

Board of Trustees
Schedule of Activities
December 12 & 13, 2014

Friday, December 12, 2014

- 11:00 a.m. Seminar: Department Success Initiatives, Jack Maynard, State Room Tirey Hall
- 12:00 p.m. Executive Session/Lunch, Heritage Lounge, Tirey Hall
- 1:00 p.m. Seminar: Financial Update, Diann McKee, State Room, Tirey Hall
- 2:30 p.m. Agenda Meeting, State Room, Tirey Hall
- 6:00 p.m. Reception/Dinner Honoring Randall Minas, Hulman Memorial Student Union, 9th Floor

Saturday, December 13, 2014

- 9:30 a.m. Commencement Brunch, Condit House
- 11:15 a.m. Robing, Hulman Center
- 11:45 a.m. Processional, Hulman Center
- Noon** Commencement Ceremony, Hulman Center

AGENDA
Friday, December 12, 2014, 2:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

1. Agenda

2. Schedule

3. Call to Order

4. Remarks

Faculty Senate Chairperson (Dr. Guell)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Ms. Finley)
President of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
President of the ISU Board of Trustees (Mr. Baesler)

5. New Business Items

- 5a For Passage, Approval of the October 10 & 23, 2014 Meeting Minutes (Mr. Baesler)
- 5b For Passage, Candidates for Degrees (Dr. Maynard)
- 5c For Passage, Addition to Bylaws of Standing Finance Committee (Ms. Sacopulos)
- 5d For Passage, University Health Benefits Plan for 2015 (Ms. McKee)
- 5e For Passage, ISU Housing and Dining Rates for 2015-16 (Ms. McKee)
- 5f For Passage, Revision of Staff Council Bylaws (Ms. McKee)
- 5g For Passage, Modification of University Handbook, Section 310, Faculty Roles and Responsibilities (Dr. Maynard)
- 5h For Passage, Modification to University Handbook, Section 350, Academic Department Chairperson (Dr. Maynard)
- 5i For Passage, Modification to University Handbook, Section 351, Academic Departments (Dr. Maynard)
- 5j For Passage, Department Merger to form Department of Teaching and Learning (Dr. Maynard)
- 5k For Passage, Proposal to Form Department of Multidisciplinary Studies (Dr. Maynard)
- 5l For Passage, Early Intervention Non-licensure Minor (Dr. Maynard)
- 5m For Passage, Outdoor Recreation Leadership Minor (Dr. Maynard)
- 5n For Passage, 5q Unmanned Systems Major (Dr. Maynard)
- 5o For Passage, Nonprofit Leadership Minor (Dr. Maynard)
- 5p For Passage, 2013-14 Audited Financial Statements (Ms. McKee)
- 5q For Passage, 2013-14 Report of the President's Council on Diversity (Dr. Bradley)
- 5r For Passage, Revision of Board of Trustees Bylaws (Ms. Sacopulos)
- 5s For Publication, Proposed New Handbook Language, Section, 501.1, Extraordinary Personnel Action (Dr. Maynard)
- 5t For Publication, Proposed Handbook Policy 912 on Amorous and Familial Relationships (Ms. Sacopulos)

6. Items for the Information of the Trustees

- 6a University Investments
- 6b Financial Report
- 6c Purchasing Report
- 6d Vendor Report
- 6e Faculty Personnel
- 6f Other Personnel

- 6g Grants and Contracts
- 6h Agreements and Internships
- 6i Board Representation at University Events
- 6j In Memoriam
- 6k Credit Hours and Semester Sequence Report

7. Old Business

8. Adjournment

The next meeting will take place on Friday, February 20, 2015

AGENDA
Friday, December 12, 2014 2:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

3 CALL TO ORDER

3 Call to Order

4 REMARKS

4 Remarks

Faculty Senate Chairperson (Dr. Guell)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Ms. Finley)
President of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
President of the ISU Board of Trustees (Mr. Baesler)

5 NEW BUSINESS ACTION ITEMS

5a Approval of the Minutes of October 10, 2014 and October 23, 2014 Meetings and Executive Session Certification for October 10, 2014

The Indiana State University Board of Trustees met in Executive Session at 1:00 p.m. on Friday, October 10, 2014 in the State Room, Tirey Hall.

Trustees present: Mr. Baesler, Ms. Bell, Ms. Cabello, Mr. Campbell, Mr. Lowery, Mr. Minas, Mr. Pease, Ms. Sluyter and Mr. Taylor. Trustees absent: None

5-14-1.5-6.1 (b) (2) (B) Litigation
5-14-1.5-6.1 (b) (2) (D) Purchase or Lease of Real Property
5-14-1.5-6.1 (b) (6) Personnel

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.

Recommendation: Approval of Board Minutes and Certification of Executive Session

5b Candidates for Degrees

Recommendation: Approval of the candidates for degrees subject to completion of the requirements.

Candidates for Degree Certificate Graduate Level

Burton, Hiromi
Little, Lynn Christine
Reed, Valerie
Roth, Joanna Belle

Candidates for Degree Doctor of Philosophy 12/13/2014

Alharbi, Mohammed Hussain
Arias, Scott Asnaldo
Baker, Michael James
Barbour, Channell Lunealious
Blake-Scontrino, Petulia Desiree
Brooks, Barbara J. Aaron
Daanen, Lynn Kathryn Swanson
Elraggas, Abdelsalam A. Mustafa
Folse, Debra Landry
Gianfagna, Heather Leigh
Goldman, Camille Brightwell
Gremaux, Teresa Louise
Griffin, Robert Stephen
Hartlage, Kimberly Craig
Helmberger, Tenicia Rae
Hoffert, David Andrew
Holder, April Gordon
Isaacs, Jacob Paul
Jensen Jr., Louis Stanley
Ko, Shin Ruu (Esther)
Linn, Jimmy Bill
McBride, Jonica Helene
Moore, Jill Marie
Mulvey, Nichole Ann
Pickard, John Lydon
Roos, Rhonda Jean
Sealy, Dominique Winston
Simmers, Lynn Marie
Stephens, Michael Davis
Ciolli-Stewart, Stephanie Jane
Threadcraft, Joseph Lee
Voelker, Joseph Alfred
White, Paul M.
Willman, Robert Wayne

Candidates for Degree
Doctor of Psychology
12/13/2014

Alfrey, Danielle Dawn
Ramsey, Jamie Sue

Candidates for Degree
Educational Specialist Degree
12/13/2014

Hite, Rodney William
Ingram, Tuere Chioneso
Price, Shawn Russell
Reed, Jeffrey L.
Riffle, Jeremy Kyle
Schimpf, Michael Solomon
Sopke, Nathaniel Wayne
Stills, Michael
Walker, Gregory Dale

Candidate for Degree
Master of Arts
12/13/2014

Alghamdi, Nihayah Aedh
Almorey, Ahmad
Alshammari, Khalid Khulaif
Grayless, Andrea Lynne
Kalfut, Thamer
Kaufman, Eric
Masrahi, Naif Ali
Matlab, Firas Hamza Salim
Salinas, Meghan M.
Siddiq, Khalid Ahmad
Snoderly, Theresa Marie
Sun, Zheng
Wang, Xin

Candidate for Degree
Master of Business Administration
12/13/2014

David, Laura Michelle
Diel, Kaitlin Jo
Hammoudeh, Mosab
Huxford, Jaclin Rose
Lone, Brad Michael
Phillips, Joel Anthony

Shroyer, Ashlee Elizabeth
Tseng, Po-Hao
Welch, Eric Robert
Wu, Szu-Hua

Candidate for Degree
Master of Education
12/13/2014

Alamri, Sarah Sagr
Almohammedsalem, Safaa Abdullah
Anderson, Paige L Balka
Majrashi, Taghreed Hassan

Candidate for Degree
Master of Music
12/13/2014

Georges, Steven
Thammachard, Patommavat

Candidate for Degree
Master of Public Administration
12/13/2014

Babo, Meghann
Brown, Brett Berkley
Harper, Bryan James
Thompson, Kelly A.
Zollicoffer, Shonia

Candidate for Degree
Master of Science
12/13/2014

Aitharaju, Praneeth
Akula, Shafali Jagan
Albishi, Saud
Albuhayri, Ashwaq Ahmed
Aldoghaithr, Nawaf Ibrahim
Alenazi, Hnan
Alessa, Fatima A.
Alghamdi, Amal Mohammed
Aljahdali, Fayez
Aljubran, Amina Abdullah
Almansour, Saad
Alqahtani, May M.
Alrshed, Abdulaziz Saleh
Alsaeed, Sajidah Ali
Alshareef, Sumaih Kamil
Alsheibi, Abdullah Zaini
Althibiti, Sara Abdulhadi D.
Arekapudi, Krysten Morgan

Arella, Suchith Goud
Backhaus, Jamie J.
Ballinger, Amber Marie
Bates-Bingham, Constance Monique
Blick, Gary Edward
Bowthorpe, Allyx
Briscoe, Kaleb Lauren
Brown, Channon Leigh
Brown, Rosalind Andrea
Browning, Tyler Harlan
Chunduri, Venkata Chaitanya
Davis, Angela L.
Dean, Jason Christopher
Dodson, Teresa Lynn
Ellis, Frederick Theleon
Gaier, Krista L.
Gamble, Firouzeh Alexandria
Gandham Balaji, Kinnera
Green, Tonya Lynn
Greiner, Nicole Yvonne
Harris, Stephanie Kay
Hawsawi, Tarik Abdullah
Heist, Jeffrey Michael
Hill, Carrie L.
Hobbs, Tommy Wayne
Hueston, Travis Earl
Hunter, Mandy Jo
Jackson, Jessica Lynn
Jadala, Manoj Krishna
Jakka, Suresh Venkata Pavan
Jaliparthi Venkat, Ravikiran
Jallow, Melissa Roseann Dean
Janovitz, Aaron
Jasti, Sumanth Kumar
Johnson, Tara S.
Kancherla, Kiran Kumar
Kinnett, Seth Allen
Kota, Mani Sankar
Lauer, Katherine Wallace
Littlefield, Ronald
Ludlum, Jamie Lea
Matteson, Seth Edward
McCarron, Irene Soliven
McCarty, Emily L.
McMullen, Michael Clark
Medavarpur, Harika
Melander, Gary Steven
Meredith, Nanette Gabriel
Mering, Ellen Curtis

Miller, Katie Leigh
Mothe, Rajeevi
Musgrave, Shawn
Musunuri, Harish
Muthyala, Ramya Thulasi
Nakirikanti, Santosh
Omahen, Abby K.
Owens, Tammy Lynn
Pasham, Navaneeth Goud
Pati, Mugdha
Peak, Julie A.
Pender, Katrina Dawn Snedeker
Perreddy, Ashok Kumar Reddy
Perumalla, Raviteja
Peugh, Angie
Pierre-Moorer
Ponna, Krithika Reddy
Poole, Warriën
Potluri, Harshitha
Ramagalla, Deepika
Ray, Justin Tyler
Reinhardt, Megan Leigh
Richardson, Megan Lynn
Robinson, James Douglas
Roedl, Katie Jo
Rogers, Anne Marie
Rose, Steven Joseph
Ruza, Denise L.
Schiffelbein, Stephanie Jean
Schotter, Troy Albert Earl
Schwartz, Tamara
Shaik, Shajahan
Senne, Joshua Aaron
Smith, Megan Lynn,
Smith, Shaun Spencer
Souther, Megan Collins
Sreekanta, Sai Yasaswi
Stevens, Dana Marie
Strickland, Ashley Cheryl
Surapaneni, Pavan Kumar
Swingler, Matthew Richard
Swoboda, Shea Marie
Talasila, Janardhan
Tarter, Brandelyn Nicole
Taylor, Lisa Marie
Thomas, Ryan Charles
Terry, Erica Lynn
Thupally, Akhila
Ukani, Norin Karim

Volker, Amanda Naseef
Whitfield, Whitney Anthony
Wills, De'Ja Detrice
Wilson, Lindsay Susan
Xu, Jida

Candidates for Degree

Degree

Adams, Charles James	Bachelor of Science
Al-bedaiwi, Waleed Khaled	Bachelor of Science
Alderei, Suhail Mohammed	Bachelor of Science
Altman, Kayla Marie	Bachelor of Science
Barnes, Eric Terrell	Bachelor of Science
Billings, Daltrina Darcel	Bachelor of Science
Birkhold, Olivia Helene	Bachelor of Science
Bisimwa, Roger Mutabesha	Bachelor of Science
Boger, Megan Michele	Bachelor of Science
Boyd, Elizabeth Anne	Bachelor of Science
Britton, Cole William	Bachelor of Science
Britton, Gage Nathaniel	Bachelor of Science
Brown, Morgan Jennings	Bachelor of Arts
Burton, Faith Jolene	Bachelor of Science
Calhoun, Rory Jerome	Bachelor of Fine Arts
Cheesman, Shelly K Wagoner	Bachelor of Science
Christian, Tanner Curtis	Bachelor of Science
Coomer, Nicole Marie	Bachelor of Science
Coomer, Nicole Marie	Bachelor of Science
Cornelison, Andrea Marie	Bachelor of Science
Cox, Joshua Robert	Bachelor of Science
Cox, Logan Elizabeth	Bachelor of Science
Daniels, Prestina Danyelle	Bachelor of Science
Deboy, Devery John	Bachelor of Science
Delnat, Benjamin Theodore	Bachelor of Fine Arts
Diallo, Thierno Saidou	Bachelor of Science
Dikos, Garrick Daniel	Bachelor of Science
Dulworth, James Wayne	Bachelor of Science
Edwardson, Stephanie Nicole	Bachelor of Science
Ellis, Ethan K	Bachelor of Science
Elmore, Joshua Leigh	Bachelor of Science
Epple, Jared Michael	Bachelor of Science
Epple, Jared Michael	Certificate Undergraduate
Feltner, Nicholas Paul	Bachelor of Science

Fu, Xirui	Bachelor of Fine Arts
Gauer, Emily Anne	Bachelor of Science
Gilmore, Caitlin Elizabeth	Bachelor of Science
Goodwin, Zachary Ryan	Bachelor of Science
Graves, Wesley E	Bachelor of Science
Gray, Shanel Joyce	Bachelor of Science
Greco, Richard Alfred III	Bachelor of Science
Green, Katherine Elizabeth	Bachelor of Science
Grigdesby, Lauren Marie	Bachelor of Science
Gwinn, Zachary Allen	Bachelor of Science
Hall, Richard	Bachelor of Science
Hamblin, Madison Leigh	Bachelor of Science
Hancock, Ethan Robert	Bachelor of Science
Harris, Meghan L	Bachelor of Science
Harrison, Jacob R	Bachelor of Science
Hart, Ronea Kiatana	Bachelor of Science
Holmes, Bradley Scott	Bachelor of Science
Holmes, Jamie Lynn	Bachelor of Science
Howard, Malorie Christiana	Bachelor of Science
Huff, Zachary Ryan	Bachelor of Music
Ifedi, David Akanso	Bachelor of Science
Ignont, Clyde Newmen III	Bachelor of Science
Jeffries, Jacob T	Bachelor of Science
Jensen, Emma Marie	Bachelor of Science
Jones, Russell James	Bachelor of Science
Jones-Trapp, Jordan Lindsey	Bachelor of Science
Kim, Ran	Bachelor of Science
King, Katerina Marie	Bachelor of Science
Kowalsky, Jeremy	Bachelor of Science
Kremer, Ginger R	Bachelor of Science
Ladson, Gernitria Macquelle	Bachelor of Science
Lark, Mary K	Bachelor of Science
Ledsinger, Chelsea	Bachelor of Science
Lemons, Josiah Jordan	Bachelor of Science
Lindstrom, Laura Christine	Bachelor of Science
Long, Christina Dawn	Bachelor of Science
Lopez, Brooklyn R	Bachelor of Science
Louttit, Logan Philip	Bachelor of Science
Lubinski, Maggie Grace	Bachelor of Arts
Mahan, Matthew Gene	Bachelor of Science
Malone, Amanda Kay	Bachelor of Science

Marquell, Kaitlyn Irene	Bachelor of Science
Maxwell, Ericka Leigh	Bachelor of Science
May, Casey Marie	Bachelor of Science
McCarty, Tanner I	Bachelor of Science
McClain, David Joseph	Bachelor of Science
McCutchan, Brandon Alexander	Bachelor of Science
McKinney, Beau Jordan	Bachelor of Science
Mersinger, Lynn	Bachelor of Science
Messer, Jacob Robert	Bachelor of Science
Miles, Theodore Philip	Bachelor of Science
Miller, Michael Shawn	Bachelor of Science
Miller, Sierra Jordyn	Bachelor of Science
Milsho, Katherine Marie	Bachelor of Science
Moore, Roxy Lynn	Bachelor of Science
Newman, Justin	Bachelor of Science
Newman, Sasha Nichole	Bachelor of Science
Nicole, Brooklyn Karol	Bachelor of Science
O'Neal, Alec Michael	Bachelor of Science
Parham III, Noral Chester	Bachelor of Science
Patrick, Paul J L	Bachelor of Science
Perry, Kiera Lynn	Bachelor of Science
Pharms, Alexandria	Bachelor of Science
Pickard, Matthew George	Bachelor of Arts
Pollaro, Logan Anthony	Bachelor of Science
Portteus, Brittannie Lynnlee	Bachelor of Science
Price, Alexis Marie	Bachelor of Science
Ramirez, Pedro	Bachelor of Arts
Ratliff, Benjamin	Bachelor of Science
Reed, Channing R	Bachelor of Science
Reeves, Jay Roger	Bachelor of Science
Reilly, Katelynne Elizabeth	Bachelor of Science
Robertson-Stacy, Tamarah D	Bachelor of Science
Senter, Riley Wayne	Bachelor of Science
Skalicky, Olivia Jean	Bachelor of Science
Smith, Casey Lewis	Bachelor of Science
Smith, Damon James David	Bachelor of Science
Smith, Mary Elizabeth Roberts	Bachelor of Arts
Smith, Zachary David	Bachelor of Science
Sneed, Mary E	Bachelor of Science
Sommer, Chelsea Anne	Bachelor of Science
Spaid, Justin Lloyd	Bachelor of Science

Steele, Elizabeth Anne	Bachelor of Fine Arts
Stevenson, Adelynne Elizabeth	Bachelor of Science
Steward, Michael Eugene	Bachelor of Science
Study, Mary Elizabeth	Bachelor of Science
Sweeney, Jessica Marie	Bachelor of Science
Switzer, Emily A	Bachelor of Science
Syed, Shasha Nicole	Bachelor of Science
Taylor, Destiny Dawn	Bachelor of Science
Taylor, Giovanni	Bachelor of Science
Taylor, Latisha Faye	Bachelor of Science
Taylor, Leslie	Bachelor of Science
Tempel, Shea E	Bachelor of Science
Thalheimer, Trevin	Bachelor of Science
Thomas, Wesley David Duane	Bachelor of Science
Thomas, William Alec	Bachelor of Science
Turner, Kailey	Bachelor of Science
Uto, Yurie	Bachelor of Science
Waclaw, Patrick Albert	Bachelor of Science
Waling, Ashlee Nicole	Bachelor of Science
Wallace, Cheryl Elizabeth	Bachelor of Science
Washington, Lacy Renee	Bachelor of Science
Watson, Natalie N	Bachelor of Science
Weinhold, Madalyn Joelle	Bachelor of Science
Wells, Olivia Anne	Bachelor of Science
Wernke, Scott Michael	Bachelor of Science
Wilbrandt, Alyssa Emma	Bachelor of Science
Wildauer, Alan Jared	Bachelor of Science
Williams, Andrew Boyd	Bachelor of Science
Williams, Ashley Dawn	Bachelor of Science
Williams, Shamika Lonice	Bachelor of Science
Woods, Garien D	Bachelor of Science
Wu, Nan	Bachelor of Science
Yoder, Joel Thomas	Bachelor of Science
Zhou, Hanyang	Bachelor of Science
Zimmerman, Cody	Bachelor of Science
Adams, Bradley Clark	Bachelor of Science
Al Haddad, Mudhaher Mansour	Bachelor of Science
AlMansoori, Rashed S	Bachelor of Science
Aldarei, Ali Saeed	Bachelor of Science
Alfaleh, Saleh Sulaiman	Bachelor of Science
Alhawar, Saleh Saad	Bachelor of Science

Alkaabi, Ahmed	Bachelor of Science
Alkharshat, Nawaf Ali	Pre Bachelor
Allen, April Christine	Bachelor of Science
Almansouri, Khalil Saif Saeed	Bachelor of Science
Arnold, Seth Ervin	Bachelor of Science
Beasley, Benjamin Robert	Certificate Undergraduate
Behnke, Kathryn Kay	Bachelor of Science
Bender, Courtney Rachelle	Bachelor of Science
Beresford, Stephanie Eve	Bachelor of Science
Blower, Helen Denese Williams	Bachelor of Science
Bobos, Kayla Christine	Bachelor of Science
Boeckman, Casey Jay	Bachelor of Science
Burch, Clinton	Bachelor of Science
Celaya, Joshua Matthew	Bachelor of Science
Choi, Seung Pil	Bachelor of Science
Collins, Renee Michele	Pre Bachelor
Craig, Clint Collin	Bachelor of Science
Craig, Jarod Randall	Bachelor of Science
Ellis, Trinity Michael	Bachelor of Science
Fisher, Brandt Robert	Bachelor of Science
Flores, Thomas Joseph	Bachelor of Science
Fox, Kyle Michael	Bachelor of Science
Groth, Jennifer Ann	Bachelor of Science
Hazard, Mark Anthony	Bachelor of Science
Heavilin, Alyssa Dianne	Bachelor of Science
Hetrick, LisaMarie	Bachelor of Science
Homsangpradit, Danielle Lea	Bachelor of Science
Johnson, Nathan James	Bachelor of Science
Jones, Gregory Allan	Bachelor of Science
Kerr, Katrina Kay	Bachelor of Science
Ketner, Danielle Jo	Pre Bachelor
Kitchell, Jacob Michael	Bachelor of Science
Kudrecki, Kurt H	Bachelor of Science
Lai, Zoe	Bachelor of Science
Land, Joseph Michael	Bachelor of Science
Leab, Jose K	Bachelor of Science
Martin, Cassey Jean Marie	Bachelor of Science
McCarthy, Jacob	Bachelor of Science
Mendenhall, Joseph Gardner	Bachelor of Science
Miller, Brandan Wayne	Bachelor of Science
Moore, Nicholas Edward	Bachelor of Science

