

September 29, 2015

Dear colleagues,

The semester is passing swiftly, and Homecoming is just around the corner. Always a special time, this year is amplified by the kickoff of our Sesquicentennial Era coinciding with the 150th anniversary of our founding legislation in 1865 through the 150th anniversary of our opening in 1870.

The celebration will start with a fundraising gala on October 15th that will feature “Reflections from President William Wood Parsons” as performed by Professor Emeritus Gene England, A dessert reception will include the unveiling of the magnificently restored Normal Hall dome following the premiere of the Sesquicentennial Fanfare composed by Grammy Award-winning composer Libby Larsen. Only a few seats remain for the gala, the proceeds of which will create an endowment for much-needed need-based scholarships. So if you haven’t gotten your ticket yet and want to attend, you better hurry. Go to: <http://foundation-cms.indstate.edu/150gala>.

This is the first of many events that will celebrate the tremendous heritage of our University. The Sesquicentennial Committee, led by Jack Maynard and Teresa Exline, and the various subcommittees including the Major Events Subcommittee headed by Teddy Lenderman, have put a lot of work into the kickoff. The ISU Foundation and its development staff, led by Ron Carpenter and Catherine Saunders, are also to be commended for this fundraising effort.

On Friday, October 16th, the entire campus is invited to a re-dedication of Normal Hall at 10:15 a.m. followed by a reception and tours. If you cannot attend the gala, this will be a great opportunity to be among the first to see the restored dome.

That night, we will honor four alumni with the Distinguished Alumni Award. They are:

- **Sam Dixon, '72** -- A Mississippi native, Sam was prime minister of the Black Student Union at ISU, a key figure in the 1969 takeover of the university's administration building and chief author of a list of demands concerning the teaching of black history. He considers his roles in the development of the Charles E. Brown African-American Cultural Center and the African-American studies program to be his proudest achievements. He taught at Malcolm X University in Chicago and Indiana University before embarking on an 18-year career as chief bailiff in Marion County Superior Court in Indianapolis. Sam currently teaches at Highland Junior High School in Anderson and also coaches boys' basketball.
- **Ava Gore, '74, GR '82** -- Upon completion of her master's degree in criminology, Ava was the first Indiana State graduate hired by the U.S. Marshals Service and quickly moved up the ladder becoming the first female instructor, first female inspector and first female gun-carrying chief deputy marshal in the agency's history. She has earned

numerous accolades for her service. After her retirement from law enforcement, Ava taught music and science at Our Lady Queen of Martyrs Catholic School in Fort Lauderdale, Fla. She now volunteers much of her time at the school in a substitute and administrative capacity.

- **Frances Reece Kepner, '41** – The late Frances Kepner attended the Indiana State Lab School and later enrolled in the university, where her father served for 30 years as a professor of history. After completing a Bachelor of Arts at Indiana State, she earned undergraduate and graduate degrees in library science from the University of Michigan. Frances worked as a manuscripts librarian at Michigan's prestigious William L. Clements Library of American History, where she catalogued rare original papers from the Colonial and Revolutionary War periods. When her husband enrolled at The Ohio State University following World War II, she joined him in moving to Trumbull County, Ohio, where they worked to restore a small, neglected family farm. When a car crash left her husband paralyzed, Frances put her career on hold to serve as his caregiver while raising the couple's two young sons and managing the farm. She returned to academia as head librarian at Thiel College in Pennsylvania and, for 22 years, in Indiana State's library, serving from the State Normal Library days to the current Cunningham Memorial Library. Her sons, Lee and Ray, are third-generation Indiana State graduates who have honored their parents by establishing a scholarship in their name and will be accepting their mother's award.
- **Jerry Reel, '60** – When Jerry left his family's home in Wheatland, Ind. to study biology and chemistry at Indiana State, he intended to become a high school teacher, but his plans changed when his faculty advisor encouraged him to pursue a Ph.D. Upon graduation from Indiana State, he completed master's and doctoral degrees from the University of Illinois and completed two years of postdoctoral research in biochemistry at Oak Ridge National Laboratory. Jerry went on to a 39-year career in the field, working with two pharmaceutical companies, one not-for-profit research institute and three contract research laboratories. Reel is a retired vice president of reproductive endocrinology and toxicology at Bioqal and is the holder five patents, including the "morning after" pill. His philanthropic support of the university includes the Center for Genomic Advocacy and the Summer Undergraduate Research Experience. He and his wife also established the Jerry and Joan Reel Scholarship Endowment.

