice President Diann McKee and her team who negotiate with our insurance administrator.

Another factor is ISU's ongoing focus on health and wellness.

We want to encourage all of our employees to pay attention to his and her health and take advantage of the health screenings offered this and every fall.

Tobacco use is one of the leading causes for healthcare cost increases, and we encourage employees who use tobacco products to take advantage of cessation programs offered by the University.

I also want to acknowledge the work of the University's Tobacco Free Task Force which has provided me with a report. I have shared the report with the Faculty Senate, Staff Council, and Student Government Association for review and have asked for input from each of these governing units.

With regard to salary increases, I am pleased to report that effective January 1, 2020, the beginning of the next tax year, there will be a 1% salary increase with a minimum of \$500 for all employees except the executive group.

Executive group salaries will remain flat.

About 768 employees will be positively impacted by the \$500 minimum.

About 1,500 people will realize the 1% with at least \$500 raise.

Consistent with past practice, the 1% increase will be for those employees with a hire date on or before June 30, 2019.

Moreover, eligible employees must have completed a performance evaluation for 2018-19 with a minimum of good performance.

I am also pleased to share that we will add Monday, December 23rd as an extra Winter Recess day off for employees.

As a major employer in the west-central Indiana region, Indiana State University takes pride that it is investing in its people with regard to healthcare benefits, salary increases and adjustments, and vacation.

We really are so fortunate to be working in higher education and for this important University.

Again, thank you for your work. I look forward to seeing you at the Fall Address on October 2nd.