Morgan, Lauren Renae	Bachelor of Science
Mosteller, Alisha	Bachelor of Science
Nice, Trevor L	Bachelor of Science
Pace, Lincoln Blake Grant	Bachelor of Science
Ramirez, Pedro	Bachelor of Science
Schaefer, Chad Matthew	Bachelor of Science
Schaefer, Melissa Marie	Bachelor of Science
Smith, Justyn Royce	Bachelor of Science
Smith, Thomas Parker	Bachelor of Science
Stetler, Corey Alan	Bachelor of Science
Stuthers, James Matthew, II	Bachelor of Science
Sutton, Olivia Ann	Bachelor of Science
Swartzell, Jason Lee	Bachelor of Science
Swift, Greggmar Oriol	Bachelor of Science
Traub, Emily Elizabeth	Bachelor of Science
Voorhies, Tobin William	Bachelor of Science
Wajeetongratana, Songserm	Bachelor of Science
Walker, Jeremy Paul	Bachelor of Science
Watler, Elizabeth Alden	Bachelor of Science
Watler, Kali R	Bachelor of Science
Webster, Brian Michael	Bachelor of Science
Weisgerber, Christopher P	Bachelor of Science
Williams, Ciara	Bachelor of Science
Williams, Ciara	Certificate Undergraduate
Yates, Carissa Marylyn	Bachelor of Science
Zhang, Xuanming	Bachelor of Science
Allbright, Casey Ann	Bachelor of Science
Anderson, Carly	Bachelor of Science
Anderson, Emmalee Erin	Bachelor of Science
Bauserman, Sadie Louise	Bachelor of Science
Conner, Jessica Shea	Bachelor of Science
Cooper, Samantha Kaley	Bachelor of Science
Cox, Cora Jo	Bachelor of Science
Curley, Hanna Marie	Bachelor of Science
Daugherty, Kacie Renee	Bachelor of Science
Davis, Brandon Stuart	Bachelor of Science
Dermond, Katrina Diane	Bachelor of Science
Edwards, Sade' Evelyn	Bachelor of Science
Garing, Emily J	Bachelor of Science
Gillespie, Erin Maureen	Bachelor of Science
Gizewski, Elaine Lynette	Bachelor of Science

Goad, Mallory Louise	Bachelor of Science
Gross, Kirsten E	Bachelor of Science
Henderson, J'Wana Daye	Bachelor of Science
Hilbert, Alicia Marie	Bachelor of Science
Hutcheson, Lauren Devon	Bachelor of Science
Junker, Patricia Leanne	Bachelor of Science
Kirchner, Kari Jo	Bachelor of Science
Lockhart, Brittany E	Bachelor of Science
Mair, James Ian	Bachelor of Science
Matthews, Haylee Christine	Bachelor of Science
McMullen, Ina S	Bachelor of Science
Putman, Shelby L	Bachelor of Science
Ralston, Amara	Bachelor of Science
Romoser, Katie Elise	Bachelor of Science
Skamay, Ray Anthony	Bachelor of Science
Smith, Christay	Bachelor of Science
Smitley, Brittany Elisabeth	Bachelor of Science
Sporer, Breana Calverta	Bachelor of Science
Stanley, Chelsea	Bachelor of Science
Steckler, Megan R	Bachelor of Science
Stroud, Molly Regan	Bachelor of Science
Taylor, Brandi Lynn	Bachelor of Science
Taylor, Joshua Michael	Bachelor of Science
Thayer, Brooke Ann	Bachelor of Science
Toporski, Sophie Marie	Bachelor of Science
Welker, Tori Jean	Bachelor of Science
Adams, Shane Andrew	Bachelor of Science
Al Ahmed, Abdulhameed Mohammed	Bachelor of Science
Al ameri, Mabkhout Ahmed	Bachelor of Science
Al-Hitmi, Hitmi Ahmad H A	Bachelor of Science
Al-Irq, Hamad A	Bachelor of Science
AlAmeri, Ali	Bachelor of Science
AlHamadi, Saoud Abdulaziz	Bachelor of Science
AlSharif, Yaser Abdulah A	Bachelor of Science
Albukhari, Ahmed	Bachelor of Science
Aldawsari, Farraj	Bachelor of Science
Aldawsari, Rusul	Bachelor of Science
Aldosari, Mohammad Fahad	Bachelor of Science
Alhababi, Mustafa Mohammad	Bachelor of Science
Alhameli, Mansoor Saeed Mohamed Abdulla Shalbood	Bachelor of Science

Alhameli, Naser Saeed Mohamed Abdulla Shalbood	Bachelor of Science
Alhawsah, Arif Siraj	Bachelor of Science
Aljallasi, Abdullah	Bachelor of Science
Aljurays, Mohammed Ahmed	Bachelor of Science
Alkhaldi, Saad Ali	Bachelor of Science
Alkhaldi, Saud Ali	Bachelor of Science
Alkhoori, Khalid	Bachelor of Science
Almahaine, Hussain Dhahwi	Bachelor of Science
Almansoori, Bakheet	Bachelor of Science
Almansoori, Musallam Obaid	Bachelor of Science
Almarzouqi, Hamad	Bachelor of Science
Almazrouei, Abdulla Saeed	Bachelor of Science
Almazrouei, Suhail Khamis	Bachelor of Science
Almuhamidh, Abdulrahman Mohammed	Bachelor of Science
Alqahtani, Bandar Hamad, III	Bachelor of Science
Alsibyani, Abdulghani	Bachelor of Science
Alyami, Turki Ali	Bachelor of Science
Baghlaf, Hassan A	Bachelor of Science
Ball, Shanee V Allen	Bachelor of Science
Barnawi, Amin	Bachelor of Science
Beckwith, Seth Michael	Bachelor of Science
Bennett, Wendy Violet	Bachelor of Science
Bettaq, Ryan	Bachelor of Science
Bogue, Brandon Jay	Bachelor of Science
Bohannon, Anthony Wade	Bachelor of Science
Bokhari, Moad Nouraldeen	Bachelor of Science
Bond, Blaine E	Bachelor of Science
Bonk, Melissa Marie	Bachelor of Science
Bowers, Anthony Stewart	Bachelor of Science
Boyd, Tyler Joseph	Bachelor of Science
Brunofsky, Justin Glenn	Bachelor of Science
Buckley, Andrew David	Bachelor of Science
Burger, Kimberly Marie Sullivan	Bachelor of Science
Childress, Willie Ray	Bachelor of Science
Christman, Anthony David	Bachelor of Science
Clarey, Mason Thomas	Bachelor of Science
Clark, Cornelius	Bachelor of Science
Clayton, Christian Thomas	Bachelor of Science
Contreras, Hector	Bachelor of Science
Daiker, Katherine Ashley	Bachelor of Science

Daniels, Charles Landon	Bachelor of Science
DeSantis, Mary A Rathbun	Bachelor of Science
Deaki, John Patrick	Bachelor of Science
Dinkel, Kynon Scott	Bachelor of Science
Donald, Earl J	Bachelor of Science
Doughty, Christopher Blake	Bachelor of Science
Douglas-Allen, Sydney Aliyyah	Bachelor of Science
Elixman, Rachael E	Bachelor of Science
Ervin, Nicole Marie	Bachelor of Science
Fallatah, Hamad	Bachelor of Science
Fateel, Fatimah Tawfeeqh	Bachelor of Science
Fateel, Mobeen	Bachelor of Science
Fischer, Jacob Allen	Bachelor of Science
Franks, Ralph Eugene	Bachelor of Science
Goodrum-Mitchell, Heavenly D	Bachelor of Science
Gregory, Cierra Brucann	Bachelor of Science
Haddad IV, Joseph F	Bachelor of Science
Hartman, Samuel Elliott	Bachelor of Science
Hazelwood, Ryan Thomas	Bachelor of Science
Hinshaw, Travis T	Bachelor of Science
Hood, Joshua Adam	Bachelor of Science
Horstman, Christian Thomas	Bachelor of Science
Hyde, Nathaniel Richard	Bachelor of Science
Inhofer, Jaron David	Bachelor of Science
Jackson, Paul Alexander	Bachelor of Science
Jines, Trace Michael	Bachelor of Science
Johnson, Dior Jasmine	Bachelor of Science
Jones, Mary Ellen	Bachelor of Science
Jones, Mary Ellen	Certificate Undergraduate
Kelley, Sara Suzanne	Bachelor of Science
Kennedy, Andrew Philip	Bachelor of Science
Kesner, Jordan Robert	Bachelor of Science
King, Alexander Paul	Bachelor of Science
King, Cody Lane	Bachelor of Science
Koertge, Christopher Lee	Bachelor of Science
Kreigh, Lauren Elizabeth	Bachelor of Science
Lewis, Brett A	Bachelor of Science
Mager, Garrett Douglas	Bachelor of Science
Martin, Brandon	Bachelor of Science
McDaniel, Edward Lee	Bachelor of Science
McIntyre, Melinda Erin	Bachelor of Science

McKinley, Mark David	Bachelor of Science
Moore, Kevin Elaine	Bachelor of Science
Moore, Sean Craig	Bachelor of Science
Muyumba, Annette	Bachelor of Science
Myers, Patrick Gene	Bachelor of Science
Nelson, Taylor Anne	Bachelor of Science
Neuenschwander, Amber Taylor	Bachelor of Science
Nolte, Nathan David	Bachelor of Science
Orndorff, Zachary Ryan	Bachelor of Science
Otto, Shayna Lee	Bachelor of Science
Phillips, Ashley N	Bachelor of Science
Ping, Brandon Robert	Bachelor of Science
Price, Russell William	Bachelor of Science
Raypholtz, Conor Lee	Bachelor of Science
Real II, James W	Bachelor of Science
Redinbo, Mary A	Bachelor of Science
Reilly, Katelynne Elizabeth	Bachelor of Science
Reynolds, Shelby Lynn	Bachelor of Science
Riggs, Michael Lee	Bachelor of Science
Russell, Robert A	Bachelor of Science
Schitter, Ben L	Bachelor of Science
Schonegg, Samantha Leigh	Bachelor of Science
Shockley, Nathaniel Dean	Bachelor of Science
Skaggs, Katherine	Bachelor of Science
Smith, Andrew Michael	Bachelor of Science
Smith, Travis James	Bachelor of Science
Stechmiller, Dan	Bachelor of Science
Strole, Ryan Turner	Bachelor of Science
Thayer, Ryan W	Bachelor of Science
Walker, Tyler Dale	Bachelor of Science
Webb, Alison M	Bachelor of Science
Webster, Ryan Mark	Bachelor of Science
Whiteman, Thomas Michael	Bachelor of Science
Winfield, Ebony Michelle	Bachelor of Science
Wiseman, Jonathon Gredy	Bachelor of Science
Wooden, LaShae Renay	Bachelor of Science
Wooden, LaShae Renay	Certificate Undergraduate
Woolwine, Jill Ann	Bachelor of Science
Wright, Ethan Tyler	Bachelor of Science
Yang, Can	Bachelor of Science
Bernier, Keaton Oakley	Bachelor of Science

Carey, Sean Glen	Bachelor of Music Education
Cowall, Aaron Jeffrey	Bachelor of Music Education
Graf, Kayley Elizabeth	Bachelor of Science
Hackman, Vanessa Anne	Bachelor of Science
Hauser, Cassandra Dawn	Bachelor of Science
Hedrick, Nathaniel L	Bachelor of Science
King, Colleen Renee	Bachelor of Music Education
McCormick, Andrea Marie	Bachelor of Music Education
Molina, Andra N	Bachelor of Science
Moore, Paige Lee	Bachelor of Science
Ornduff, Elizabeth Ann	Bachelor of Music Education
Payne, Jaocb Andrew	Bachelor of Science
Persinger, Emma Leigh	Bachelor of Music Education
Rebb, Timothy Barret	Bachelor of Science
Simpson, Nathaniel Paul	Bachelor of Music Education
Smith, Kaitlin Alyse	Bachelor of Science
Steffen, Kelly Ann	Bachelor of Science
Welter, James T	Bachelor of Science
Wentz, Kayla	Bachelor of Music Education
Ybarra Jr, Joe Martin	Bachelor of Music Education
Baker, Allicia Marie	Bachelor of Science
Baker, Nancy Louise Moore	Bachelor of Science
Bullock, Juan Eugene	Bachelor of Science
Daunhauer, Collin	Bachelor of Science
Davis, Meghan	Bachelor of Science
Evitts, Brent A	Bachelor of Science
Fiel, Filomeno Franco	Bachelor of Science
Liffick, Ashley Jo	Bachelor of Science
McKnight, Patrice Michelle	Bachelor of Science
Sanders, Blair E	Bachelor of Science
Addo, Matilda Adaku	Bachelor of Science
Aldridge, Matthew Eugene	Bachelor of Science
Arnold, Dayna	Bachelor of Science
Baker, Kelsey Jane	Bachelor of Science
Bates, Joanna Lynn	Bachelor of Science
Bates, Kristie Lee Richardson	Bachelor of Science
Beasley, Benjamin Robert	Bachelor of Science
Bellamy, SharDae LaChell	Bachelor of Science
Birge, April Alexis	Bachelor of Science
Boateng, Mary Fowaah	Bachelor of Science
Bovard, Brooklyn Jayne	Bachelor of Science

Brennan, Kayla Jo	Bachelor of Science
Bright, Andrea Marie	Bachelor of Science
Brumby, Dimitria Royale	Bachelor of Science
Bruner, Amanda Marie	Bachelor of Social Work
Buntin, Kenneth E	Bachelor of Science
Burke, Summer Dawn	Bachelor of Science
Butala, Mark Thomas	Bachelor of Science
Carpenter, Lori Ann Wheeler Sanders	Bachelor of Science
Cheeseborough, George Lamonte	Bachelor of Science
Clements, Kelsey Ann	Bachelor of Science
Cole, Creshawn De'Andre	Bachelor of Science
Combs, William Zackary	Bachelor of Science
Conrad, Karen Ann	Bachelor of Science
Cook, Emily Elizabeth	Bachelor of Science
Crowley, Thomas Montgomery	Bachelor of Science
Cusic, Vania Jade'	Bachelor of Science
Daugherty, Leah Chantel	Bachelor of Science
Day, RosaSharon	Bachelor of Science
Doyle, Ashley Nicole	Bachelor of Science
Dunn, Trenton Robert	Bachelor of Science
Durham, Stacey Marie	Bachelor of Science
Elliott, Rebecca Lynn	Bachelor of Science
Ernst, Jessica L	Bachelor of Science
Ezeibe, Joann Nneka	Bachelor of Science
Ficklin, Addisson Louise	Bachelor of Science
Fields, Rikee Martina	Bachelor of Science
Fisher, Briana R	Bachelor of Science
Fisher, Chelsea Lynn	Bachelor of Science
Fisher, Cory D	Bachelor of Science
Fisher, Kristine Marie	Bachelor of Science
Flemings, Kendall Lydell	Bachelor of Science
Flint, Kristen Michelle	Bachelor of Science
Frank, Melisa Rae	Bachelor of Science
Franks, Vanessa F	Bachelor of Science
Frederick, Chastity Ranae	Bachelor of Science
Fullerton, Christopher Damien	Bachelor of Science
Gray, Preston Lee	Bachelor of Science
Grounds, Devon C	Bachelor of Science
Hanna, Matthew Douglas	Bachelor of Science
Harrison, Keena Nicole	Bachelor of Science
Harrison, Marsha Lynn	Bachelor of Science

Hayes, Derek A	Bachelor of Science
Henderson, Candice Anita	Bachelor of Science
Henke, Kolby Ross	Bachelor of Science
Hilgenberg, Michelle	Bachelor of Science
Hill, Caroline Louise	Bachelor of Science
Hochberg, Evan Mitchell	Bachelor of Science
Hooper, Tamara H	Bachelor of Science
Hountz, Melissa Ann	Bachelor of Science
Hudson, Ashley Nichole	Bachelor of Science
Hull, Jerry Dale Jr	Pre Bachelor
Hunley, Katie Nicole	Bachelor of Science
Hyten, Samantha	Bachelor of Science
Iverson, Monique M	Bachelor of Science
Izadine, Amir Zakaria	Bachelor of Science
Jacobs, Jameson Lee	Bachelor of Science
Jacobs, Tyler Anthony	Bachelor of Science
Jones-Rogan, Cherise M	Bachelor of Science
Jordan, Angelique Yvette	Bachelor of Science
Judy, Miranda Renee	Bachelor of Science
Kephart, Catherine	Bachelor of Science
Kim, April Bomi	Bachelor of Science
King, Cassondra Robin	Bachelor of Science
Lake, Brittany Lea	Bachelor of Science
Lawal, Nsa Esther	Bachelor of Science
Lee, Seonga	Bachelor of Science
Lindsey, Dianna Kay	Bachelor of Science
Linn, Kenny Louis	Bachelor of Science
Lopez, Beronica	Bachelor of Science
Lyles, Tanika Marie	Bachelor of Science
Lyon, Aaron Kent	Bachelor of Science
Mackinson, Loni Leeann	Bachelor of Science
Manley, Jennifer Ann	Bachelor of Science
Mardis, Michael J	Bachelor of Science
Markovich, Brandon Christopher	Bachelor of Science
Marshall, Lesley Patrice	Bachelor of Science
May, Nathan T	Bachelor of Science
Mayfield, May-Gan Michelle	Bachelor of Science
McCall, Joycelyn Carol	Bachelor of Science
McElroy, Garrison Tyler	Bachelor of Science
Miklashevskiy, Victoria	Bachelor of Science
Miley, Colin B	Bachelor of Science

Mims, Lisa Kay	Bachelor of Science
Mize, Stephanie Crystal	Bachelor of Science
Mundell, Scheyanna Shalene	Bachelor of Science
Ngole, Kelsey Vy	Bachelor of Science
Nicolas, Camille Diaz	Bachelor of Science
Nicoson, Angela Dawn Cotter	Bachelor of Science
Nijmeh, Helena G	Bachelor of Science
Norman, Heather Marie	Bachelor of Science
Ofori, Mariama Abena	Bachelor of Science
Otundo, Joan Kerubo	Bachelor of Science
Owens, Nevada Nicole	Bachelor of Science
Patton, Vikki Camille Robertson	Bachelor of Science
Pearson, Dylan L	Bachelor of Science
Peters, Diana Lynn	Bachelor of Science
Pinegar, Melissa Marie	Bachelor of Science
Portillo, Joseph	Bachelor of Science
Ramos, Ricardo Alberto	Bachelor of Science
Reeder, Michael Ryan	Bachelor of Science
Richardson, D'Andre Tamar	Bachelor of Science
Richardson, Danielle N	Bachelor of Science
Richcreek, Daniel Lee	Bachelor of Science
Ritter, Angelina Rene'	Bachelor of Science
Roe, Cassandra Marie	Bachelor of Science
Rogers, Hilary J	Bachelor of Science
Roos, Robyn Christine	Bachelor of Science
Ruble, Janelle Lynn	Bachelor of Science
Ryan, Annette Marie	Bachelor of Science
Sawtelle, Edward William	Bachelor of Science
Scully, Jack	Bachelor of Science
See, Laura Alene	Bachelor of Science
Senior, Steven Charles, Jr	Bachelor of Science
Sewell Trejo, Gayla Jean	Bachelor of Science
Shannon, Anthony Joseph	Bachelor of Science
Shelley, Janye Lyn	Bachelor of Science
Sheppard, Megan Nicole	Bachelor of Science
Siebenmorgen, Charles W	Bachelor of Science
Sillings, Felicia Jean	Bachelor of Science
Singhal, Manisha	Bachelor of Science
Stafford, Tyler David	Bachelor of Science
Stephenson, Amy Lynn	Bachelor of Science
Stoermann, Anna Marie	Bachelor of Science

Strating, Ashley Renee	Bachelor of Science
Stricker, Jordan Ray	Bachelor of Science
Swart, Megan Jane	Bachelor of Science
Swope, David Anthony	Bachelor of Science
Taylor, Halee Brooke	Bachelor of Science
Theisen, Mary Anne	Bachelor of Science
Thompson, Tiara Kynesha	Bachelor of Science
Tomaw, Lindsey Renee	Bachelor of Science
Turpin, Jessica M	Certificate Undergraduate
Tuttle, William M	Bachelor of Science
Ubelhor, Alyssa N	Bachelor of Science
Urubusi, Augustina	Bachelor of Science
Velasco, Cruz Angelina	Bachelor of Science
Virgil, Maureen Gerarda	Bachelor of Science
Walther, Amanda Lynn	Bachelor of Science
Ward, Charles H	Bachelor of Social Work
Wheeler, Ashley Jane	Bachelor of Science
Williams, Macey Nicole	Bachelor of Science
Williams, Natalie Beth Seelye	Bachelor of Science
Wilson, Nettie May	Bachelor of Science
Wilson, Tammie Kae	Bachelor of Science
Witcher, David Oscar	Bachelor of Science
Witt, Abigail Margaret	Bachelor of Science
Zschiedrich, Holly Lyn	Bachelor of Science
Turpin, Jessica M	Bachelor of Science

5c Addition to Trustee Bylaws of Standing Finance Committee

Introduction: At the October 2014 meeting, and after considerable discussion during the prior two meetings of the ISU Board of Trustees, Trustee President Baesler asked that there be an amendment to the Trustee Bylaws drafted to create a standing Finance Committee of the ISU Board of Trustees. Presented below is such a draft. It is intended that after members of the Finance Committee are appointed, they will develop a more detailed, extensive “Charge” that will replace Section 225.2.2.1, below.

Recommendation: Adopt the proposed modification to the Trustee Bylaws of the *University Handbook* to add a standing Finance Committee.