Saturday will feature the annual Blue and White Parade at 9 a.m. followed by Tent City starting at 11 a.m. If you are an ISU alum, be sure to stop by the Oral History Tent organized by Cinda May as part of our Sesquicentennial activities. Cinda and her students will be recording our alums' favorite memories of Indiana State in a StoryCorps-like format.

The week also includes countless activities for our students including the annual Sycamore Tricycle Derby at 4 p.m. Friday at the Michael Simmons Activity Center at Recreation East.

Many across campus have worked extremely hard to plan and execute one of busiest times of our year. I hope to see all of you at various Homecoming events.

In other news, our continued enrollment growth and budget planning will allow us to provide 2 percent pay raises to our exempt and non-exempt staff on November 1. To be eligible, all employees must have completed the “It’s On Blue” training by September 30. As of today, 94 percent of faculty and staff have completed the training.

Staff also must have submitted performance evaluations for 2014-2015 to their supervisors for review and achieved an overall performance rating of “Good Performance” or better. Salary increases will be reflected in the November 13th paycheck for non-exempt staff and the December 1st paycheck for exempt staff. In addition to these salary increases, the minimum hourly wage for benefits-eligible employees will be increased to \$11 an hour.

For regular faculty members, this is a biennial review year. Please refer to the procedures in the biennial review process for details. Faculty increases are effective on December 1 and will be reflected in their January 2nd check.

I would like to thank the faculty who have completed the Faculty Activity Database info in a timely fashion. I would also like to commend Susan Powers, Marsha Miller and Stacey Bocard for their work. In addition to serving as the official university vita for our faculty, the database provides incredibly useful data that is frequently needed for state and federal reporting requirements. The FAD reporting will be fine-tuned as more is learned from faculty use and the software continues to evolve. Continued training will be available through the colleges and Academic Affairs.

Our strategic planning process for the next plan is officially underway. I discussed this in some detail during my recent fall address. The links to the video and the accompanying PowerPoint presentation are available on my website at: <http://www.indstate.edu/about/administration/president>. If you were unable to attend, please review the key question subcommittees and let Michael Snyder, mike.snyder@indstate.edu or Teresa Exline, Teresa.exline@indstate.edu know if you would like to join one. The subcommittees’ work has started, so please do this as soon as possible. There also will be multiple opportunities to participate in town hall forums and stakeholder sessions as the planning evolves.

On the personnel front, I would like to acknowledge Rosetta Haynes and Mark Lewandowski on their promotions to full professor. Congratulations!

In other personnel matters, Vice President for Student Affairs Willie Banks has announced a restructuring of his division to improve services to our students. He has promoted Brooks Moore to the position of Associate Vice President for Student Affairs and expanded his portfolio to include supervision of HMSU and Recreational Sports. As previously announced, Elonda Ervin will serve as the Executive Director of Multicultural Services and Programs. A search is currently underway to fill the Assistant Dean of Student Affairs/Student Advocacy position that was vacated when Aimee Janssen-Robinson was selected as the Equal Opportunity Director and Title IX Coordinator.

Searches for a Dean of Students and an Assistant to the Vice President for Student Affairs will begin soon. The Dean of Students will report to the Vice President and have oversight for the African American Cultural Center, the Associate Dean of Students/Ombudsperson, Multicultural Services and Programs, the Assistant Dean of Students/Student Advocacy, the Student Counseling Center, and Student Conduct and Integrity.

The Assistant to the Vice President will also report to the vice president and oversee project management and administrative support for the Division of Student Affairs. Division-wide responsibilities will include assessment, marketing and communications, development and fundraising, special event management, and special initiatives.

Other items I would to share:

- The Indiana State University Department of Public Safety has been selected as a top 25 finalist at the National Campus Safety Summit Department of the Year Awards. They received 12th place for the Designated Walker/Sober Ride program they developed in partnership with the Division of Student Affairs. The program recognizes outstanding public safety departments that make a difference in student safety. Congrats to all involved.
- The Indiana State University Recycle Center is celebrating its fourth award in five years from the State of Indiana and Recyclemania. The 2015 award is for collecting the most paper, cardboard, bottles and cans among competing colleges and universities in the state. Congratulations to Paul Reed and his colleagues.
- Congrats to April Hay, Angie MacLaren, Kevin Smith, Lisa Spence, Kristie Bigler and their staffs in the Offices of Registration and Records and Information Technology for developing a system to easily move grades from Blackboard to the Portal. Bob Guell reports that it worked perfectly (high praise!), and turned a multi-hour process into a 10 to 15 minute one. Good work!
- Crystal Baker and the staff in Financial Aid also deserve kudos. On Monday, we received our official 2012 cohort default rate for federal student loans and it has dropped to under 10 percent (9.6%). The 2011 cohort default rate was 10.7%. Changes implemented by the staff include an increased emphasis on financial literacy and changes to the MyISU portal which have made the loan borrowing process more transparent for our students.
- The Indiana Chapter of the National Association of Social Workers has selected Indiana State students for its top two student awards – BSW Student of the Year and MSW Student of the Year. Congratulations to Katherine Lugar, a recent graduate of the BSW program and a current MSW student, as the BSW Student of the Year; and Tionna Harris, a second-year graduate student, as the MSW Student of the Year. The students received the awards, which includes a \$1,000 scholarship, at the organization's conference on Monday. More than 20 social work students and several faculty were present at the conference thanks to a grant written by Melissa Ketner and funded by the

Center for Community Engagement. Peggy Weber currently serves as the president of the Indiana NASW, and Dianna Cooper-Bolinskey is chairing the NASW National Committee on Nominations and Leadership Identification.

- On Wednesday, Athletics, the Sycamore Athletic Fund and the Terre Haute Chamber of Commerce are partnering to present Business After Hours with the Sycamores from 5 to 8 p.m. at the Indiana Theater. The family friendly event will provide an opportunity for the community to meet Indiana State coaches and student-athletes. Tickets are \$10 for adults and children age 12 and under are admitted free. To register, go to: http://www.terrehautechamber.com/events/Business-After-Hours-with-the-Sycamores-761/details?DB_OEM_ID=15200.
- John Mascari continues to dominate the 8K cross country race and recently became the first cross country runner in our state to win four consecutive Indiana Intercollegiate titles in the 75-year history of this statewide meet. He has also been named the Missouri Valley Conference Athlete of the week and the USTFCCA National Athlete of the week. His next competition is Friday at the Notre Dame Invitational. Good luck!
- On Thursday, the Tribune-Star is hosting a Higher Education Forum featuring a panel discussion with the presidents of the five higher education institutions located in Terre Haute. It will be moderated by Max Jones, Editor of the Tribune-Star. The forum is free but reservations are necessary. You can make a reservation by emailing rsvp@tribstar.com.
- Former Student Government Association President Damon McDade returned to campus Monday to give the keynote address at this year's SUCCESSx Conference presented by SGA and the Office of Student Success. Damon is now an event manager for the National Basketball Association. In addition to the keynote, the conference featured faculty and staff, nominated by students, giving TED talk style presentations on how to do well in college. Thanks to Tiandra Finch, Bassou El Mansour, Kim LaGrange, Jennifer Latimer, Ann Rider, Jim Wurtz, and Dwuena Wyre for inspiring our students.
- If you haven't signed up for a wellness screening to receive a \$50 per month discount on your health insurance costs, do so now. The last screening date is October 9th. Go to onecomunity.com to schedule a time or drop by one of the screening dates without an appointment as long as you have fasted for at least six hours before the screening. Contact Staff Benefits with any questions.
- The Staff Council has planned another murder mystery dinner at 6 p.m. November 4th in Hulman Memorial Student Union Dede I. Proceeds from the \$20 tickets will support the ISU Food Bank. To order tickets, go to: https://indstate.qualtrics.com/jfe/form/SV_51Jp9WigtAJYupf. I hope you are saddened when you find out who this year's victim is.
- Indiana State's chapter of Alpha Lambda Delta, a national honor society for first-year students, has earned a Delta Award at the Silver Level for increasing its new membership by 29 percent. Congrats to Greg Bierly and the local chapter.

- Indiana State faculty and staff are encouraged to participate in the 3rd Annual Student Success Conference sponsored by the Office of Student Success and the Faculty Center for Teaching Excellence. Susanna Calkins, director of faculty programs at the Searle Center for Advancing Learning and Teaching at Northwestern University, will lead the morning workshop. A participatory EdCampISU is also planned along with a panel sponsored by SGA to discuss teaching and advising from a student perspective. A panel discussion by Course Transformation Academy participants will close the conference. The conference is free but reservations are needed by October 1. Questions may be directed to the Office of Student Success at extension 8378.

Good luck to everyone with your Homecoming preparations.

Sincerely,

Daniel J. Bradley
President