225.2.2 Committees. There shall be a standing Finance Committee of this Board of Trustees.

- 225.2.2.1 Charge.** The Finance Committee shall be responsible for safeguarding and monitoring the University's financial stability and long-term economic health. The Committee serves as the Board's principal forum for the consideration of matters relating to the University's business operations, budgeting, financing, financial reporting, and financial reserves.
- 225.2.2.2 Membership and Appointment.** The Finance Committee shall consist of three (3) members who shall be appointed by the President-elect of the Board of Trustees at the meeting of the Trustees at which officers for the coming year are elected.
- 225.2.2.2.1 Appointment of Chair.** At the same meeting at which the members of the Finance Committee are appointed by the President-elect, the President-elect shall also appoint the chair of the Finance Committee.
- 225.2.2.3 Joint Service Allowed.** Members of the Board of Trustees who hold offices may also serve on the Finance Committee.
- 225.2.2.4 Term of Service.** The term of service of each member of the Finance Committee shall run from the first meeting following the meeting at which officers of the Board are elected to the next such meeting.
- 225.2.2.5 Meetings.** The Chair of the Finance Committee shall call meetings of the Finance Committee when needed, with the same notice provisions applying to the Finance Committee that apply to the Board of Trustees.
- 225.2.2.6 No Action, Only Recommendations.** The Finance Committee shall itself have no authority to take action on behalf of the Board of Trustees; the Finance Committee shall make recommendations to the Board of Trustees for Board action on matters that come before it and shall report on its activities at each meeting of the Board of Trustees.
-

5d University Health Benefits Plan for 2015

UNIVERSITY HEALTH BENEFITS PLAN FOR 2015

Employee Health Coverage: It is recommended that the University's self-insured medical plan for active employees continue to be administered by CIGNA. Retirees not yet age 65, meeting certain eligibility criteria, are retained on this plan until age 65 and eligible for Medicare.

Plan design changes in coverage are recommended due a number of factors including double-digit increases in claims costs and the need to minimize premium increases. The chart below illustrates the recommended changes in medical plan coverage.

Medical Plan	Current 2014	Proposed 2015
Office Visit Copays	\$15 per visit any MD	\$25 per visit General Practice/Family; \$40 per visit Specialist
Urgent Care Visit Copay	\$15 per visit	\$50 per visit
Emergency Room	\$100/visit	\$200/visit
Annual Deductible	\$250/person; \$750/family	\$500/person; \$1,500/family
Annual Out of Pocket Maximum (In-network) *	\$3,000/person; 6,000/family	\$3,500/person; \$7,000/family

Prescription Drug Coverage: It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP) administered by Express Scripts. For 2015, the Affordable Care Act (ACA) requires an annual out-of-pocket (OOP) maximum for prescription purchases. Additionally, some prescription utilization management programs are being recommended to bring the University's coverage current with programs that are standard in the industry. The chart below illustrates the proposed change:

Prescription Drug	Current 2014	Proposed 2015
Annual Out of Pocket Maximum *	n/a	\$2,500/person; \$5,000/family*
Advanced Utilization Management	n/a	Reduced waste, step therapy, prior authorization and drug quantity management.
Fraud, waste and abuse management	n/a	Controls costs, stops inappropriate drug use by detecting unusual utilization, dispensing and prescribing patterns and facilitates corrective action

*Required by ACA for 2015 – combined medical and RX annual out of pocket maximum cannot exceed \$6,600/person; \$13,200/family.

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 or administrative fees.

Contribution Rates: The overall increase in rates to fund the health plan for active employees is 6.3 percent for the 2015 plan year. Plan design changes as previously outlined were necessary to minimize this increase.

Participation of employees in wellness screenings with no spouse/partner on the coverage provides a \$30 per month rate discount during 2015. Employees and spouses covered on the plan who both participate in wellness screenings will be provided with a \$50 per month rate discount. There is also a \$50 per month tobacco surcharge added to the rate for employees and/or spouses that use tobacco products. Employees /spouses may agree to participate in a tobacco cessation program to avoid the surcharge for up to two years only.

Employees whose household income is less than 200 percent of the 2014 Federal Poverty Guidelines may apply for a subsidized rate that is approximately 20 percent less than the normal rates. Subsidy rates are proposed to remain at the 2014 amount during 2015.

For active employees the following premium rates are recommended, effective January 1, 2015. Health coverage rates for 2014 are also included with this item for comparison purposes.

Proposed 2015 Health Coverage Rates

Employee Rates - Monthly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$203.00	\$173.00	\$223.00	\$253.00
Employee/Child(ren)	\$376.00	\$346.00	\$396.00	\$426.00
Employee/Spouse	\$478.00	\$428.00	\$478.00	\$528.00
Employee/Dependents	\$523.00	\$473.00	\$523.00	\$573.00

Employee Rates - Biweekly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$101.50	\$86.50	\$111.50	\$126.50
Employee/Child(ren)	\$188.00	\$173.00	\$198.00	\$213.00
Employee/Spouse	\$239.00	\$214.00	\$239.00	\$264.00
Employee/Dependents	\$261.50	\$236.50	\$261.50	\$286.50

Employees Below 200% of Federal Poverty Level - Monthly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$155.00	\$125.00	\$175.00	\$205.00
Employee/Child(ren)	\$276.00	\$246.00	\$296.00	\$326.00
Employee/Spouse	\$347.00	\$297.00	\$347.00	\$397.00
Employee/Dependents	\$382.00	\$332.00	\$382.00	\$432.00

Employees Below 200% of Federal Poverty Level - Biweekly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$77.50	\$62.50	\$87.50	\$102.50
Employee/Child(ren)	\$138.00	\$123.00	\$148.00	\$163.00
Employee/Spouse	\$173.50	\$148.50	\$173.50	\$198.50
Employee/Dependents	\$191.00	\$166.00	\$191.00	\$216.00

2014 Health Coverage Rates

Employee Rates - Monthly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$191.00	\$161.00	\$211.00	\$241.00
Employee/Child(ren)	\$353.00	\$323.00	\$373.00	\$403.00
Employee/Spouse	\$449.00	\$419.00	\$469.00	\$499.00
Employee/Dependents	\$492.00	\$462.00	\$512.00	\$542.00

Employee Rates - Biweekly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$95.50	\$80.50	\$105.50	\$120.50
Employee/Child(ren)	\$176.50	\$161.50	\$186.50	\$201.50
Employee/Spouse	\$224.50	\$209.50	\$234.50	\$249.50
Employee/Dependents	\$246.00	\$231.00	\$256.00	\$271.00

Employees Below 200% of Federal Poverty Level - Monthly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$155.00	\$125.00	\$175.00	\$205.00
Employee/Child(ren)	\$276.00	\$246.00	\$296.00	\$326.00
Employee/Spouse	\$347.00	\$317.00	\$367.00	\$397.00
Employee/Dependents	\$382.00	\$352.00	\$402.00	\$432.00

Employees Below 200% of Federal Poverty Level - Biweekly Rates

	Standard Rate	Wellness Incentive & Tobacco Free	Wellness Incentive & Tobacco Surcharge	No Wellness & Tobacco Surcharge
Employee	\$77.50	\$62.50	\$87.50	\$102.50
Employee/Child(ren)	\$138.00	\$123.00	\$148.00	\$163.00
Employee/Spouse	\$173.50	\$158.50	\$183.50	\$198.50
Employee/Dependents	\$191.00	\$176.00	\$201.00	\$216.00

Retirees Over Age 65: It is recommended that the fully-insured health plan combined with a self-insured dental plan for retirees over age 65 who met certain eligibility criteria, be continued with NEBCO/AmWINS with no change in medical or prescription drug plan design. However, NEBCO/AmWins is requesting an increase in premiums for 2015. Along with this increase, the University has applied the shift in premium to equal the amount paid by active employees of 30% of the total premium cost. As a result, the retiree rate increase is \$11 per month per retiree. Recommended premiums are as follows:

Medical and Prescription Plan	Current 2014	Proposed 2015
-------------------------------	--------------	---------------

(with self-insured Dental)	Cost per person per month	Cost per person per month
Option #1	\$86.00	\$97.00
Option #2 (enhanced prescription plan coverage)	\$109.46	\$120.46

Specific Stop Loss: The \$250,000 per person per calendar year individual stop loss policy is recommended to continue with a new vendor (Symetra) effective January 1, 2015. Symetra's premium will remain the same as the former vendor (QBE) who was requesting a 7.1 percent rate increase.

Administrative Fees:

The monthly per capita administrative fees for medical (including network access fees, dental and reinsurance costs) are listed below:

	Current 2014	Proposed 2015
Active/Early Retiree	\$39.71	\$39.86
Specific Stop Loss	\$27.90	\$27.90
Dental	\$ 3.42	\$ 3.42

Recommendation: Approval of the health coverage and rates as presented effective January 1, 2015 is requested.

5e ISU Housing and Dining Rates for 2015-16

The proposed rate for a Standard residence hall room and a Standard meal plan represents a 2.9 percent increase for 2015-16. Rates are also indicated for Enhanced, Premium, and Premium Plus room types. These room types offer students more amenities than a Standard room. As a result, an Enhanced room is an additional \$510 per year, a Premium room is an additional \$1,020 per year, and a Premium Plus room is an additional \$2,040 per year above the Standard room rate. The rates also include recently renovated Mills and Erickson halls being re-categorized to Premium rooms for 2015-16.

The Non-Flex meal plan rates, first offered in 2013-14, are included with the housing rate options. The Non-Flex meal plan offers a reduced rate from the Standard meal plan. Students utilizing this reduced rate plan will not have the flexibility to roll meal plan credits from week to week or have the availability of commons cash.

Beginning in the 2015 Fall semester, the University will offer a housing option located at 500 Wabash Avenue providing students with furnished suites, kitchens, and high end amenities. Students living in these suites will be afforded the same resources as students living on campus including all-inclusive utilities, ISU networked internet and cable, safety and security features, and access to professional live-in staff.

In an effort to create student friendly housing packages for off campus housing, the University will offer both full year and academic year contracts at 500 Wabash and University Apartments. The rates for 500 Wabash and the furnished University Apartments units are a per student rate billed by the semester. The unfurnished family units at University Apartments are a per unit rate. An optional meal plan will be offered to students living at University Apartments and 500 Wabash.

Also new for 2015-16, first year students will be provided an opportunity to select a break access contract. This contract allows students to stay in their current rooms during break close down periods. The break access contract is non-refundable regardless of whether or not the student stays in campus housing over the break. Break access contracts do not include meal services. This new rate is listed under additional accommodation options.

The 2014-15 housing and dining rates are included with this item for comparison purposes.

Recommendation: Approval of the proposed 2015-16 Housing and Dining rates, including Summer 2016.

INDIANA STATE UNIVERSITY 2015-16 Residence Hall Room and Board Rates

	<u>Standard Meal Plan</u>	<u>Non-Flex Meal Plan</u>
<u>Standard Room</u> - double room Cromwell & Rhoads Halls	\$8,999.80	\$8,615.60
<u>Enhanced Room</u> - AC Lincoln Quad	\$9,509.80	\$9,125.60
<u>Premium Room</u> - AC, semi-private bath or deluxe amenities Hines, Jones, Sandison, Burford, Pickerl, Mills, Erickson, & Reeve Halls	\$10,019.80	\$9,635.60

<u>Premium Plus Room</u> - AC, private bath and deluxe amenities	\$11,039.80	\$10,655.60
---	-------------	-------------

Reeve Hall*

*Includes Presidential Suite as Double Room

Reeve Hall Single Room Rates

Single Room with Community Bath (Premium + Single)	\$12,569.80	\$12,185.60
Single Room with Private Bath (Premium Plus + Single)	\$13,589.80	\$13,205.60

Supplemental Room Rates - Lounges, Common Areas

Standard/Enhanced Supplemental Room	\$7,360.66	\$6,976.46
Premium Supplemental Room	\$8,074.66	\$7,690.46

Additional Accommodation Options

Standard/Enhanced Single Room	\$1,700.00
Lincoln Quad – D Room (Single Occupancy)	\$1,700.00
Premium/Premium Plus Single Room	\$2,550.00
Reeve Presidential Suite As Single Room	\$3,570.00
Triple Bed Room	(\$1,000.00)
Break Access Contract Add-On	\$600.00
Transitional Housing – Outside Contract Dates (Daily Rate)	\$14.00

Additional Meal Options – Amount Above Standard Plan

Flex 10/204	\$204.00
Flex 10/306	\$408.00
Best Flex 12/102	\$149.60
Best Flex 12/204	\$353.60
Best Flex 12/306	\$557.60
High Flex 14/102	\$244.80
High Flex 14/204	\$448.80
High Flex 14/306	\$652.80

2015-16 University Apartments and 500 Wabash Rates

	<u>Academic Year Rate</u>	<u>Full Year Rate</u>
<u>UA - Family Apartments</u>		
One Bedroom - Unfurnished	\$6,500.00	\$7,800.00
Two Bedroom – Unfurnished	\$7,500.00	\$9,000.00
Three Bedroom – Unfurnished	\$8,250.00	\$9,900.00

UA - Upper-class/Graduate Students – Per Student Rate

One Bedroom – Furnished – Single Occupancy	\$7,500.00	\$9,000.00
One Bedroom with Study – Furnished – Double Occupancy	\$7,000.00	\$8,400.00
Three Bedroom – Furnished – Large Single Bedroom	\$7,000.00	\$8,400.00
Three Bedroom – Furnished – Medium Single Bedroom	\$5,000.00	\$6,000.00
Three Bedroom – Furnished – Small Single Bedroom	\$4,000.00	\$4,800.00

UA - Sophomore Year Experience – Per Student Rate

One Bedroom – Furnished – Double Occupancy	\$6,000.00	n/a
One Bedroom with Study – Furnished – Double Occupancy	\$7,000.00	n/a

Contract Rate

500 Wabash – Per Student Rate

One Bedroom Furnished – Full Year Contract	\$9,900.00
One Bedroom Furnished – Academic Year Contract	\$8,100.00
One Bedroom Furnished – Summer Contract	\$2,700.00

Academic Year

Optional Meal Plan - University Apartments & 500 Wabash

5 Meals per Week & \$100 Commons Cash per Semester	\$1,411.00
--	------------

Summer 2016 Rates

	<u>Daily Rate</u>	<u>Weekly Rate</u>
<u>Double Rooms</u>		
Standard/Enhanced Rooms	\$22.96	\$160.70
Premium Rooms	\$27.24	\$190.70
<u>Additional Accommodation Options</u>		
Standard/Enhanced Single Room	\$7.14	
Premium Single Room	\$10.71	

INDIANA STATE UNIVERSITY
Residence Hall Room and Board Rates for 2014-15

	<u>Standard Meal Plan</u>	<u>Non-Flex Meal Plan</u>
<u>Standard Room</u> - double room Blumberg, Cromwell & Rhoads Halls	\$8,746.50	\$8,362.30
<u>Enhanced Room</u> - AC Lincoln Quad & Erickson Hall	\$9,256.50	\$8,872.30
<u>Premium Room</u> - AC, semi-private bath or deluxe amenities Hines, Jones, Sandison, Burford, Pickerl, & Reeve Halls	\$9,766.50	\$9,382.30
<u>Premium Plus Room</u> - AC, private bath and deluxe amenities Reeve Hall*	\$10,786.50	\$10,402.30
*Includes Presidential Suite as Double Room		
<u>Reeve Hall Single Room Rates</u>		
Single Room with Community Bath (Premium + Single)	\$12,316.50	\$11,932.30
Single Room with Private Bath (Premium Plus + Single)	\$13,336.50	\$12,952.30
<u>Supplemental Room Rates</u> - Lounges, Common Areas		
Standard/Enhanced Supplemental Room	\$7,167.20	\$6,783.00
Premium Supplemental Room	\$7,881.20	\$7,497.00
<u>Additional Accommodation Options</u>		
Standard/Enhanced Single Room	\$1,700.00	
Lincoln Quad – D Room (Single Occupancy)	\$1,700.00	
Premium/Premium Plus Single Room	\$2,550.00	
Reeve Presidential Suite As Single Room	\$3,570.00	
Triple Bed Room	(\$1,000.00)	
<u>Additional Meal Options – Amount Above Standard Plan</u>		
Flex 10/204	\$204.00	
Flex 10/306	\$408.00	
Best Flex 12/102	\$149.60	
Best Flex 12/204	\$353.60	
Best Flex 12/306	\$557.60	
High Flex 14/102	\$244.80	

High Flex 14/204	\$448.80
High Flex 14/306	\$652.80

University Apartments Rates for 2014-15

	<u>Summer Monthly Rate</u>	<u>Academic Year Rate</u>
<u>Family Apartments</u>		
One Bedroom - Unfurnished	\$650.00	\$6,500.00
Two Bedroom – Unfurnished	\$750.00	\$7,500.00
Three Bedroom – Unfurnished	\$825.00	\$8,250.00
<u>Upper-class/Graduate Students – Per Student Rate</u>		
One Bedroom – Furnished – Single Occupancy	\$750.00	\$7,500.00
One Bedroom with Study – Furnished – Double Occupancy	\$700.00	\$7,000.00
Three Bedroom – Furnished – Large Single Bedroom	\$700.00	\$7,000.00
Three Bedroom – Furnished – Medium Single Bedroom	\$500.00	\$5,000.00
Three Bedroom – Furnished – Small Single Bedroom	\$400.00	\$4,000.00
<u>Sophomore Year Experience – Per Student Rate</u>		
	\$600.0	
One Bedroom – Furnished – Double Occupancy	0	\$6,000.00
	\$700.0	
One Bedroom with Study – Furnished – Double Occupancy	0	\$7,000.00

Summer 2014 Rates

	<u>Daily Rate</u>	<u>Weekly Rate</u>
<u>Double Rooms</u>		
Standard/Enhanced Rooms	\$21.31	\$149.15
Premium Rooms	\$25.59	\$179.15
<u>Additional Accommodation Options</u>		
Standard/Enhanced Single Room	\$7.14	
Premium Single Room	\$10.71	
Early Arrival Student Groups/Break Housing	\$14.00	

Summer 2015 Rates

	<u>Daily Rate</u>	<u>Weekly Rate</u>
<u>Double Rooms</u>		
Standard/Enhanced Rooms	\$22.13	\$154.85
Premium Rooms	\$26.41	\$184.85

Additional Accommodation Options

Standard/Enhanced Single Room	\$7.14
Premium Single Room	\$10.71
Early Arrival Student Groups/Break Housing	\$14.00

5f Revision of Staff Council Bylaws

The Staff Council has proposed certain revisions to the Staff Council Bylaws including removal of references to non-exempt and exempt staff throughout the document. A summary of other revisions is shown below:

Article VI – changed “in March” to “each year”

Article VII B. 3.a. – added class as an excused absence

Article VII C. – second paragraph – changed May to June

Article VII G. 1. – removed “In March”

Article VII G. 3. – added “in March”

Article VIII A. 3. – Combined this statement – it was two bulleted points

Article VIII B. – removed duties of parliamentarian, communications officer and grievance liaison and added a new bullet under officers

Article VIII I. 1. Removed “in April of each year”

Article IX. A.2 – replaced 20 representatives with “seated”

Article IX. D. – changed the rep sessions to be held in fall and spring instead of October and March

Article X. B. 1. a. – added in conjunction with council term

Article X. B. 1. b. – added vice chair of council

Article X. B. 1. e. – added council chair

Article X. B. 1. f. – removed “at least one week prior to the regular council meeting”

Article X. B. 1. j. – added bullet statement

Article X. B. 3. d. – changed October and May to fall and spring and removed “shall aid in new staff orientation process”

Article X. B. 4. c. – added social and fundraising

Article X B. 5. – removed “Staff”

Under each committee – removed “two from each of the four divisions”

Moved Scholarship committee duties under Exec Committee

The proposed revisions to the Staff Council Bylaws have been approved by Staff Council and reviewed by General Counsel and the Vice President for Business Affairs.

The complete proposed Staff Council Bylaws are available at:

<https://cms.indstate.edu/sites/default/files/media/Staff%20Council%20Bylaws.pdf>.

Recommendation: Approval of the proposed revisions to the Staff Council Bylaws.

5g Modification of University Handbook, Section 310, Faculty Roles and Responsibilities

Based on the recommendations of the Departmental Success Taskforce, feedback from Senate Standing Committees, and the recommendation of the Faculty Senate, the following revisions/additions to the Handbook are recommended to clarify and enhance the role of University Faculty. These changes were approved by the Faculty Senate on September 18, 2014 and October 16, 2014.

A side-by-side comparison of the changes and additions to these sections are provided as an attachment.

Section	Existing	Proposed
310.1	Teaching Responsibilities. Teaching assignments will depend on the departmental schedule requirements, the nature of courses taught, and on non-teaching assignments.	Teaching Responsibilities. Teaching assignments will depend on the departmental schedule requirements, the nature of courses taught, and on non-teaching assignments. When considering the requirements for courses in this section, the nature of the course should be taken into

		consideration. Thus, thesis/dissertation hours may not require a syllabus, textbooks, final examinations or course evaluations; independent studies courses may or may not, again depending on their nature.
310.1.3	Methods of Instruction. Specific or uniform methods of instruction are not prescribed. Faculty are expected to adapt their methods to the nature and content of each course. Selection and organization of content of particular courses and the development of departmental curricula are faculty responsibilities. Teaching method is the responsibility of the individual faculty member. The quality of his/her teaching will be given high priority in the faculty evaluation process. Faculty are encouraged to avail themselves of the services of the Center for Instructional Research and Teaching, which provides an array of opportunities for faculty to continue their professional development as teachers.	Methods of Instruction. Specific or uniform methods of instruction are not prescribed. Faculty are expected to adapt their methods to the nature and content of each course. Selection and organization of content of particular courses and the development of departmental curricula are faculty responsibilities. Teaching methods are the responsibility of the individual faculty member.
310.1.3.1	NEW ADDITION TO HANDBOOK	Course Evaluations. The quality of teaching will be given high priority in performance evaluations. Multiple methods of evaluation are appropriate, but all courses must be evaluated by students using a common pool of items selected by the university, and if appropriate, the college and department; faculty are encouraged to supplement with items that assess the unique characteristics of their courses. Course evaluations will be collected via software purchased by the University. Results of course evaluations will be made available to the faculty member; summary results of the evaluations for each section will be made available to the appropriate Department Chair and academic Dean(s) (Note: Effective Fall 2015)
		Instructional Evaluation. Evidence of teaching effectiveness is required in the pre-tenure and post-tenure/biennial review of Regular Faculty. While faculty are encouraged to include peer and chairperson evaluations in their review documents, student evaluations as referenced above (310.1.3.1) must be included. Similarly, department assessments of student course evaluations shall be submitted and considered in the annual review of Temporary Faculty (i.e. full- and part-time Lecturers, including those also holding an EAP or other staff position).
310.1.3.3	Moves and changes last portion of 310.1.3 which previously referred to CIRT.	Faculty are further encouraged to avail themselves of the services of the Faculty Center for Teaching Excellence, which provides an array of opportunities to facilitate professional development of teachers.

310.1.3.2.	NEW ADDITION TO HANDBOOK	Instructional Evaluation. Evidence of teaching effectiveness is required in the pre-tenure and post-tenure/biennial review of Regular Faculty. While faculty are encouraged to include peer and chairperson evaluations in their review documents, student evaluations as referenced above (310.1.3.1) must be included. Similarly, department assessments of student course evaluations shall be submitted and considered in the annual review of Temporary Faculty (i.e. full- and part-time Lecturers, including those also holding an EAP or other staff position).
310.1.5	Grades and Standards. Grade distributions for all academic departments are available each semester. All faculty members should be in a position to justify grades. Final grades should be assigned with regard to class work on which students are given definite grades. It is advisable to make clear the basis of grade assignments early in the term.	Grades and Standards. Setting standards and grading in classes is the responsibility of the faculty, and individual faculty members should be in a position to justify their grades. The basis of course grades shall be outlined in the syllabus as specified in 310.1.2.1 (above). Grades on all assignments will be posted in the time-frame specified in the syllabus (normally not to exceed two weeks unless otherwise specified, see 310.1.2.1) on the university's instructional computer system (currently Blackboard). Feedback other than grades (comments, notes, qualitative assessments) will be available to students along a similar timeline. Final grade distributions for all academic departments are available each semester. (Note: Effective Fall 2015)
310.1.14	Class Attendance and Reports. Faculty members are expected to assume the following responsibilities: A. Announce attendance requirements to each class and inform students of the consequences of absences from class. B. Give students an opportunity to meet class obligations, based upon an evaluation of the student's reason for absences. C. Permit only students listed on the class roster to attend class. D. Keep students on class listings unless officially dropped. E. Report nonattendance of any student on the mid-term grade rolls	Class Attendance and Reports. Faculty members are expected to assume the following responsibilities: A. Publish attendance requirements to each class and inform students of the consequences of absences from class. B. Give students an opportunity to meet class obligations, based upon the faculty member's evaluation of the student's reason for absences. a. Excuse absences that are a consequence of civic or other mandates (e.g. jury duty, court subpoena, military obligations) or, when appropriate documentation is provided, absences associated with academic requirements of other departments (e.g. participation in a conference) or university-sponsored athletic events in which the student is a participant (faculty should expect that other departments will consider the impact on other faculty's classes when requiring absences). b. Make arrangements with students who request them to accept graded assignments that are or will be missed. Faculty may require that assignments be turned in prior to any excused, planned absence; faculty may deduct attendance or participation points

		<p>from students' whose absence is not excused.</p> <p>C. Permit only those students who are officially enrolled to attend class.</p> <p>D. Keep students on class listings unless officially dropped; retain sufficient record of performance to assign grade to any student who drops a class after the "no grade assigned" period.</p> <p>E. Report nonattendance of any student as required by institutional policy and state/federal regulations (e.g., 3-week attendance reports; interim or final-grade reports).</p>
310.1.16	<p>Office Hours. Faculty members should post their names and office hours on or near their office doors. Academic departmental offices shall normally be open each weekday from 8:00 a.m. to 11:45 a.m. and from 12:45 p.m. to 4:30 p.m.</p>	<p>Office Hours. Faculty shall be regularly available in their departmental/program offices for consultation with students, colleagues, or chairs according to the needs of department/program, courses of instruction, and academic advising. Faculty members shall notify the department chair of their office hours and shall post their hours on or near their office doors. Faculty teaching only distance courses should make themselves available to their students regularly through electronic means and notify students of their availability. Academic department offices shall normally be open each weekday from 8:00 a.m. to 4:30 p.m, excluding a break for lunch.</p>
310.1.17	<p>NEW ADDITION TO HANDBOOK</p>	<p>Telephone/Email. To facilitate their academic duties, ISU provides all faculty members with email and telephone access. Faculty are encouraged to inform students of their preferred method of communication. During academic terms in which they are under contract, faculty are expected to respond to inquiries by students or others in a timely fashion except on weekends, university holidays, or when other duties (e.g. contracted reassignment or leave, university-recognized travel) or exceptional circumstances prevent. When they are not under contract, faculty shall relay inquiries relating to their professional duties to the Chair or other designee as soon as feasible (unless they choose to respond themselves).</p>

Recommendation: Approval to modify the sections of 310.1 Teaching Responsibilities effective January 1, 2015 unless noted otherwise.

5h Modification to University Handbook, Section 350, Academic Department Chairperson

Based on recommendations from the Departmental Success Taskforce, and feedback from Senate Standing Committees, the following revisions/additions are recommended to clarify and enhance the role and responsibility of the Academic Chairperson as defined in section 350 of the University Handbook. These changes were approved by the Faculty Senate on November 13, 2014.

Because this section of the handbook has not only had elements added and modified, but also rearranged. Therefore the existing section is presented with the new comparisons next to it, but not a subsection by subsection breakdown.

Existing	Proposed
<p>350.1 Appointment. Academic department chairpersons are appointed by the University President on the recommendation of the Provost and Vice President for Academic Affairs and the recommendation of the dean, based on the formal recommendation of the regular faculty of the department.</p> <p>350.1.1 Tenure. A chairperson may be awarded tenure as a faculty member but not as chairperson. A candidate for chairperson must be a faculty member of the department or must be qualified by education and experience in the discipline to become a faculty member of the department.</p> <p>350.1.2 Delegation; Limitations on Delegation. Certain elements of department administration may be delegated by the chairperson to faculty members and staff. However, in matters of personnel administration, responsibility rests primarily with the chairperson. He/she is expected to consult with members of the faculty in a manner which seems most appropriate in maintaining constructive personnel relationships; in furthering the professional development of the faculty; and in furthering the best interests of the department, the school, or the college, and the University.</p> <p>350.1.2.1 Leadership. The chairperson leads his/her department through persuasion, the weight of experience, evenhandedness, openness, and candor. Through suggestions, recommendations, and committee appointments, the chairperson assumes leadership in the implementation of new programs and in the revision of existing programs.</p>	<p>350.1 Appointment. Academic department chairpersons are appointed by the University President on the recommendations of the Provost and Vice President for Academic Affairs, the dean, and the regular faculty of the department.</p> <p>350.1.1 Term of Service. Chairpersons are appointed for 3-year terms and may be reappointed upon favorable evaluation.</p> <p>350.1.2 Tenure. A chairperson may be awarded tenure as a faculty member but not as chairperson.</p> <p>350.1.3 Development. Upon first appointment, chairs may be required to participate in new chair orientation sessions provided by Academic Affairs. Continuing chairs are also expected to participate in professional development opportunities provided or supported by Academic Affairs.</p> <p>350.2 Duties and Responsibilities. The duties and responsibilities of academic department chairpersons are in part dependent on the size and character of each department. The following description of duties and responsibilities is intended to set forth broad and general principles which can be adapted to the circumstances of particular departments. Nothing in these descriptions is intended to abrogate general University administrative policies, the constitution of the faculty, or legislative acts of university government.</p> <p>350.2.1 Leadership. The chairperson provides leadership to his/her department and the university to support both departmental and institutional goals. The chairperson supports and promotes his/her department's collaboration with other academic and non-academic units (e.g., admissions, housing, etc) to support</p>

350.2 Duties and Responsibilities. The duties and responsibilities of academic department chairpersons are in part dependent on the size and character of each department. The following description of duties and responsibilities is intended to set forth broad and general principles which can be adapted to the circumstances of particular departments. Nothing in these descriptions is intended to abrogate general University administrative policies, the constitution of the faculty, or legislative acts of university government.

350.2.1 Recommendations for Faculty Awards. The chairperson encourages and recommends rewards for outstanding teaching, scholarship, and research, attempts to define the research goals of the department, fosters cooperative projects, and brings individual and department achievements to the attention of the academic community.

350.2.2 Responsibilities of the Departmental Chairperson. It is the responsibility of the departmental chairperson to lead his/her department through difficult and critical decisions involving faculty appointments, non-renewals, promotion and tenure decisions, awards for meritorious activities, regular evaluations, and compliance with faculty performance expectations as outlined in Section 310 (Faculty Duties and Responsibilities), Section 500 (Employment), and Section 570 (Personnel Files) of this Handbook.

350.2.2.1 Communication of Faculty Duties and Responsibilities. Each departmental chairperson shall communicate in writing to each member of the chairperson's faculty the duties and responsibilities of employment at Indiana State University that are expected of each such faculty.

350.2.2.2 Notification and Consultation- Deficient Performance. In the event that a departmental chairperson believes that a faculty member is performing deficiently his or her duties and responsibilities of employment, then such chairperson shall notify the faculty member in writing and request to know whether the faculty member would prefer for the chairperson to consult with the departmental personnel

student, department, and institutional success.

350.2.1.1 Method of Leadership. A chairperson leads his/her department by example and through persuasion, the weight of experience, evenhandedness, openness, and candor, as well as through suggestions, recommendations, nominations, and appointments.

350.2.2. Administration of Departmental Office. The chairperson is responsible for a) administering the department office, including hiring and supervision of support staff, and structuring their efforts to support the work of department faculty; b) handling the routine paperwork of the department, including the preparation and submission of catalog materials based on the curricular decisions and recommendations of the faculty; c) processing paperwork for hiring and evaluation of part- and full-time faculty, d) the administration of the operating budget (maintaining department expenses within the department's allocations); e) maintaining department equipment, properties, books, supplies, files and records.

350.2.3 Resource Management and Development. The chairperson is responsible for advocating for departmental resources; openly and effectively managing departmental resources and budgets; and for supporting the development and fundraising efforts of the college.

350.2.4 Curricular Programming & Course Scheduling. The chairperson is responsible for facilitating the assessment and improvement of the departments' academic programs and offerings and implementation of new programs. With input from his/her faculty, the chairperson has responsibility for scheduling classes, arranging teaching hours, and meeting student needs in graduate and undergraduate programs in accordance with the policies and procedures of the University and the standards of the department.

350.2.5 Promoting Student Success. The chairperson is responsible for leading the development, implementation, and evaluation of plans for student success. He/she shall mobilize department resources and faculty to promote recruitment, retention, advising, and success of students, and to collaborate with

committee about the matter, or not.

350.2.2.2.1 Time for Response. The faculty member shall either respond to the chairperson in writing to indicate his or her preference within five (5) business days, or the chairperson shall proceed to notify and consult with the departmental personnel committee.

350.2.2.2.2 Faculty Desire for Consultation. If the faculty member responds with a preference for consultation, then the departmental chairperson shall notify the departmental personnel committee of the nature of the deficient performance and consult with the personnel committee regarding the same.

350.2.2.2.3 Faculty Desire for No Consultation. If the faculty member responds that he or she would prefer that no consultation with the departmental personnel committee occur, then there shall be no consultation about the matter.

350.2.2.3 Notice to Faculty Member. After consideration of the matter and/or consultation with the departmental committee discussed above, the chairperson shall provide to the subject faculty member notice of the deficient performance.

350.2.2.4 Continued Deficient Performance. If the subject faculty member continues to perform deficiently, then the chairperson shall meet with the departmental personnel committee to notify this committee of the continued deficient performance and to consult with the committee regarding the same.

350.2.2.4.1 Written Admonishment. After consultation about the continued deficient performance, the chairperson shall provide the faculty member with a written admonishment that sets forth the deficiency of performance, actions the faculty member can take to cure the deficiency, and a date by which the deficiency must be cured.

350.2.2.4.2 Continued Uncured Deficient Performance. If the deficient performance continues uncured, then the chairperson shall notify the appropriate dean of the continued deficient performance so that further action can be determined.

350.2.2.5 Personnel Committee. If the faculty member in issue

other campus offices supporting student success.

350.2.6 Consultation/Mediation. The Chairperson is available for consultation with faculty and/or students on matters of concern, particularly those involving classroom instruction and conduct; the chairperson serves as a mediator in disputes involving students and faculty.

350.2.7 Communication & Advocacy. The chairperson shall facilitate the flow of information and communication between the administration, faculty of the department, and the students. The chairperson represents the interests of individual faculty and of the department to the dean and to the University administration, and also conveys to his/her colleagues the positions of the University administration.

350.2.7.1 Official Departmental Spokesperson. The chairperson is authorized to speak officially for and on behalf of the department in matters concerning personnel decisions, budget requests, recommendations for membership in the graduate faculty, approval of grant and contract applications, and other issues concerning resources.

350.2.7.2 Advocacy. The chairperson is an advocate for the academic interests of the faculty of the department, especially in curricular affairs wherein faculty authority is paramount. Those issues that require approval beyond the department will ordinarily be firmly advocated by the chairperson. If earlier internal deliberations result in the chairperson's disagreement with the majority opinion of the department faculty, and if the chairperson cannot support the majority position, he/she is obliged to make known to the dean the position of department colleagues together with his/her own position with appropriate justification and rationale for both positions. The chairperson will inform departmental colleagues of his/her opposition to or disagreement with the majority view.

350.2.7.3 Regular Consultation with Departmental Faculty. It is a general principle of the administration of academic departments that the chairperson should consult regularly with

normally sits on the departmental committee that addresses personnel matters, then the subject faculty member shall be disqualified from this committee for purposes of consideration of the issues addressed in this Section 350.2.2.

350.2.2.5.1 Notices and Responses. The subject faculty member shall be entitled to submit a written response to all written notices and admonishments. All notices and admonishments shall be retained in the official personnel file of the subject faculty member.

350.2.3 Representation of Departmental Faculty. The chairperson represents the interests of individual faculty members and of the department to the dean and to the University administration. The chairperson is the representative of the department, but he/she should also be able to convey to his/her colleagues the positions of the University administration.

350.2.4 Official Departmental Spokesperson. The chairperson is authorized to speak officially for and on behalf of the department in matters concerning personnel decisions, budget requests, recommendations for membership in the graduate faculty, approval of grant and contract applications, and other issues concerning resources.

350.2.5 Advocacy. The chairperson is an advocate for the academic interests of the faculty of the department, especially in curricular affairs wherein faculty authority is paramount.

Those issues that require approval beyond the department will ordinarily be firmly advocated by the chairperson. If earlier internal deliberations result in the chairperson's disagreement with the majority opinion of the department faculty, and if the chairperson cannot support the majority position, he/she is obliged to make known to the dean the position of department colleagues together with his/her own position with appropriate justification and rationale for both positions. The chairperson will inform departmental colleagues of his/her opposition to or disagreement with the majority view.

350.2.6 Course Scheduling. The chairperson, acting on the advice of his/her faculty, has responsibility for scheduling

members of his/her department. To consult is to seek the opinion, judgment, and advice of the members of the department. It remains the prerogative of the chairperson to make determination contrary to this counsel, but if he/she does so, it is his/her duty to explain the reasons both to colleagues within the department and (if it is a matter which is forwarded to higher administrative authority) to administrative superiors, together with the nature and extent of the disagreement.

350.2.7.3.1 Limitations on Consultative Requirement. This duty of consultation is not to be construed as implying that the chairperson is only an executant without power of initiative. Perhaps the most important duty of a chairperson is to lead the way in setting policies and, as much as possible, in developing a strategic plan for the department and enlisting the active and effective participation of department members in support of implementing that plan.

350.2.7.3.2 Form of Consultation. Consultation with the department may take the form of meetings of the department as a whole or of conference with departmental committees. In small departments, an elaborate committee structure would be artificial; in large departments, meetings of the entire department might be awkward. It is the prerogative of the department as a whole to determine its own internal structure and procedures, which shall be codified and filed with the dean of the college and with the Provost and Vice President for Academic Affairs.

350.2.7.3.3 Ad Hoc Committees. The apparatus of committees, their scope and function, and the procedures by which committee members are selected, are determined by fulltime regular members of the department. The chairperson has the prerogative of appointing ad hoc committees to investigate and advise upon matters which are not regularly recurring concerns and which may not be of crucial importance to the department as a whole, but this prerogative is not to be used to avoid the duty of conferring with the entire department or with regularly constituted committees on all matters of general concern or of continuing or recurring character.

classes, arranging teaching hours, and meeting student needs in graduate and undergraduate programs in accordance with the policies and procedures of the University and the standards of the department. He/she serves as mediator in faculty-student disputes.

350.2.7 Administration of Departmental Office. It is the duty of the chairperson to administer the department office, to request supporting resources for the work of department faculty, to provide the administration with a means of communicating with faculty and students, and to handle the routine paperwork of the department.

350.2.8 Operational Duties. The chairperson has responsibility and authority for the hiring of support staff; the hiring of temporary and part-time help; the preparation and submission of catalog materials based on the curricular decisions and recommendations of the faculty; the supervision of the procedures of budget development; the administration of the operating budget (the chairperson has the responsibility of maintaining department expenses within the allocations to the department operating budget); the maintenance of department files and records; the supervision of procedures for developing the schedule of classes; the representation of the department in administrative matters relating to the school/college and to the University as a whole; the supervision of student advisement procedures; nominations for department representation to the school/college committees; the supervision of department publicity (brochures, program announcements, news releases, catalog and bulletin copy, state and regional outreach information); the control of department equipment, properties, books, records, and supplies; and coordination, through the appropriate dean's office, of activities that cross department lines.

350.3 Regular Consultation with Departmental Faculty. It is a general principle of the administration of academic departments that the chairperson should consult regularly with members of his/her department. To consult is to seek the opinion,

350.2.7.3.3.1 Matters of General Concern or Recurring

Character. Among those matters of general concern or of recurring character are such issues as:

- a) the formal curriculum, methods of instruction, and assessment in the department and also conferences, colloquia, non-credit courses, and the establishment of requirements for departmental programs and academic standards,
- b) the recruitment and advising of students,
- c) the department budget for services, travel, equipment, and supplies,
- d) the recruitment, hiring, evaluation, retention, promotion, and salary of faculty, and
- e) the assignment of faculty to classes and offices.

350.2.7.3.3.2 Matters of Delicacy. Matters of particular delicacy—such as the salary, tenure, and promotion of faculty—may in general be best dealt with by a committee, but a department is not precluded from discussing as a whole either policies or individual decisions on these questions, and the chairperson should seek the advice of the department as a whole on the procedure to be followed in these matters.

350.2.8 Meetings of Department. Notwithstanding any other provision of this document, the chairperson shall call at least one (1) meeting of the entire department in each semester of the regular academic year. A standing item on the agenda of such meeting(s) shall be “New Business.”

350.2.9 Personnel Matters. It is the responsibility of the departmental chairperson to lead his/her department through the process of making critical decisions involving faculty appointments, non-reappointments, promotion and tenure decisions, awards for meritorious activities, regular evaluations, and compliance with faculty performance expectations as outlined elsewhere in this handbook.

350.2.9.1 Communication of Faculty Duties and Responsibilities

The department chairperson shall, periodically and as necessary, explain to each faculty member that individual's departmental

judgment, and advice of the members of the department. It remains the prerogative of the chairperson to make determination contrary to this counsel, but if he/she does so, it is his/her duty to explain the reasons both to colleagues within the department and (if it is a matter which is forwarded to higher administrative authority) to administrative superiors, together with the nature and extent of the disagreement.

350.3.1 Limitations on Consultative Requirement. This duty of consultation is not to be construed as implying that the chairperson is only an executant without power of initiative. Perhaps the most important duty of a chairperson is to lead the way in setting policies and, as much as possible, in making tactical decisions. The chairperson should have a program for the department and should aim at marshalling the support of the department for that program. The emphasis upon consultation is designed not to shackle the chairperson but to enlist the active and effective participation of the staff in joint endeavors.

350.3.2 Form of Consultation. Consultation with the department may take the form of meetings of the department as a whole or of conference with departmental committees. In small departments, an elaborate committee structure would be artificial; in large departments, meetings of the entire department might be awkward. It is the prerogative of the department as a whole to determine its own internal structure and procedures, which shall be codified and filed with the dean of the college and with the Provost and Vice President for Academic Affairs.

350.3.3 Ad Hoc Committees. The apparatus of committees, their scope and function, and the procedures by which committee members are selected, are determined by fulltime regular members of the department. The chairperson has the prerogative of appointing ad hoc committees to investigate and advise upon matters which are not regularly recurring concerns and which may not be of crucial importance to the department as a whole, but this prerogative is not to be used to avoid the duty of conferring with the entire department or with regularly

duties and responsibilities.

350.2.9.1.1 Faculty Development. The chairperson works with department faculty to support and promote growth and development in their areas of professional responsibility.

350.2.9.1.2 Recommendations for Faculty Awards. The chairperson encourages and recommends rewards for outstanding teaching, scholarship, and research, attempts to define the research goals of the department, fosters cooperative projects, and brings individual and department achievements to the attention of the academic community

350.2.9.1.3 Deficient Performance. If a department chairperson becomes concerned that a faculty member may be performing his or her duties and responsibilities of employment deficiently, the chairperson shall investigate the matter. If the investigation confirms the chairperson's concern, he/she should attempt an informal resolution. If the matter is not resolved informally, the chairperson should notify the faculty member of his/her intent to pursue a formal resolution.

350.2.9.1.3.1 Time for Response. After the faculty member has received notification of the chair's intention, he/she shall be given five working days to provide evidence to counter the chairperson's concern or to propose a satisfactory remedy to the situation with a stipulated timeline.

350.2.9.1.3.2 Right of Consultation. The faculty member and/or the chairperson may seek consultation of members-of the department personnel committee regarding judgments of deficient performance and satisfactory remedies.

350.2.9.1.3.3 Written Admonishment. If the faculty member fails to provide sufficient evidence to counter the chair's concern or to remedy his/her deficient performance as was proposed, the chairperson shall provide the faculty member with a written admonishment that sets forth the deficiency of performance, actions the faculty member can take to remedy the deficiency, and a date by which the deficiency must be remedied. A copy of the written admonishment may be provided to the department personnel committee and dean.

constituted committees on all matters of general concern or of continuing or recurring character.

350.3.3.1 Matters of General Concern or Recurring Character.

Among those matters of general concern or of recurring character are such issues as:

- A. the formal curriculum and methods of instruction in the department and also conferences, colloquia, non-credit courses, and the establishment of requirements for departmental programs and academic standards,
- B. the recruitment and advising of students, the department budget for services, travel, equipment, and supplies,
- C. the recruitment, evaluation, retention, promotion, and salary of faculty, and
- D. the assignment of faculty to classes and offices.

350.3.3.2 Matters of Delicacy. Matters of particular delicacy—such as the salary, tenure, and promotion of faculty—may in general be best dealt with by a committee, but a department is not precluded from discussing as a whole either policies or individual decisions on these questions, and the chairperson should seek the advice of the department as a whole on the procedure to be followed in these matters.

350.4 Meetings of Department. Notwithstanding any other provision of this document, the chairperson shall call at least one (1) meeting of the entire department in each semester of the regular academic year. A standing item on the agenda of such meeting(s) shall be “New Business.”

350.5 Selection and Removal. Chairpersons serve at the pleasure of the dean and the department faculty.

350.5.1 Evaluation. An evaluation of the performance of a department chairperson will be conducted triennially by the dean, in accordance with rules and procedures prescribed and established by the dean, based on consultation with the chairperson and department faculty. The dean will weigh and balance the several principles cited above in his/her decision regarding retention of the chairperson. The dean has the authority to call for an evaluation of the performance of the

350.2.9.1.3.4 Chair’s Evaluation of Subsequent

Performance. If the chairperson determines a sufficient remedy has been accomplished, a letter stating that will be included in the personnel file. If the deficient performance continues following a written admonishment, the chairperson shall notify the faculty member, the personnel committee, and the dean of the continued deficient performance formally enlisting the dean’s assistance.

350.2.9.1.3.5. Dean’s Prerogative. Upon receipt of a notice of continued deficient performance, the dean may, require a remediation plan, may render the faculty member ineligible for any and all course releases or travel funds to which they may otherwise be entitled, or may recommend additional actions be taken by the Provost. Those additional actions could include (but are not limited to) a reassignment of workload, the denial of all compensation adjustments for a defined period, and/or the initiation of the dismissal process following procedures outlined elsewhere in this handbook.

350.2.9.1.3.6 Right of Rebuttal. A faculty member who receives a written admonishment, a notification of continued deficient performance, or other penalty imposed by the dean shall have five working days to provide a written rebuttal with copies to the chairperson, the departmental personnel committee and the dean. The departmental personnel committee may also submit one or more letters, in support of the chairperson’s or dean’s decision, or the faculty member’s response.

350.2.9.1.3.7 Personnel Files. All documents associated with this policy (written admonishments, notices of continued deficient performance, decisions by the dean, and letters of rebuttal or support,) shall be placed in the faculty member’s official personnel file (as outlined elsewhere in the handbook) and may be provided to the personnel committee at the time of the next review

350.2.9.1.3.8. Due Process. Faculty members may use established, college-level grievance procedures to review the accuracy and relevance of concerns and/or the actions taken and request a corrective response.

350.2.10 Delegation; Limitations on Delegation. Certain

chairperson at any time the dean determines it is necessary.

350.5.2 Retention. When there is disagreement between the department faculty and the dean on the retention of a chairperson, the decision rests with the University President, based on the reports and recommendations of the department faculty, dean, and the Provost and Vice President for Academic Affairs.

350.5.3 Vacancy. Whenever a vacancy occurs in the position of chairperson of an existing academic department or one which is scheduled to exist as determined by the appropriate academic dean or his/her superior, the appropriate academic dean will so advise the department faculty members.

350.5.3.1 Nominating Committee. The full-time tenured and tenure-track faculty members of the department should then proceed to elect a nominating committee composed of at least five (5) but not more than seven (7) full-time tenured or tenure-track faculty members who shall conduct a search for candidates.

350.5.3.1.1 Limitation on Service. No member shall serve on the nominating committee who wishes to be considered for the position or who comes under consideration after being elected.

350.5.3.1.2 Additional Member. If five (5) department members having full-time appointments are not available, the members of the department may, with approval from the appropriate academic dean, select one (1) or more full-time tenured and tenure-track faculty members from closely-associated academic disciplines to serve on the committee.

350.5.3.1.3 Rules of Procedure. The nominating committee shall determine its own rules of procedure and shall notify the appropriate academic dean when it has accomplished its assigned task.

350.5.3.1.4 Candidate Nominations. The nominating committee shall recommend to the appropriate academic dean possible candidates who, if not on campus, should be invited to the University for the interview. The dean shall approve or disapprove such visits. The nominating committee shall obtain

elements of department administration may be delegated by the chairperson to faculty members and staff. However, in matters of personnel administration, responsibility rests primarily with the chairperson. He/she is expected to consult with members of the faculty in a manner which seems most appropriate in maintaining constructive personnel relationships; in furthering the professional development of the faculty; and in furthering the best interests of the department, the school, or the college, and the University.

350.3 Selection

350.3.1 Departmental Membership Qualification. A candidate for chairperson must be a faculty member of the department or must be qualified by education and experience.

350.3.2 Vacancy. Whenever a vacancy occurs in the position of chairperson of an existing academic department or one which is scheduled to exist as determined by the appropriate academic dean or his/her superior, the appropriate academic dean will so advise the department faculty members.

350.3.3 Nominating Committee. The regular faculty members of the department should then ~~proceed to~~ elect a nominating committee composed of at least five (5) regular members (when possible, representing each academic rank) who shall conduct a search for candidates.

350.3.3.1 Limitation on Service. No member shall serve on the nominating committee who wishes to be considered for the position or who comes under consideration after being elected.

350.3.3.2 Additional Member. If five (5) regular faculty are not available within the department, the members of the department may, with approval from the appropriate academic dean, select one (1) or more regular faculty members from closely-associated academic disciplines to serve on the committee.

350.3.3.3 Rules of Procedure. The nominating committee shall determine its own rules of procedure and shall notify the appropriate academic dean when it has accomplished its assigned task.

350.3.3.4 Candidate Nominations. The nominating committee

evaluations from each full-time tenured or tenure-track faculty member, or as many as interviewed each candidate.

350.5.3.1.5 Recommendation by Nominating Committee.

Should the nominating committee recommend one (1) or more of those interviewed, the name(s) shall be submitted to the academic dean with a copy to the Provost and Vice President for Academic Affairs. In the event that the nominating committee recommends more than one (1) candidate, the names shall be ranked in order of preference.

350.5.3.2 Recommendation of Dean. After a meeting with the nominating committee, the dean may concur or object, sending a written recommendation to the Provost and Vice President for Academic Affairs and a copy to the chairperson of the nominating committee.

350.5.3.3 Recommendation by Provost and Vice President for Academic Affairs. If the academic dean and the nominating committee have not agreed on the recommendation, the Provost and Vice President for Academic Affairs, if he/she chooses, shall meet with the nominating committee and the academic dean in an attempt to resolve differences. In only rare and exceptional circumstances shall a candidate other than one designated by both the nominating committee and the academic dean be recommended to the ISU Board of Trustees. In such a case, the reasons shall be communicated to the nominating committee and the academic dean prior to submission of the recommendation to the ISU Board of Trustees.

350.5.4 Removal. Careful selection of a department chairperson combined with the cooperative efforts of all concerned in the development and improvement of the department will contribute to the stability and growth of department leadership. Nevertheless, provisions shall be made for dealing with extraordinary instances of administrative failure.

350.5.4.1 Departmental Faculty Communication. After serving at least one (1) academic year as chairperson, a chairperson may be relieved of his/her administrative post provided at least 50

shall recommend to the appropriate academic dean possible candidates who, if not on campus, should be invited to the University for the interview. The dean shall approve or disapprove such visits. The nominating committee shall obtain evaluations from each regular faculty member, or as many as interviewed each candidate

350.3.4 Recommendation by Nominating Committee.

Should the nominating committee recommend one (1) or more of those interviewed, the name(s) shall be submitted to the academic dean with a copy to the Provost and Vice President for Academic Affairs. In the event that the nominating committee recommends more than one (1) candidate, the names shall be ranked in order of preference.

350.3.5 Recommendation of Dean. After a meeting with the nominating committee, the dean may concur or object, sending a written recommendation to the Provost and Vice President for Academic Affairs and a copy to the chairperson of the nominating committee.

350.3.6 Recommendation by Provost and Vice President for Academic Affairs. If the academic dean and the nominating committee have not agreed on the recommendation, the Provost and Vice President for Academic Affairs, if he/she chooses, shall meet with the nominating committee and the academic dean in an attempt to resolve differences. In only rare and exceptional circumstances shall a candidate other than one designated by both the nominating committee and the academic dean be recommended to the ISU Board of Trustees. In such a case, the reasons shall be communicated to the nominating committee and the academic dean prior to submission of the recommendation to the ISU Board of Trustees.

350.4 Evaluation, Reappointment, or Removal.

350.4.1 Evaluation. Each college and the library is expected to establish the rules and procedures for department chair evaluation. An evaluation of the performance of a department chairperson will be conducted prior to consideration for reappointment by the dean,

<p>per cent of the full-time tenured or tenure-track faculty members of the department endorse a written communication to the appropriate academic dean giving support of such action.</p> <p>350.5.4.2 Investigation. The academic dean shall conduct an investigation and convey his/her observations and recommendations to the Provost and Vice President for Academic Affairs.</p> <p>350.5.4.3 Determination. If the Provost and Vice President for Academic Affairs and the University President concur with the recommendations of the petitioning department members, the chairperson shall be removed as soon as possible. A chairperson may also be removed if his/her continuance is held by the University President not to be in the best interests of the University.</p> <p>350.5.4.4 Acting Chairperson. The position of department chairperson may fall vacant at such a time that a permanent replacement cannot be appointed immediately. In such a case, appointment of an acting chairperson is the prerogative of the administration, but that prerogative should be exercised only after consultation with the membership of the department.</p> <p>350.5.4.4.1 Nominations. The dean of the school or college within which the vacancy occurs shall invite nominations for acting chairperson from all full-time regular members of the department, to which list the dean may add other nominees. The dean shall then determine, by a poll of the full-time tenured or tenure-track faculty members of the department, the degree of support for each nominee.</p> <p>350.5.4.4.2 Recommendation and Appointment. The dean shall then forward to the Provost and Vice President for Academic Affairs a recommendation, accompanied by the complete results of the poll of the department. The appointment is made by the Provost and Vice President for Academic Affairs, subject to approval of the University President and the ISU Board of Trustees.</p> <p>350.5.4.4.3 Continuing Consultation. In the event that an acting chairperson is needed for more than one (1) year, the</p>	<p>based on consultation with the chairperson and the departmental faculty, in accordance with rules and procedures prescribed and established by the college/library. The dean will weigh and balance the several principles cited above in his/her decision regarding retention of the chairperson. The dean has the authority to call for an evaluation of the performance of the chairperson at any time the dean determines it is necessary.</p> <p>350.4.2 Reappointment. While successful chairpersons may be reappointed to serve multiple terms, it is not expected that a chairperson who is unsuccessful in the eyes of the department faculty or the Dean will be reappointed. When there is disagreement between the department faculty and the dean on the reappointment of a chairperson, the decision rests with the University President, based on the reports and recommendations of the department faculty, dean, and the Provost and Vice President for Academic Affairs.</p> <p>350.4.3 Removal. Removal of a chairperson prior to the end of a 3-year term should be done only in instances of extraordinary administrative failure or when his/her continuance is held by the Provost and Vice-President for Academic Affairs and/or the President to be contrary to the best interests of the Department and the University.</p> <p>350.4.3.1 Extraordinary Administrative Failure If a contingent of departmental members—faculty, staff, or students—endorse a statement to the Dean outlining the extraordinary administrative failure of a chairperson, the Dean shall consult with the Provost, and respond to the members as to whether he/she deems an investigation is warranted. If an investigation is conducted, the Dean shall report his/her observations and recommendations to the Provost and Vice-President for Academic Affairs, to the departmental personnel committee, and to the chairperson. Given the delicacy of such matters, the Dean shall respond as soon as possible to the submission of a statement. Further, he/she shall make every effort to ensure that the names of department members who endorsed such a statement are not disclosed as a consequence of any investigation or decision made in</p>
--	--

department shall again be consulted in the same fashion before the acting chairperson is confirmed in office for another year or a new acting chairperson is appointed.

350.5.4.4.4 Removal. An acting chairperson may also be removed if his/her continuance is held by the University President not to be in the best interest of the University.

response to their actions.

350.4.3.2 Administrative Response If the Provost and Vice President for Academic Affairs and the University President concur with the recommendations of the petitioning department members, the chairperson shall be removed as soon as possible. If the Provost and Vice President for Academic Affairs and/or the President do not concur with the recommendations of the petitioning department members, they shall notify the Dean who will inform the Departmental Personnel Committee and Chairperson of the continuation of his/her appointment.

350.5 Acting/Interim Chairperson. The position of department chairperson may fall vacant at such a time that a permanent replacement cannot be appointed immediately. In such a case, appointment of an acting or interim chairperson is the prerogative of the administration, but that prerogative should be exercised only after consultation with the membership of the department.

350.5.1 Nominations. The dean of the school or college within which the vacancy occurs shall invite nominations for acting/interim chairperson from all regular faculty of the department, to which list the dean may add other nominees. The dean shall then determine, by a poll of the regular faculty of the department, the degree of support for each nominee.

350.5.2 Recommendation and Appointment. The dean shall then forward to the Provost and Vice President for Academic Affairs a recommendation, accompanied by the complete results of the poll of the department. The appointment is made by the Provost and Vice President for Academic Affairs, subject to approval of the University President and the ISU Board of Trustees.

350.5.3 Continuing Consultation. In the event that an acting/interim chairperson is needed for more than one (1) year, the department shall again be consulted in the same fashion before the acting/interim chairperson is confirmed in office for another year or a new acting chairperson is appointed.

350.5.4 Removal. An acting/interim chairperson may also be removed if his/her continuance is held by the University President

Recommendation: Approval to modify section 350 of the University Handbook, Academic Department Chairpersons effective January 1, 2015

5i Modification to University Handbook, Section 351, Academic Departments

Section 351 of the University Handbook provides the definition and composition of an academic department. The Departmental Success Taskforce proposed an additional section and subsection to this portion of the handbook to further define a successful department. These changes were approved by the Faculty Senate on November 13, 2014.

351.2 Successful Departments A successful academic department engages students and prepares them in learning, and prepares them academically for post-collegiate life; a successful department facilitates faculty achievement in teaching, scholarship, and service to enhance student success and institutional reputation; a successful department works cooperatively to meet departmental and institutional goals; and a successful department promotes an effective working and learning environment for all.

351.2.1 Promoting Successful Departments The Provost shall, in consultation with the academic deans, create a resource allocation policy by which successful academic departments are rewarded for their success in meeting assigned targets, goals, and missions. Rewards may consist of whatever resources Academic Affairs makes available to Colleges and the Library for distribution to departments including (but not limited to) funding for travel, equipment, and supplies. Departmental success shall be a part of the Dean's biennial evaluation of the administrative role of Chairs.

Recommendation: Approval to add the sections of 351.2 and 351.2.1 of the University Handbook effective January 1, 2015

5j Merger of the Department of Elementary, Early and Special Education with the Department of Curriculum, Instruction, Media Technology to form the Department of Teaching and Learning

Provost Maynard presented a proposal in the fall of 2008, to consider the merger of the Department of Elementary, Early, and Special Education with the Department of Curriculum, Instruction, and Media Technology, auspiciously to create efficiencies and provide cost reductions. An analysis was conducted in February of 2009, which failed to produce the impetus needed to move forward. Dean Balch requested a formal conversation between the two departments regarding the potentiality of unification on December 21, 2011, as a strategy for conserving resources by the elimination of perceived curricular redundancies. A task force was formed in response to Dean Balch's request and in summer of 2012 concluded that there were insurmountable obstacles to unification of the two departments. In spring of 2013, Provost Maynard presented a proposal to the Board of Trustees for merging the departments given the lack of forward motion in the preceding five years of discussion. A recommendation was approved by the Board to consider the proposal. In fall of 2013, Provost Williams and Dean Hill-Clarke convened a meeting between the faculty and staff of both departments to discuss the merger proposal that was approved by the Board. The departments subsequently voted to move forward with the merger (Vote: 17-2-4). The breakdown of the vote was as follows:

17 voted in favor of merger

2 voted against merger

4 voted for extension to further consider the option to merge a proposal with request for resources was presented to Faculty Senate on October 14, 2013. Finally, in December of 2013, Dean Hill-Clarke provided authorization for the two departments to form a Unification Committee for the purpose of preparing a Memorandum of Understanding for the department merger.

The purpose of this merger is to increase educational effectiveness. The Departments see the following benefits to forming a unified department:

1. Broaden the knowledge base for innovative programs to meet the challenges and changing needs of preparing educators and those who provide service to educational environments.
2. Collaborate and increase the opportunities among the combined faculty members in the areas of programs and research.
3. Create opportunities for stronger leadership of student organizations.
4. Eradicate the duplication of course offerings.

The proposal has been approved by the Dean of the Bayh College of Education, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: Approval of the department merger of Elementary, Early, and Special Education and Curriculum, Instruction, and Media Technology to form the Department of Teaching and Learning, effective Fall 2015.

5k Proposal to Form Department of Multidisciplinary Studies and Elimination of the Interdisciplinary Studies Unit and Department of Philosophy

This is a proposal for administrative restructuring to create a new department in the College of Arts and Sciences. The new department will be Multidisciplinary Studies (MST) and will house the existing programs of the Multidisciplinary Studies Major and Minor, International Studies Minor, Philosophy Major and Minor, Sociology Minor, and Women's Studies (soon to be Gender Studies) Minor. The Philosophy faculty and Sociology faculty will be full-time faculty in MST. The Interdisciplinary Programs (IP) unit and Philosophy Department will be dissolved.

Dean Murray charged the New Department Working Group with creating a new department centered around a common theme that would include, at a minimum, faculty from Philosophy and Sociology, the programs from those units, and the programs housed in Interdisciplinary Programs. Multidisciplinary Studies will be fully resourced and will solve some of the existing structural problems associated with an extremely small department (philosophy), the previous dissolution of a department (sociology), and the lack of both faculty and monetary resources for the programs currently in IP. It is the expectation that this new structure will better support faculty and students, encourage the growth of current programs, serve as an incubator for new program development, provide more opportunities for collaboration among the various constituents, and provide more opportunities for students to have access to a truly multidisciplinary experience.

Managing a department of this type presents unique challenges in relation to the recruitment and retention of faculty. The New Department Working Group has developed a draft set of department Bylaws that address this issue to a point. If this proposal is approved by the BOT, the department is required to develop a full set of approved Bylaws by no later than May 1, 2015.

The proposal has been approved by the Dean of the College of Arts and Sciences, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: Approval of the new department Multidisciplinary Studies, effective Spring 2015 and the expectation that a full set of Bylaws be developed by no later than May 1, 2015.

5I New Minor, Early Intervention Non-Licensure

This proposal is to add a non-licensure minor in Early Intervention to the offerings in the Department of Elementary, Early, and Special Education. Currently enrolled students will be able to add the early intervention minor to their programs, in particular students enrolled in BCOE. The minor will offer the opportunity to become an early interventionist. The courses required for the minor are currently existing and approved courses. The Early Intervention (EI) non-licensure minor program will consist of 4 Early Childhood Education and 2 Special Education courses (in total of 6 courses/ 18 credits). Three (3) out of six (6) courses (i.e., SPED 203, SPED 226, and ELED 425) will focus on early childhood special education and the rest of the courses (i.e., ELED 110, ELED 432, and ELED 449) will provide foundational knowledge and skill on early childhood, diversity and working with family and community agencies. Students will have field practicum opportunity which is included within the course work.

Numerous research reports show that children's early experiences have a significant impact on their brain development. High quality early intervention services can change a child's developmental trajectory and improve learning outcomes.

According to the Infants and Toddlers with Disabilities Program (Part C) of the Individuals with Disabilities Education Act (IDEA) of 1986 and No Child Left Behind Act (NCLB) of 2001, for the appropriate early intervention services, Early Interventionists (EI) for infants and toddlers (i.e., birth to three year olds) with disabilities should be trained in the area of early intervention and early childhood. Thus early childhood teachers with EI training can collaboratively and professionally work with the infants and toddlers' families and specialists on observing, assessing, providing adequate information, promoting the development in the area of cognitive, social/emotional, physical, and communication, and minimizing potential developmental delays. The positive outcomes could significantly reduce educational costs to our society by minimizing the need for special education services as children with disabilities become school aged. Therefore early intervention services are critical and the roles of early interventionists are important.

There are limited higher education institutions in the State of Indiana which offer programs in early childhood or early childhood special education with an early intervention focus. In addition, there are many potential job openings to hire people who have course work or training in early intervention.

The proposal has been approved by the Dean of the College Education, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: That the Early Intervention Non-licensure Minor, in the College of Education, be approved effective Fall 2015.

5m New Program Minor in Outdoor Recreation Leadership

The Outdoor Recreation Leadership Department proposes to offer a new minor to prepare students for careers in the outdoor recreation industry.

This proposal is one portion of a broader revision to the B.S. in Recreation and Sport Management (RCSM) program. Currently, RCSM majors must select one of four concentrations: Recreation Management and Youth Leadership (RMYL), Sport Management (SPM), Recreation Therapy (RT), or Nonprofit Leadership (NPL). The Sport Management Concentration and the Recreation Management and Youth Leadership concentrations are being revised

The faculty is proposing this minor in order to meet the needs of many students with a desire to be prepared for careers in the Outdoor Recreation Industry. The new minor will consist of 19-21 credits hours and will use existing approved RCSM courses.

The proposal has been approved by the Dean of the College of Nursing, Health, and Human Services, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: That the Outdoor Recreation Leadership Minor program in the College of Nursing, Health, and Human Services be approved, effective Fall 2015.

5n New Major in Unmanned Systems

The College of Technology is proposing a new major in Unmanned Systems. The Bachelor of Science (B.S.) in Unmanned Systems is specifically designed to address the need of students who wish to pursue opportunities and careers in this new and burgeoning field. The industry term is “unmanned”, but the systems are completely dependent upon humans. People must operate, maintain, and support the vehicles, communications networks, computer systems, and other infrastructure elements in support of operations, research, testing, and development.

Capabilities in unmanned systems (mobile robotics) provide new methods to address problems and business opportunities. However, the most important component in any unmanned system is the human element which requires education and training. The degree will prepare graduates to become successful and advance their careers while contributing to the development of an educated workforce in Indiana.

The focus of the B.S. is to provide professionals the opportunity to gain expertise needed for self-enrichment and to expand their professional roles in various technology positions in numerous applicable areas. Just as computer systems are used in every aspect of human life today, unmanned systems will eventually be embedded in every field and industry. The course of studies will incorporate activities that will provide extended experiential learning and require students to communicate and collaborate on projects.

The Bachelor of Science in Unmanned Systems is designed to accommodate the unique demands for entry and advancement within the aerial, land, and water vehicles/robotics workforce of the future. The B.S. in Unmanned Systems will require 120 undergraduate credit hours. The core courses consist of 49 credit hours: 21 credit hours in Unmanned Systems Core and 28 credit hours in Aviation Core.

Students are strongly encouraged to pursue a Minor field of study, especially in areas where unmanned systems

may play a large role in the future. By learning and understanding a field of expertise, students will be able to effectively apply the technology to a business area. Suggested minors include Aviation Technology, Criminology and Criminal Justice, Geographic Information Science, Computer Engineering Technology, Computer Science, Communication, and Business Administration. Many other ISU minors are available as well as the opportunity to obtain a double major.

The program will utilize existing courses and faculty members who are already in place. The courses of the Unmanned Systems core are being taught to support the current minor. Required equipment and facilities are likewise in place already.

The proposal has been approved by the Dean of the College of Technology, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: That the Unmanned Systems Major be approved and effective Fall 2015, pending approval of the Indiana Commission of Higher Education.

5o New Nonprofit Leadership Minor

The Department of Kinesiology, Recreation, and Sports is proposing a new minor in Nonprofit Leadership. This proposal is one portion of a broader revision to the B.S. in Recreation and Sport Management (RCSM) program by adding a minor in Nonprofit Leadership to departmental offerings. This proposal is simply taking the nationally-recognized and award-winning ISU Nonprofit Leadership Alliance Certification Program and converting it into a minor. The total number of required credit hours is 24, which is a bit high, but necessary so that all students completing the minor will receive the Nonprofit Leadership Alliance – Certified Nonprofit Professional (CNP) national credential. It should be noted that the Indiana State University Nonprofit Leadership Alliance Certification Program was recognized as the 2013 Sprint Campus Partner of the Year making us the #1 Nonprofit Leadership education program in the United States among 55 campus partners.

The proposal has been approved by the Dean of the College of Nursing, Health, and Human Services, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: That the Nonprofit Leadership Minor program in the College of Nursing, Health, and Human Services be approved, effective Spring 2015.

5p 2013-14 Audited Financial Statements

The 2013-14 audited financial statements received an unmodified or unqualified audit opinion from the Indiana State Board of Accounts reflecting the FY14 financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles.

The 2013-14 Financial Report is available at:

<https://cms.indstate.edu/sites/default/files/media/Documents/PDF/Financial%20Report%202014.pdf>

Recommendation: Acknowledge receipt of the 2013-14 Audited Financial Statements.

5q 2013-14 Report of the President's Council on Diversity

Public Law 167, an amendment to the Indiana Code in 2007, required the formation of a diversity committee at each public higher education institution in Indiana. The committee is charged with reviewing and recommending faculty employment policies concerning diversity issues, reviewing faculty and administration personnel complaints concerning diversity issues, making recommendations to promote and maintain cultural diversity among faculty members, and making recommendations to promote recruitment and retention of minority students. The law requires the committee to create an annual report of its findings, conclusions, and recommendations and provide it to the Board of Trustees.

The Trustees designated the President's Council on Diversity as the institution's diversity committee. The Council's 2013-14 report is available at:

<https://cms.indstate.edu/sites/default/files/media/Documents/PDF/DiversityCouncilReport2013-14.pdf>.

Recommendation: Acknowledge receipt of the 2013-14 Report of the President's Council on Diversity.

5r Revision of Board of Trustees Bylaws

Introduction: At the October 2014 meeting, Trustee President Baesler asked that it be considered how to modify the Trustee Bylaws to refer to the Trustee President as "Chairperson" to avoid the confusion of having a Trustee "President" and a University "President." Since Indiana statutes specify the officers that shall be elected by the ISU Board of Trustees, it is suggested that the Trustee Bylaws be modified to indicate working titles of "Chairperson" and "Vice Chairperson." This maintains the integrity of the statutory designation and achieves a working title that avoids confusion of having two "Presidents." The proposed modifications are set forth below, additions in language being indicated in bold italics print and deletions indicated by being stricken.

Recommendation: Approve proposed modifications to *University Handbook* Section 225.4, Article IV of the Trustee Bylaws.

225.4 Article IV

225.4.1 Election of Officers. At its annual meeting the Board of Trustees shall elect from among its membership a President, a Vice President, a Secretary, and an Assistant Secretary. ***The working titles of the President and the Vice President shall be "Chairperson" and "Vice Chairperson," and the same shall be used throughout this Article IV.***

225.4.1.1 Term. Each officer shall be elected for a term of one (1) year or until a successor shall be elected and qualified.

225.4.1.2 Succession to Office. Unless an individual is no longer a member of the Board, it shall be the normal practice of the Board to elect each officer to two (2) one-year terms, with the Vice President then moving to the office of

President and the Secretary then moving to the office of Vice President. Notwithstanding this, a nominating committee shall meet each year to develop and recommend a slate of officers to the Board.

- 225.4.2 Vacancies of Office.** Whenever any vacancy shall occur in any office by death, resignation or otherwise, the same shall be filled by the Board of Trustees and the officer so elected or appointed shall hold office for the balance of the term of said office or until a successor is chosen and qualified.
- 225.4.3 ~~President~~Chairperson.** The ~~President~~ **Chairperson** shall preside at all meetings of the Board of Trustees, discharge all the duties which devolve upon a presiding officer, and perform such other duties as the bylaws provide or the Board of Trustees may prescribe.
- 225.4.4 Vice ~~President~~Chairperson.** The Vice ~~President~~ **Chairperson** shall perform all duties incumbent upon the ~~President~~ **Chairperson** during the absence of or disability of the ~~President~~**Chairperson**, and perform any such other duties as the bylaws may require or the Board of Trustees may prescribe.
- 225.4.5 Secretary.** The Secretary shall keep a record of the proceedings of all meetings and shall notify the members of all regular and special meetings and shall further be responsible for carrying on all correspondence as directed by the Board of Trustees. S/he shall also perform and discharge such other duties as the bylaws provide or the Board of Trustees may prescribe.
- 225.4.6 Assistant Secretary.** The Assistant Secretary shall perform all duties incumbent upon the Secretary during the absence of or disability of the Secretary, and perform such other duties as the bylaws may require or the Board of Trustees may prescribe. *The Board of Trustees may, from year to year, determine to leave this position vacant.*
- 225.4.7 Treasurer.** The Treasurer shall be the Treasurer of the University, shall not be a member of the Board of Trustees, and shall have custody of all funds and securities of the University which may come into his/her hands. S/he shall deposit the same to the credit of the University in such banks or depositories as the Board of Trustees shall direct. S/he shall keep an accurate account of all funds and securities, disburse and dispose of the same under the direction of the Board of Trustees and perform all acts incident to the position of Treasurer subject to order of the Board of Trustees and such other duties as the Board of Trustees may prescribe.
-

5s Proposed New Handbook Language, Section 501.1, Extraordinary Personnel Action

The President and Provost are recommending that the following proposed policy be shared with the University community for comment and possible adoption at the May 2015 meeting. This draft policy has been developed after extensive discussion with the leadership of the Faculty Senate.

501.1 Extraordinary Action: When presented with credible evidence of performance, behavior, and/or dereliction of duties that constitutes a clear and present harm to the University, employees and/or students, the President or the Provost may immediately temporarily reassign the employee/faculty member. This action will initiate a more complete investigation of the situation and, in all cases, the employee/faculty member shall be afforded Due Process as defined in the University Handbook.

Recommendation: Publish the proposed changes to the university community for comment, the item to be considered by the ISU Board of Trustees at the May 2015 meeting. If approved, the policy would be effective immediately.

5t Proposed Handbook Policy 912 on Amorous and Familial Relationships

Introduction: Policy Section 502 in the *University Handbook* addresses anti-nepotism in the employment setting, which is restricted to the hiring of relatives, only. It is believed that this type of ethics policy needs to be broadened to encompass not only familial relationships but also amorous relationships that may exist in the employment and/or academic setting. The proposed *University Handbook* Policy Section 912, Amorous and Familial Relationships, has been developed to accomplish this purpose, and is intended to replace Section 502. The proposed Policy Section 912 explains why these relationships can cause problems (articulates the ethical standards of the University), and provides appropriate protocols in the event individuals are confronted with these ethical dilemmas. We have provided both current Policy Section 502 and proposed Policy Section 912 for your information, below.

Recommendation: Publish to the University community for comment the proposed University Handbook Policy Section 912, to replace University Handbook Policy Section 502.

502 NEPOTISM

502.1 Nepotism. Neither faculty nor staff may participate in decisions affecting the appointment, tenure, promotion, or other personnel actions involving a relative. In situations where direct supervision by a relative is involved, the next level supervisor will be responsible for establishing procedures as required to assure equitable personnel decisions.

502.1.1 Definition of Relative. For purposes of this policy, whether by birth, adoption, or marriage, a relative is defined as a parent, spouse, child, brother, sister, aunt, uncle, nephew, or niece.

912 POLICY ON AMOROUS and FAMILIAL RELATIONSHIPS

912.1 Rationale. Indiana State University is committed to maintaining an environment in which learning and discovery take place in a professional atmosphere of mutual respect and trust. Individuals who are supervisors or evaluators are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias. When an amorous or sexual relationship exists, and/or when a familial relationship exists, effective steps must be taken to ensure unbiased evaluation or supervision of the subordinate.

912.1.1. Susceptibility to Exploitation in Amorous Relationships. The disparity of power between person involved in amorous relationships between a student and a faculty member, a graduate teaching or research assistant, or any other Indiana State employee who has educational responsibility over the student, supervisor and subordinate, or senior and junior colleagues in the same department or unit makes them susceptible to exploitation and makes voluntary consent by the subordinate individual suspect.

912.1.2. Professionalism and University Mission Undermined. Amorous and familial relationships that are present in the context of educational or employment supervision and evaluation between a student and a faculty member, a graduate teaching or research assistant, or any other Indiana State employee who has educational responsibility over the student, or supervisor and subordinate, undermine professionalism and hinder the fulfillment of the University's educational mission. The possibility exists that, if an amorous relationship sours, these individuals may be subject to a claim of sexual harassment.

912.1.3. Effect on Morale. Both amorous and familial relationships may have an effect on others in the course, department, or unit. Others may perceive that the student or subordinate in the amorous or familial relationship is favored and afforded undue access and advantage above others in the same course, department, or unit, and may perceive the environment created as a result of the amorous or familial relationship to be hostile and/or perceive forward progress and benefits are obtained through engaging in a romantic or sexual relationship with the person in power.

912.1.4 Definition of Familial Relationship. A person has a familial relationship with another if they are relatives. For purposes of this policy, whether by birth, adoption, or marriage, a relative is defined as a parent, grandparent, spouse, child, grandchild, brother, sister, aunt, uncle, nephew, or niece.

912.2 Statement of Policy. Indiana State University requires that if there is an amorous or familial relationship between a student and any Indiana State employee who has educational responsibility over the student, and/or supervisors and subordinates where there is a supervisory or evaluative relationship between the parties, the following steps must be taken:

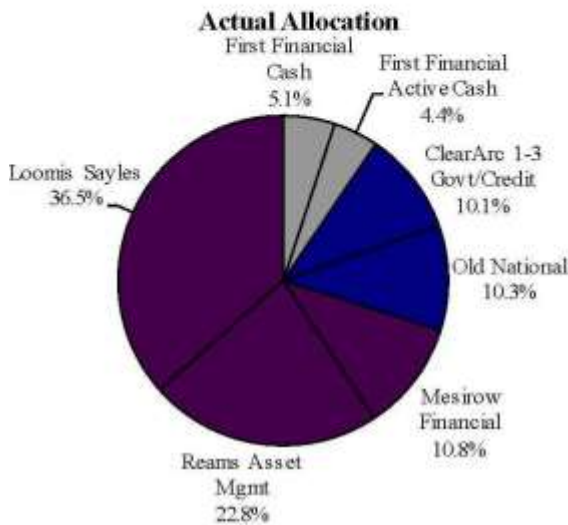
912.2.1 Duty to Report to Enable Ethical Handling. Individuals in an amorous and/or familial relationship prior to the existence of a supervisory or evaluative relationship within the educational and/or employment context, or who find themselves entering into such a relationship, have a duty to report the existence of the relationship to the department or unit head, who must then ensure that arrangements are made to sever the supervisory or evaluative aspect of the relationship. This is a case-by-case determination, but in the academic setting might mean that a third party grades assignments.

912.2.2 Violations. Individuals who violate this policy are subject to disciplinary action ranging from a written reprimand up to and including termination.

6a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending September 30, 2014.

Indiana State University Operating Funds Plan Summary Period Ended September 30, 2014



<u>Manager</u>	<u>Market Value</u>
ISU-First Financial Cash	\$6,947,207
ISU-First Fincl. Active Cash	\$6,069,371
ISU-ClearArc	\$13,884,949
ISU-Old National	\$14,137,577
ISU-Mesriow Fincl.	\$14,896,710
ISU-Reams Asset Mgmt.	\$31,267,921
ISU-Loomis Sayles	\$50,201,143
ISU-Total Fund	\$137,404,878

September 30, 2014			
	Market Value	% of Total Assets	Target Allocation
Tier 1			
First Financial Cash	\$6,947,207	5.1%	\$10mm - \$25mm
First Financial Active Cash	\$6,069,371	4.4%	
	\$13,016,578	9.5%	
Tier 2			
ClearArc 1-3 Year Govt/Credit	\$13,884,949	10.1%	\$25mm - \$30mm
Old National Intermediate	\$14,137,577	10.3%	
	\$28,022,526	20.4%	
Tier 3			
Mesriow Core Total Return	\$14,896,710	10.8%	Remaining Balance
Reams Asset Management Core	\$31,267,921	22.8%	
Loomis Sayles Core Plus	\$50,201,143	36.5%	
	\$96,365,774	70.1%	
	\$137,404,878	100.0%	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
PRIOR QUARTER ENDED SEPTEMBER 30, 2014**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$10,946,655	(\$4,007,118)	\$7,670	\$6,947,207
ISU-First Fincl. Active Cash	\$6,068,978	(\$2,455)	\$2,847	\$6,069,371
ISU-ClearArc	\$13,886,854	(\$6,074)	\$4,170	\$13,884,949
ISU-Old National	\$14,134,354	(\$8,270)	\$11,493	\$14,137,577
ISU-Mesirow Fincl.	\$14,881,144	(\$13,933)	\$29,499	\$14,896,710
ISU-Reams Asset Mgmt.	\$31,252,362	(\$26,690)	\$42,249	\$31,267,921
ISU-Loomis Sayles	\$50,298,083	(\$47,322)	(\$49,617)	\$50,201,143
ISU-Total Fund	\$141,468,428	(\$4,111,861)	\$48,311	\$137,404,878

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 September 30, 2014

Inception Date: October 1, 2010

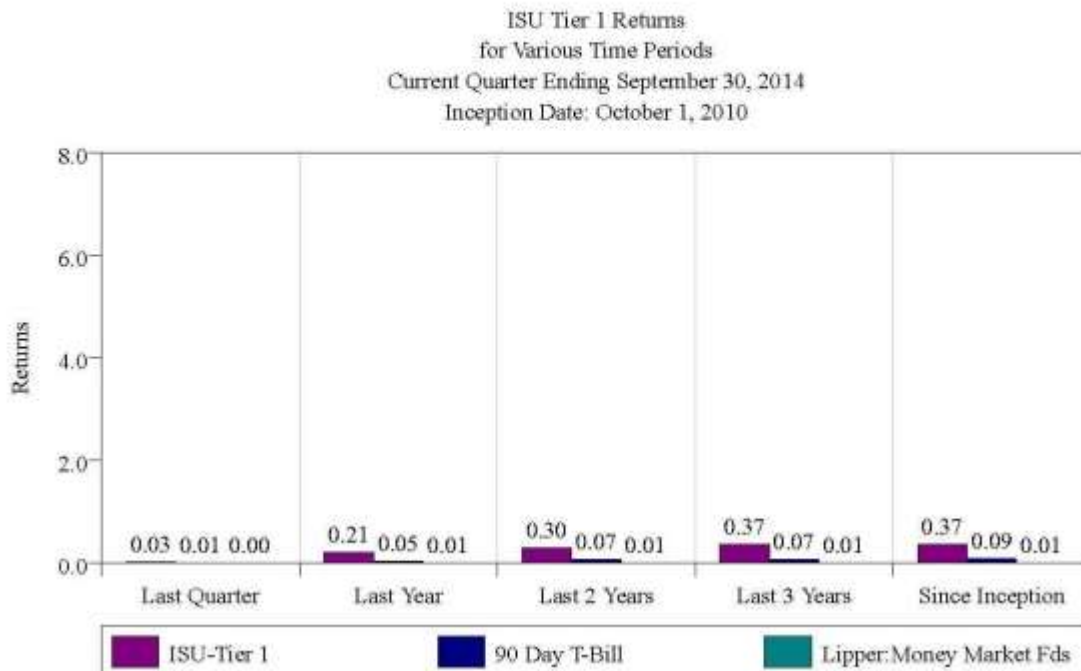
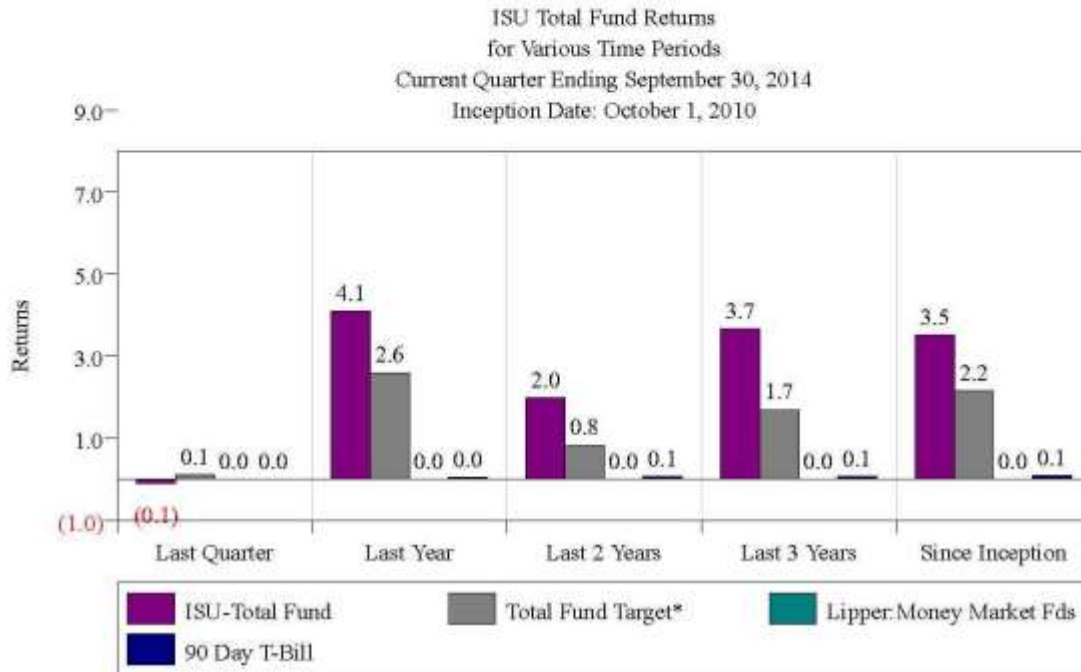
	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Since Inception	Last 5 Years
ISU-Tier 1	0.03	0.21	0.30	0.37	0.37	--
ISU-First Financial Cash	0.07	0.16	0.22	0.26	0.26	--
90 Day T-Bill	0.01	0.05	0.07	0.07	0.09	0.10
ISU-First Fincl. Active Cash	(0.03)	0.33	0.44	0.55	0.60	--
Citi:Treas 1 Yr	0.11	0.28	0.31	0.30	0.37	0.45
ISU-Tier 2	0.06	1.90	0.96	1.59	1.81	--
ISU-ClearArc	0.03	1.01	0.79	1.16	1.22	--
ClearArc:1-3 Yr G/C Comp	0.03	1.04	0.80	1.26	1.31	1.96
Barclays:Gov/Credit 1-3	0.04	0.77	0.70	0.92	1.01	1.45
ISU-Old National	0.08	2.79	1.14	2.02	2.40	--
Old Nat'l: Interm Comp	0.07	3.06	1.32	2.37	2.54	3.51
Barclays:Gov/Credit Inter	(0.03)	2.20	0.84	2.01	2.36	3.42
ISU-Tier 3	(0.16)	5.82	2.77	5.13	5.04	--
ISU-Mesirow Fincl.	0.15	4.70	1.49	3.19	3.56	--
Mesirow:Core Comp	0.19	4.61	1.47	3.23	3.65	4.74
ISU-Reams Asset Mgmt.	0.14	3.46	1.40	3.73	3.84	--
Reams:Core Comp	0.13	2.98	1.36	3.64	3.90	4.96
ISU-Loomis Sayles	(0.45)	7.70	4.07	6.66	6.28	--
Loomis:Core Plus Comp	(0.46)	7.67	3.82	6.71	6.26	7.71
Barclays:Aggregate Index	0.17	3.96	1.10	2.43	3.13	4.12
ISU-Total Fund	(0.10)	4.10	1.99	3.67	3.52	--
Total Fund Target*	0.11	2.60	0.83	1.70	2.15	2.85

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

RETURN SUMMARY
PERIOD ENDED SEPTEMBER 30, 2014

Total Fund Performance

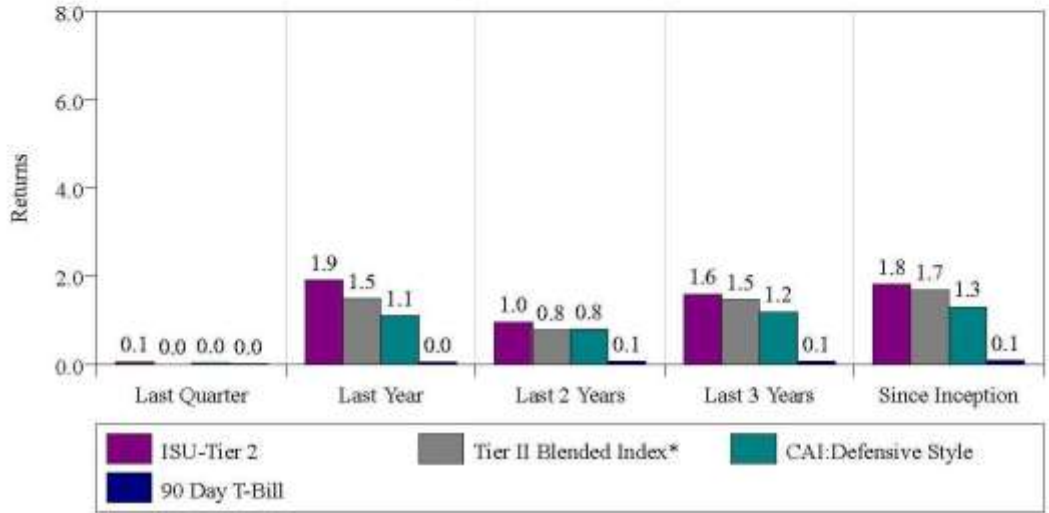
The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.



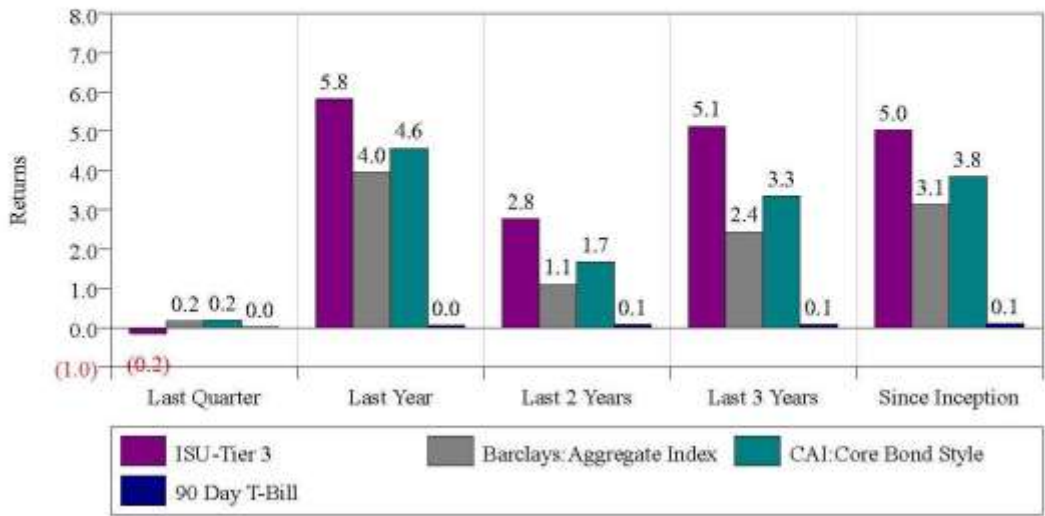
RETURN SUMMARY
PERIOD ENDED SEPTEMBER 30, 2014

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 September 30, 2014
 Inception Date: October 1, 2010



ISU Tier 3 Returns
 for Various Time Periods
 Current Quarter Ending September 30, 2014
 Inception Date: October 1, 2010



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

6b Financial Report

INDIANA STATE UNIVERSITY						
GENERAL FUND OPERATING REVENUE SUMMARY						
For the Quarter Ending September 30, 2014						
	2014-15 Budget	Actual through 9/30/14	Percent of Budget	2013-14 Budget	Actual through 9/30/13	Percent of Budget
Revenues						
State of Indiana						
Operational	\$ 66,161,986	\$ 16,540,492	25.0%	\$ 67,512,231	\$ 16,878,057	25.0%
Operational Appropriation Shortfall	1,346,165	336,541	25.0%			
Fee Replacement	8,489,497	-	0.0%	8,146,876	-	0.0%
DegreeLink	460,245	-	0.0%	460,245	230,123	50.0%
Gross Student Fees	78,989,413	45,339,960	57.4%	71,823,010	42,379,412	59.0%
Other Fees and Charges	1,210,500	546,247	45.1%	1,240,912	472,285	38.1%
Sales and Services	847,140	214,339	25.3%	831,500	86,894	10.5%
Miscellaneous Income	4,179,272	3,641,076	87.1%	3,990,384	3,296,699	82.6%
Total Budgeted Revenue	\$ 161,684,218	\$ 66,618,655		\$ 154,005,158	\$ 63,343,470	
Encumbrances and Carryforward	10,597,275	10,597,275		10,708,227	10,708,227	
Reimbursements and Income Reappropriated From Other Sources	2,528,355	2,528,355		1,892,489	1,892,489	
Total Revenues	\$ 174,809,848	\$ 79,744,285	45.6%	\$ 166,605,874	\$ 75,944,186	45.6%

INDIANA STATE UNIVERSITY						
GENERAL FUND OPERATING EXPENSE SUMMARY						
For the Quarter Ending September 30, 2014						
	2014-15 Budget	Actual through 9/30/14*	Percent of Budget	2013-14 Budget	Actual through 9/30/13*	Percent of Budget
Salaries and Wages	\$ 78,521,511	\$ 19,405,045	24.7%	\$ 76,713,409	\$ 19,024,892	24.8%
Fringe Benefits	25,432,411	6,069,024	23.9%	25,152,448	6,281,502	25.0%
Student Wages	3,829,919	917,150	23.9%	3,809,693	824,903	21.7%
Utilities	10,554,134	4,154,168	39.4%	10,867,415	5,248,913	48.3%
Training, Representation, and Travel	1,703,091	756,902	44.4%	1,498,153	705,549	47.1%
Student Aid	13,655,514	8,287,899	60.7%	13,245,471	7,796,381	58.9%
Supplies and Expense/Transfers	27,793,433	9,667,411	34.8%	24,658,316	9,750,960	39.5%
Reserve for Operating Appropriation	1,346,165	336,541	25.0%			
Repairs and Maintenance	5,120,255	4,475,756	87.4%	4,422,491	2,849,777	64.4%
Capital Equipment	6,853,415	151,771	2.2%	6,238,478	186,010	3.0%
Total Expenditures	\$ 174,809,848	\$ 54,221,667	31.0%	\$ 166,605,874	\$ 52,668,887	31.6%
*Includes encumbrances and open commitments						

Revenues

Operational State Appropriation

The Governor's Office announced in June of 2014, after 2014-2015 University budgets had been approved by the Board of Trustees, that all public higher education institutions would continue to be subject to a 2% reserve for fiscal year 2015. Applying to operating and general fund line items, the 2% reserve is withheld monthly. To offset this loss of appropriation, a corresponding reserve was established as a part of the 2014-2015 budget to fund the 2% withholding.

Student Fees

Student Fees are above last year's total by \$2,960,548. Summer II and Fall tuition are above budget by \$100,733 and \$7,066,782, while prior year is below by \$119,970. The University's operating budget has been adjusted by \$2,042,500 to reflect a \$542,500 in student wages and funding of strategic planning and unified communication projects.

Other Fees and Charges

Other Fees and Charges are above last year's level by \$73,962 due to increases in deferment fees and credit/life exam fees.

Sales and Services

Sales and Services shows an increase of \$127,445 of which \$110,614 is a timing difference on payment of Terre Haute Med Ed administrative overhead that was paid in September 2014 in current year and paid in October 2013 in prior year.

Miscellaneous Income

Miscellaneous Income is up \$344,377 from the prior year's total due to \$150,000 increased utility reimbursement from Residential Life and a timing difference on transfer of utilities for the Student Recreation Center.

Expenses

Salaries and Wages

Salaries and wages are above last year's level by \$380,153. This is due to increases in instructional, administrative, and support staff salaries.

Fringe Benefits

Fringe benefits shows a decrease of \$212,478 largely due to half of retiree medical benefits being charged to the VEBA.

Student Wages

Student wages has a \$92,247 increase as an additional \$542,500 was added to student wage budgets to hire new students and maintain current levels of employment.

Utilities

Utilities shows a decrease of \$1,094,745 to reflect lower natural gas costs while electricity showed an increase based on usage.

Training, Representation and Travel

Training, Representation, and Travel increased by \$51,353. The budget included \$275,861 of carry forward from 2013-2014.

Student Aid

Student Institutional Aid grew by \$491,518. This reflects the growth in student enrollment and the increased number of laptop scholarships provide to qualified incoming freshmen.

Supplies and Expense/Transfers

Supplies and Expense/Transfers shows a small decrease of \$83,549. Additional budgeted transfers will take place in the second quarter.

Repairs and Maintenance

Repairs and Maintenance is above last year's totals by \$1,625,979 which represents a realignment of budgets within OIT to more accurately reflect expenditure types. Requisitions were entered earlier in fiscal year 2015 as a result of the change that occurred in the second quarter of 2014. The comparison between fiscal year 14 and fiscal year 15 will be in alignment in the second quarter report.

Capital Equipment

Capital equipment has a small decrease of \$34,239 from last fiscal year. A total of \$2,417,662 of carry forward budget was brought forward into the new fiscal year. Many departments utilize a multiple-year planning approach for capital purchases.

6c Purchasing Report

Purchase Order Activity for Period September 18, 2014 to November 24, 2014				
Purchases Over \$50,000				
Sole Source, Direct From Manufacturer				
	Steris	P0076704	Amsco Century Medium Scientific Lab	\$65,098.45
Sole Source, Direct From Programming Company				
	Achieve3000	P0076496	On-line Teaching System	\$97,000.00

6d Vendor Report

The following vendors have accumulated purchases from the University for the time period July 1, 2014 through October 31, 2014 (Fiscal Year) in excess of \$250,000:

Vendors with Purchases Exceeding \$250,000

September 1-October 31, 2014

Barnes & Noble Booksellers	\$ 269,684	Textbook Scholarships
Staples Business Advantage	\$ 286,485	Office Supplies and Equipment Purchases
Delta Dental Plan of Indiana	\$ 309,754	Dental Claims Reimbursements
Symetra Life Insurance Company	\$ 316,491	Life and Long Term Disability Insurance
Associated Roofing Inc	\$ 344,667	African American Cultural Center and Tirey Hall Slate Roof Replacements
ST Construction Inc	\$ 357,966	Dede Terrace Construction and Holmstedt Hall North Loop Dr.
Scholastic Inc	\$ 359,916	iRead In-Classroom Support and Hosting Service
SHI International Corp	\$ 373,299	Novell Identity Maintenance Agreement for Banner Student and Finance
Ivy Tech	\$ 387,620	Remedial Math Instruction
City of Terre Haute	\$ 536,348	ISU Bus Service, Fire Protection and Sewage Charges
SSI Services LLC	\$ 12,000	Asbestos Abatement for Sycamore Towers

Previously Reported Vendors with Purchases

Exceeding \$250,000

Bell Industries Inc	\$ 273,274	Microsoft Software License Payment
Servpro of Vigo County	\$ 273,853	Family Housing Fire Rehabilitation
Network Solutions Inc	\$ 335,857	Network Computer Equipment Maintenance Agreements
Otis Elevator	\$ 435,568	Hulman Center Elevator Renovation and Elevator Maintenance and Repairs
EDF Trading North America LLC	\$ 477,082	Natural Gas Purchases
Crown Electric Inc	\$ 609,431	North Residence Hall Electrical Construction
AmWins/NEBCO Group Benefits	\$ 733,656	Retiree Insurance Coverage
A A Huber and Sons Inc	\$ 764,034	North Residence Hall Mechanical Construction
Medco Health Solutions	\$ 801,475	Prescription Drug Coverage
Foliot Furniture Inc	\$ 1,180,572	Reeve Hall Furniture
Weddle Brothers Construction Co Inc	\$,014,425	Normal Hall Renovation
Lenovo Inc	\$,055,716	Computer Equipment Purchases
TIAA-CREF	\$ 2,465,075	Retirement Contributions
CDI Inc	\$ 2,560,916	Multi-Purpose Track & Soccer Field Construction
Duke Energy	\$ 2,567,947	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 3,540,193	Dining and Catering Services
CIGNA Health Care	\$ 4,768,001	Medical Claim Payments
Hannig Construction Inc	\$ 6,579,088	Mills Hall and Science Lab Renovation and Reeve Residence Hall Construction

6e Faculty Personnel

FACULTY

Instructor Appointments of 2-5 years – 2014-2015 Academic Year

(Effective August 1, 2014 unless otherwise noted)

Richard Harden; Instructor, Department of Mathematics and Computer Science; M.Ed., Indiana State University; salary \$45,000 per academic year; prorated from the effective date of January 1, 2015.

Full-Time Appointments – 2015 Spring Semester

(Effective January 1, 2015 unless otherwise noted)

Daniel Sipocz; Full-Time Lecturer, Department of Communication; Ph.D., University of Southern Mississippi; salary \$28,500.

Temporary Part-Time Appointments – 2014 Spring Semester

(Effective January 1, 2014 unless otherwise noted)

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

Temporary Part-Time Appointments – 2014 Fall Semester

(Effective August 1, 2014 unless otherwise noted)

Louise Anderson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.N.A., IUPUI; four hours; salary \$9,384.

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

Jason Dean; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.B.A., Indiana State University; six hours; salary \$7,344.

Ryan Grossman; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., University of West Florida; three hours; salary \$3,060, prorated from the effective date of November 1, 2014.

Uwe Hansen; Professor Emeritus, Department of Mathematics and Computer Science; Ph.D., Brigham Young University; six hours; salary \$6,120.

Richard Harden; Part-Time Lecturer, Department of Mathematics and Computer Science; M.E., Indiana State University; additional six hours; salary \$6,000, prorated from the effective date of November 1, 2014.

Steven Harris; Part-Time Lecturer, Department of Philosophy; Ph.D., Indiana University; additional three hours; salary \$3,120.

Kelley Niyama; Part-Time Lecturer, School of Music; M.M., Indiana University; 8.34 hours; salary \$8,506.80.

Karen Oxendine; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500.

Sharilyn Spicknall; Part-Time Lecturer, School of Music; M.S., Indiana State University; one hour; salary \$1,020.

Bryan-Mitchell Young; Part-Time Lecturer, Department of Communication; Ph.D., Indiana University; nine hours; salary \$9,000.

Temporary Part-Time Appointments – 2015 Spring Semester

(Effective January 1, 2015 unless otherwise noted)

Athmane Antara; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; nine hours; salary \$9,000.

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

Matthew Bird; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.L.S., Indiana University; nine hours; salary \$9,189.

Robert Compton; Part-Time Lecturer, Department of Chemistry and Physics; B.S., Indiana State University; nine hours; salary \$14,040.

Lauren Ford; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; three hours; salary \$3,000.

Larry Gambaiani; Part-Time Lecturer, Department of Educational Leadership; Ed.D., Indiana University; six hours; salary \$6,120.

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

Pamela Gresham; Part-Time Lecturer, Department of Elementary, Early, and Special Education; Ph.D., Indiana State University; three hours; salary \$3,060.

Karina Hanson; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Purdue University; five hours; salary \$5,000.

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

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

Ron Martin; Part-Time Lecturer, University College; M.S., Indiana State University; three hours; salary \$3,120.

Christina Panaggio; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Kent State University; six hours; salary \$6,000.

Jeff Pittman; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$4,000.

Traci Ray; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; six hours; salary \$6,000.

Change of Status and/or Pay Rate

Portia Adams; from Part-Time Lecturer, Department of Social Work, to Associate Professor, Department of Social Work; salary \$75,000 per academic year; prorated from the effective date September 22, 2014.

George Bakken; Professor Emeritus, Department of Biology; phased retirement stipend of \$35,342; effective August 1, 2014 through May 31, 2015.

Kelly Brown; Full-Time Lecturer, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Dianna Cooper-Bolinsky; Assistant Professor, Department of Social Work; from ten-month faculty position, to twelve-month faculty position; salary \$70,000 per fiscal year; prorated from the effective date August 1, 2014.

Bassou El Mansour; Professor, 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 2014-2015 academic year.

Barbara Eversole; Associate Professor, 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 2014-2015 academic year.

Christopher Fischer; Associate Professor, Department of History; stipend of \$2,141 for additional duties in University College; effective August 1, 2014 through December 31, 2014.

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 November 1, 2014 through December 31, 2014.

Steven Lamb; from Chairperson and Professor, Department of Accounting, Finance, Insurance and Risk Management, to Vice Chair of Faculty Senate, Chairperson, and Professor, Department of Accounting, Finance, Insurance and Risk Management; stipend of \$750 for additional duties as Vice Chair of Faculty Senate, to be paid \$250 on November 1, \$250 on March 1, and \$250 on June 30, 2015; effective August 1, 2014.

Isaac Land; from Associate Professor, Department of History, to Coordinator of Community Events, College of Arts and Sciences, and Associate Professor, Department of History; stipend of \$5,000 for additional duties; effective August 1, 2014 through May 31, 2015.

Christine MacDonald; from Professor, Department of Communication Disorders and Counseling, School and Educational Psychology, to Secretary of Faculty Senate and Professor, Department of Communication Disorders and Counseling, School and Educational Psychology; stipend of \$750 for additional duties as Secretary of Faculty Senate, to be paid \$250 on November 1, \$250 on March 1, and \$250 on June 30, 2015; effective August 1, 2014.

Marsha Miller; from Librarian, Library Services, to Librarian, Library Services, and Faculty Fellow, Academic Affairs; stipend of \$12,000 for additional duties; effective July 1, 2014 through June 30, 2015.

John Moody; Instructor, Department of Chemistry and Physics; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014- 2015 academic year.

Jung Mee Mun; from Assistant Professor, Department of Human Resource Development and Performance Technologies, to Program Coordinator, Textiles, Apparel and Merchandising and Assistant Professor, Department of Human Resource Development and Performance Technologies; supplement of \$4,000 for additional duties as Program Coordinator; effective August 1, 2014.

Cecil Nelson; Professor Emeritus, Department of Languages, Literatures, and Linguistics; phased retirement stipend of \$18,591; effective August 1, 2014 through May 31, 2015.

Jeffrey Perkins; Student Video Production Manager, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Kevin Ward; Instructor, Department of Communication; supplemental instructional stipend of \$6,000 for teaching an additional six hours; prorated for the appointment period October 6, 2014 through December 31, 2014.

Sara Williams; Instructor, Department of Marketing and Operations; change from two-year to three-year appointment; salary \$44,803.50; effective August 1, 2014.

Chad Witkemper; Assistant Professor, Department of Kinesiology, Recreation, and Sport; change in salary to \$58,366; prorated from the effective date November 1, 2014.

Tarek Zaher; from Professor, Department of Accounting, Finance, and Insurance and Risk Management, to Coordinator of the SMIFC Conference, Scott College of Business, and Professor, Department of Accounting, Finance, and Insurance and Risk Management; stipend of \$3,000 for additional duties; for the fall semester of the 2014-2015 academic year.

Change in Leave of Absence With Pay

Kimberly Bodey; Professor, Department of Kinesiology, Recreation and Sport; from leave, with pay, spring 2015, to leave with pay, Spring 2016.

Leave of Absence Without Pay

Neil Fleming; Assistant Professor, Department of Kinesiology, Recreation, and Sport; effective October 1, 2014 through December 31, 2014.

Resignation

Keith Barnett; Part-Time Lecturer, Department of Aviation Technology; effective November 5, 2014.

Patrick Bennett; Associate Professor, Department of Psychology; effective December 31, 2014.

Eric Graves; Full-Time Lecturer, Department of Mathematics and Computer Science; effective October 31, 2014.

Richard Gunawardane; Instructor, Department of Chemistry and Physics; effective December 31, 2014.

Kathleen Pirtle; Instructor, Department of Baccalaureate Nursing; effective December 31, 2014.

Jamal Watson; Full-Time Lecturer, Department of Communication; effective December 31, 2014.

Retirement

Debra Mallory; Professor, Department of Advanced Practice Nursing; effective December 31, 2014.

Emeriti

Judith Barad; Professor Emerita, Department of Philosophy; effective May 31, 2015.

Leslie Barratt; Professor Emerita, Department of Languages, Literatures, and Linguistics; effective May 31, 2015.

William Barratt; Professor Emeritus, Department of Educational Leadership; effective May 31, 2015.

James Buffington; Associate Professor Emeritus, Department of Management, Information Systems and Business Education; effective May 31, 2014.

Steven Connelly; Professor Emeritus, Department of English; effective December 31, 2014.

Thomas Harris; Assistant Professor Emeritus, Department of Accounting, Finance, Insurance, and Risk Management; effective May 31, 2015.

James Jacobs; Professor Emeritus, Department of Elementary, Early, and Special Education; effective May 31, 2014.

Linda Janosko; Associate Professor Emerita, Department of Theater; effective May 31, 2015.

Richard Kjonaas; Professor Emeritus, Department of Chemistry and Physics; effective May 31, 2015.

Debra Mallory; Professor Emerita, Department of Advanced Practice Nursing; effective December 31, 2014.

George Maughan; Professor Emeritus, Department of Human Resource Development and Performance Technologies; effective May 31, 2014.

Betty Phillips; Professor Emerita, Department of Languages, Literatures, and Linguistics; effective May 31, 2015.

6f Other Personnel

NON-EXEMPT

Appointments

Courtney Bender; Payroll Clerk, Budget and Payroll; \$13.35/hr; effective September 24, 2014.

Rachelle Graves; Custodian I, Reeve Hall; \$10.00/hr; effective October 13, 2014.

Leigh Harris; Residential Life Office Coordinator, Central Housing; \$14.92/hr; effective December 1, 2014.

Kelly Hartzler; Student Services Assistant II, Applied Medicine & Rehabilitation; \$13.62/hr; effective December 1, 2014.

Kimberly Kimbler; Student Services Assistant III, Baccalaureate Nursing Completion; \$22.21/hr; effective September 29, 2014.

Holly Lancaster; Early Childhood Education Center Teacher, Early Childhood Education Center; \$13.35/hr; effective October 20, 2014.

Ronald Larrowe; Custodian II, Lincoln Housing; \$10.61/hr; effective October 6, 2014.

Kathy Newhart; Student Services Assistant II, Baccalaureate Nursing Completion; \$13.35/hr; effective September 29, 2014.

Suzanne Pennington; Administrative Assistant II, Early Childhood Education Center; \$13.62/hr; effective November 24, 2014.

Jessica Pruiett, Custodian I, Lincoln Housing; \$10.00/hr; effective October 6, 2014.

Blake Reynolds; Administrative Assistant I, School of Music; \$12.48/hr; effective October 31, 2014.

Eric Robinson; Custodian I, Sandison Housing; \$10.20/hr; effective November 10, 2014.

Lonnie Ross; Custodian II, Maehling Terrace University Apartments; \$10.61/hr; effective October 6, 2014.

Warren Taylor; Student Services Assistant II, Baccalaureate Nursing Completion; \$15.07/hr; effective September 29, 2014.

Debra Utterback; Custodian I, Facilities Management; \$10.20/hr; effective November 17, 2014.

Kristin Wade; Administrative Assistant I, Kinesiology, Recreation and Sport; \$12.48/hr; effective November 10, 2014.

Kelsy Wells; Accounting Unit Supervisor, Associate Vice President Finance Assistant Treasurer; \$18.03/hr; effective November 17, 2014.

Separations

Laura Capes; Administrative Assistant II, Early Childhood Education Center; effective October 9, 2014.

Jody Dean; Administrative Assistant II, Center for Community Engagement; effective December 2, 2014.

Bryce Elson; Maintenance Mechanic, Burford Housing; effective October 17, 2014.

Sherry Lee; Custodian I, Facilities Management; effective November 21, 2014.

Karen Mandino; Sponsored Programs Coordinator, Office of Sponsored Programs; effective November 5, 2014.

Emily Speer; Student Services Assistant II, Applied Medicine & Rehabilitation; effective October 22, 2014.

Retirements

Charlene Berry; Administrative Assistant III, Dean, Scott College of Business; effective December 19, 2014.

David Glick; Police Officer, Public Safety; effective October 8, 2014.

William Pine; Custodian II, Sandison Housing; effective January 5, 2015.

Margaret Slaven; Administrative Assistant I, Student Media; effective November 7, 2014.

Change in Status and/or Pay Rate

Promotion

Pamela Chamberlain; from Administrative Assistant I, Business Engagement Center; \$14.00/hr to Events Specialist, Conferences and Workshops; \$15.50/hr; effective October 13, 2014.

Julie Hofmann; from Library Associate I, Library Services; \$11.72/hr to Administrative Assistant I, Student Media; \$14.06/hr; effective December 1, 2014.

James Montgomery; from Custodian I, Sandison Housing; \$10.00/hr to Custodian II, Sycamore Housing; \$10.61/hr; effective October 14, 2014.

James Pruiett; from Custodian I, Burford Housing; \$10.60/hr to Maintenance Mechanic, Sycamore Housing; \$13.62/hr; effective November 24, 2014.

Debra Rea; from Administrative Assistant I, Advanced Practice Nursing; \$12.67/hr to Student Services Assistant II, Applied Medicine & Rehabilitation; \$14.38/hr; effective December 1, 2014.

Charles Schaaf; from Custodian I, Facilities Management; \$10.00/hr to Custodian II, Sandison Housing; \$10.61/hr; effective October 14, 2014.

Transfers

Jill Davis; from Administrative Assistant I, School of Music; \$12.24/hr to Administrative Assistant I, Accounting, Finance & Insurance, & Risk Management; \$12.24/hr; effective September 29, 2014.

Carolyn Greenwalt; from Budget Coordinator, School of Music; \$20.00/hr to Administrative Assistant III, Scott College of Business; \$20.00/hr; effective November 17, 2014.

Reclassification

Tammy Hurst; from Administrative Assistant II, \$14.05/hr to Chief of Police's Assistant, \$15.93/hr; Public Safety; effective October 7, 2014.

Other

Austin Wolfe; skill assessment from Police Officer, Public Safety; \$18.49/hr to Police Officer; Public Safety; \$19.22/hr; effective October 15, 2014.

EXEMPT

Appointments

Gregory Luken; Residential Life Director – Facilities and Custodial Operations, Central Housing; B.S., Indiana State University; salary \$75,000 per fiscal year, prorated from the effective date of November 17, 2014.

Joseph Newport, Jr; Employee Benefits Administrator, Staff Benefits; B.S., Indiana State University; salary \$39,000 per fiscal year, prorated from the effective date of September 29, 2014.

Shengying Zhang; Staff Psychologist/Coordinator, Student Counseling Center; Ph.D., University of Florida; salary \$50,000 per fiscal year, prorated from effective date of October 6, 2014 through June 30, 2015.

Temporary Appointments

Mark Adkins; Interim Student Union Director, Hulman Memorial Student Union; MBA, Webster University; salary \$68,000 per fiscal year; prorated for the effective dates of November 3, 2014 through June 30, 2015.

Tonia Brewer; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; M.A., Roosevelt University; salary \$70,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Jibby Brown; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; Ed.D., Northern Kentucky University; salary \$75,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Djanedi Cardwell; title change from Admissions Systems Coordinator to Enrollment Management Systems Coordinator, Admissions and High School Relations; salary \$36,311 per fiscal year; effective November 8, 2014.

Elizabeth Coleman; from non-exempt position as Student Services Assistant II, Applied Medicine & Rehabilitation, to exempt staff position as Extended Learning Adviser/Recruiter, Extended Learning; B.A., Minnesota State University –Moorehead; salary \$35,451 per fiscal year, prorated for the appointment period October 14, 2014 through June 30, 2015.

Denise Cox; IEPRC Project Coordinator, Blumberg Center; M.A., Indiana University; salary \$66,300 per fiscal year; effective October, 1, 2014 through September 30, 2015.

Peter Downey; IEPRC Site Manager, Blumberg Center; M.S. Ed., Indiana University Fort Wayne; salary \$102,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Nora Hooker; Blumberg Center Compliance Instructional Specialist, Blumberg Center; M.S., Governors State University; salary \$70,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Mary P Garvin; Financial Aid Client Services Coordinator, Student Financial Aid; Stipend of \$500 per month for a total of \$3,500 for Evening Phone Supervisor; from November 1, 2014 through May 31, 2015; do not prorate.

Debbie Huckabee; Educational Support Coordinator, Center for Student Success; M.S., Indiana State University; salary \$39,578 per fiscal year; effective September 1, 2014 through August 31, 2015.

Matthew Johnson; IEPRC Project Coordinator, Blumberg Center; M.S., Walden University; salary \$74,745 per fiscal year; effective October 1, 2014 through September 30, 2015.

LaMetric Lane; Blumberg Center School Psychologist, Blumberg Center; Ed. S., Chicago School of Professional Psychology; salary \$65,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Deirdre Mahan; from Admissions Assistant Director; Admissions and High School Relations; to Interim Financial Aid Systems Manager; Student Financial Aid; B.S.; Butler University; salary \$55,000 per fiscal year, prorated from effective from October 13, 2014 through October 13, 2015.

Loni Mantooth; from Program Coordinator, New Student Transition Programs to Program Coordinator, Commuter Graduation Programs; B.S., University of Tennessee at Martin; salary \$31,961 per fiscal year; prorated from effective November 14, 2014 through June 30, 2015.

Angela McKinney; Blumberg Center Project Coordinator, Blumberg Center; Ph.D., Indiana State University; salary \$66,066 per fiscal year; effective October 1, 2014 through September 30, 2015.

JoEllen Ornduff; Academic Advisor/Counselor, Center for Student Success; M.S., Indiana State University; salary \$32,000 per fiscal year, effective September 1, 2014 through August 31, 2015.

Jolly Piersall; Blumberg Center Project Director, Blumberg Center; M.S., Butler University; salary \$100,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Lisa Poff; Program Coordinator, Blumberg Center; J.D., Indiana University; salary \$55,899 per fiscal year; effective October 1, 2014 through September 30, 2015.

Gail Ringwalt; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; Ed.D., Indiana University; salary \$75,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Travis Smith; Athletic Studies Coordinator, Athletic Academic Advisement; B.S., Indiana University; salary \$29,500 per fiscal year, prorated for the appointment period of September 22, 2014 through June 30, 2015.

Katherine Springer; Blumberg Center Compliance/ Instructional Specialist, Blumberg Center; M.Ed., Indiana University; salary \$80,000 per fiscal year; effective October 1, 2014 through September 30, 2015.

Dale Thomas; Blumberg Center Media Producer, Blumberg Center; B.S., Ball State University; salary \$81,600 per fiscal year; effective October 1, 2014 through September 30, 2015.

Thomas Weller; Writing Specialist, Center for Student Success; M.A., Indiana State University; salary \$41,537 per fiscal year; effective for the ten-month period of September 1, 2014 through August 31, 2015; no work period for June and July.

Marcee Wilburn; Blumberg Center Project Coordinator, Blumberg Center; M.S., Ball State University; salary \$55,488 per fiscal year; effective October 1, 2014 through September 30, 2015.

Rita Worrall; Student Support Services Director, Center for Student Success; Ph.D., Indiana State University; salary \$64,590 per fiscal year; effective September 1, 2014 through August 31, 2015.

Change of Status and/or Pay Rate

Roberta Allen; Center for Student Success Director, Center for Student Success; change in salary from \$61,764 to \$65,000, prorated from the effective date of October 1, 2014.

Carrie Anderson; from Rehabilitation Specialist, Physical Therapy & Sports Rehabilitation Clinic to Marketing Project Manager; Communications and Marketing; MS, University of Tennessee at Chattanooga; effective November 1, 2014; salary \$43,050 per fiscal year; reappointment required.

Judith Brewer; from Assistant Registrar, Office of Registration and Records, to Scott College of Business Undergraduate Student Services Assistant Director, Dean, Scott College of Business; salary \$45,810 per fiscal year, prorated from the effective date of October 3, 2014.

Kelsie Gallion; Admissions Systems Coordinator; Admissions and High School Relations; effective from November 1, 2014; salary \$35,000 per fiscal year; title change from Admissions Systems Coordinator to Enrollment Management Systems Coordinator, Admissions and High School Relations; salary \$35,000 per fiscal year; effective November 8, 2014.

Emily Gruenert; from Financial Aid Counselor – Temporary, Student Financial Aid, to University College Adviser, University College; salary \$42,500 per fiscal year, prorated for the appointment period of October 1, 2014 through June 30, 2015.

Charles Hawkins; from non-exempt position as Lead Custodian, Sycamore Housing, to exempt staff position as Extended Learning Adviser/Recruiter, Extended Learning; B.S., Indiana State University; salary \$35,451 per fiscal year, prorated from the effective date of October 6, 2014.

Matthew Hetzel; from Career Services Coordinator, Career Center, to Career Services Assistant Director, Career Center; salary \$44,000 per fiscal year, prorated from the effective date of October 6, 2014.

Kristi Lawson; from non-exempt position as Registration and Records Coordinator, Office of Registration and Records, to exempt staff position Assistant Registrar, Office of Registration and Records; salary \$37,500 per fiscal year, prorated from the effective date of October 13, 2014.

Troy Phelps; Business Advisor, ISU/Wabash Valley Small Business Development Center; stipend of \$1,000 per month for additional duties; for the appointment period of September 1, 2014 through December 31, 2014.
Rhonda Reed; from Learning Resource Center Director – Nursing, Dean, College of Nursing, Health, and Human Services, to Nursing Learning Resource Center Director and Technology Coordinator; no change in salary; effective June 1, 2014.

Franci Rubin; Scholarship Systems Coordinator; Admissions and High School Relations; salary \$35,000 per fiscal year; effective from November 1, 2014; title change from Scholarship Systems Coordinator to Enrollment Management Systems Coordinator, Admissions and High School Relations; salary \$35,000 per fiscal year; effective November 8, 2014.

Kimberly A. Smith; from HRIS Analyst, Department of Human Resources to Budget, Payroll, and Risk Management System Analyst, Department of Budget, Payroll, and Risk Management; no change in pay grade or salary; effective December 1, 2014.

Sarah Wurtz; Scholarships Director, Admissions and High School Relations; stipend of \$400 per month for additional duties as University College Advisor, University College; for the appointment period of August 1, 2014 through December 31, 2014.

Brian Zuel; from Bayh College of Education Educational Technology Interim Coordinator, Dean, Bayh College of Education, to Bayh College of Education Technology Manager, Dean, Bayh College of Education; salary \$53,500 per fiscal year, prorated from the effective date of November 1, 2014.

Retirements

Squire Allan Banfield; Classroom and Event Technology Manager, Office of Information Technology; effective January 5, 2015.

Separations

Keith Barnett; Assistant Chief Instructor Pilot, Aviation Technology; effective November 5, 2014.

Jeffrey Hudnall; Career Services Assistant Director, Career Center; effective October 2, 2014.

Elizabeth Warner; Admissions Operations Coordinator; Admissions and High School Relations; effective November 5, 2014.

ATHLETICS

Separations

Ronald Prettyman Jr; Assistant Coach, Baseball; effective September 18, 2014.

Michael Roberts; PT Asst Coach, Track and Field; effective September 17, 2014.

6g Grants and Contracts

1. National AHEC Organization, Inc. (NAO), Fund No. 548964, Proposal No. 15-020

An agreement in the amount of \$1,500.00 has been received from National AHEC Organization, Inc. (NAO) for the project entitled, "Healthcare Insurance Marketplace Education Training Program," under the direction of Barbara Lucas, College of Nursing, Health, and Human Services, for the period September 3, 2014 through September 15, 2014.

2. National Institutes of Health-National Library of Medicine, Fund No. 548960, Proposal No. 14-161

An agreement in the amount of \$22,666.00 has been received from National Institutes of Health-National Library of Medicine for the project entitled, "Disaster Health Information Outreach and Collaboration Project 2014 – Integrating Librarians Into Local Disaster Management and Training," under the direction of Brian Bunnnett, Department of Public Services, for the period September 16, 2014 through September 15, 2015.

3. Ecological Solutions, Fund No. BAT, Proposal 15-042

An agreement in the amount of \$630.00 has been received from Ecological Solutions for the project entitled, "Analysis and Evaluation of Acoustic Data," under the direction of Joy O'Keefe, Department of Biology, for the period September 15, 2014 through March 14, 2015.

4. United States Department of Agriculture/Animal and Plant Health Inspection Service/Wildlife Services/National Wildlife Research Center, Fund No. 548968, Proposal No. 15-027

An agreement in the amount of \$70,000.00 has been received from United States Department of Agriculture/Animal and Plant Health Inspection Service/Wildlife Services/National Wildlife Research Center for the project entitled, "Understanding and Enhancing Avoidance of Aircraft by Flying Birds: Implications for Reducing Bird-Aircraft Collisions," under the direction of Steven Lima, Department of Biology, for the period September 15, 2014 through September 14, 2015.

5. Basically Bats Wildlife Conservation Society, Inc., Fund No. 548967, Proposal No. 15-034

An agreement in the amount of \$4,789.00 has been received from Basically Bats Wildlife Conservation Society, Inc. for the project entitled, "Pseudogymnoascus Destructans and Wing Tissue Growth," under the direction of Vanessa Rojas, Department of Biology, for the period September 15, 2014 through May 15, 2015.

6. Indiana Commission for Higher Education, Fund No. 548966, Proposal No. 15-029

An agreement in the amount of \$2,000.00 has been received from Indiana Commission for Higher Education for the project entitled, "2014-2015 ScholarCorps AmeriCorps Program," under the direction of Roberta Allen, Center for Student Success, for the period August 15, 2014 through August 14, 2015.

7. United States Department of the Navy, Fund No. 548970, Proposal No. 15-015

An agreement in the amount of \$95,796.00 has been received from United States Department of the Navy for the project entitled, "Indiana and Northern Long-Eared Bat Population Survey and Roost Tree Identification at Naval Support Activity Crane, Indiana," under the direction of Joy O'Keefe, Department of Biology, for the period September 24, 2014 through September 23, 2015.

8. Indiana Department of Education, Fund No. 548962, Proposal 15-001

An agreement in the amount of \$1,888,825.63 has been received from 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, 2014 through September 30, 2015.

9. Indiana Department of Education, Fund No. 548963, Proposal 15-002
An agreement in the amount of \$1,238,752.00 has been received from Indiana Department of Education for the project entitled, "The Effective and Compliant IEP Resource Center-Gary," under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2014 through September 30, 2015.
10. Indiana Department of Workforce Development, Fund No. 548953, Proposal No. 14-059
An agreement in the amount of \$169,117.00 has been received from Indiana Department of Workforce Development for the project entitled, "Sycamore Service Corps," under the direction of Heather Miklozek, Center for Community Engagement, for the period September 1, 2014 through August 31, 2015.
11. US Department Of Education, Fund No. 548973, Proposal No. 14-180
An agreement in the amount of \$1,627,322.00 has been received from US Department of Education for the project entitled, "Accelerating College Completion Through Academic Mindset," under the direction of Joshua Powers, Office of Student Success, for the period October 1, 2014 through September 30, 2018.
12. Indiana Arts Commission and Arts Illiana, Fund No. 548951, Proposal No. 14-103
An agreement in the amount of \$4,337.00 has been received from Indiana Arts Commission and Arts Illiana for the project entitled, "Rock Camp!," under the direction of Petra Nyendick, Community School of the Arts, for the period July 1, 2014 through June 30, 2015.
13. Indiana Arts Commission and Arts Illiana, Fund No. 548959, Proposal No. 14-109
An agreement in the amount of \$4,337.00 has been received from Indiana Arts Commission and Arts Illiana for the project entitled, "Syria: What Was, What Is, What Will Be," under the direction of William Ganis, Department of Art and Design, for the period July 1, 2014 through June 30, 2015.
14. American Heart Association, Fund No. 548971, Proposal No. 15-032
An agreement in the amount of \$77,000.00 has been received from American Heart Association for the project entitled, "Thermoregulation of Capsule Production in Streptococcus Pyogenes," under the direction of Kyu Hong Cho, Department of Biology, for the period August 1, 2014 through June 30, 2015.
15. The State of Indiana, Fund No. 548972, Proposal No. 15-035
An agreement in the amount of \$50,000.00 has been received from The State of Indiana for the project entitled, "A Center for Unmanned Systems and Human Capital Development," under the direction of Robert English, Dean's Office, Technology, for the period April 1, 2014 through March 31, 2015.
16. Indiana Association of Career and Technical Education Districts, Fund No. 548940, Proposal No. 15-045
Additional appropriations in the amount of \$2,000.00 have been received from Indiana Association of Career and Technical Education Districts for the project entitled, "Indiana STEM Teacher Recruitment Fund Grant Program," under the direction of James Smallwood, Department of Applied Engineering, and Technology Management, for the period September 15, 2014 through June 30, 2015.
17. Indiana Arts Commission and Arts Illiana, Fund No. 548958, Proposal No. 14-104
An agreement in the amount of \$4,337.00 has been received from Indiana Arts Commission and Arts Illiana for the project entitled, "48th Contemporary Music Festival Project," under the direction of Kurt Fowler, School of Music, for the period July 1, 2014 through June 30, 2015.
18. Indiana Arts Commission and Arts Illiana, Fund No. 548969, Proposal No. 14-105

An agreement in the amount of \$4,337.00 has been received from Indiana arts Commission and Arts Illiana for the project entitled, “The Rainmaker and Celebrating 50 Years of ISU Summer Theater,” under the direction of David Valdez, Department of Theater, for the period July 1, 2014 through June 30, 2015.

19. Indiana Department of Education, Fund No. 548961, Proposal 15-009

An agreement in the amount of \$319,301.93 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, 2014 through September 30, 2015.

20. Indiana University, Fund No. 548945, Proposal No. 14-117

A sub agreement under the Indiana State Department of Health in the amount of \$215,000.00 has been received from Indiana University for the project entitled, “2015 Area Health Education Centers Operating Support,” under the direction of Jack Turman, College of Nursing, Health and Human Services, for the period July 1, 2014 through June 30, 2015.

21. Indiana Campus Compact, Fund No. 548956, Proposal 14-132

An agreement in the amount of \$2,224.00 has been received from Indiana Campus Compact for the project entitled, “2nd Annual Symposium on Military Benefits: Helping Vets Achieve Their Full Potential),” under the direction of James Pond, Office of Student Success, for the period January 1, 2015 through March 31, 2015.

22. Union Hospital, Fund No. 548974, Proposal 15-023

An agreement in the amount of \$60,000.00 has been received from Union Hospital for the project entitled, “Athletic Trainer Placement for Marshall High School,” under the direction of Lindsey Eberman, Department of Applied Medicine and Rehabilitation, for the period August 1, 2014 through July 31, 2016.

23. Union Hospital, Fund No. 548975, Proposal 15-024

An agreement in the amount of \$30,000.00 has been received from Union Hospital for the project entitled, “Athletic Trainer Placement for Turkey Run High School,” under the direction of Lindsey Eberman, Department of Applied Medicine and Rehabilitation, for the period July 1, 2014 through June 30, 2016.

24. Union Hospital, Fund No. 548976, Proposal 15-025

An agreement in the amount of \$146,880.00 has been received from Union Hospital for the project entitled, “Athletic Trainer Placement for Vigo County School Corporation,” under the direction of Lindsey Eberman, Department of Applied Medicine and Rehabilitation, for the period February 20, 2014 through February 19, 2016.

25. Silent Falcon UAS Technologies, Fund No. 548981, Proposal 15-026

An agreement in the amount of \$46,268.00 has been received from Silent Falcon UAS Technologies for the project entitled, “Silent Falcon UAS Pipeline Monitoring Evaluation Project,” under the direction of Richard Baker, Department of Aviation Technology, for the period November 5, 2014 through May 5, 2015.

6h Agreements and Internships

Nursing Internships

Agreements have been reached with the following facilities to provide internships for nursing students.

Alamance Regional Medical Center, Greensboro, NC
Bloomington Meadows Hospital, Bloomington, IN
Citizen Potawatomi Nation, Tecumseh, OK
Halifax Health, Daytona Beach, FL
Hancock Physician Network, Greenfield, IN
Health Linc, Valparaiso, IN
HealthNet, Inc., Indianapolis, IN
Intermountain Medical Group –Ephraim Clinic, Salt Lake City, UT
North Ottawa Community Health System, Grand Haven, MI,
Northwest Hendricks School Corporation, Linton, IN
Orange City OBGYN, Orange City, FL
Porter Regional Hospital, Valparaiso, IN
St. Mary’s Hospital, Decatur, IL
Surry County Health & Nutrition Center, Dobson, NC
The Children’s Center, Greenwood, SC
Thunder Bay Community Health Services, Hillman, MI
Tri County Pediatrics, Rock Hill, SC
VA Maryland Health Care System, Baltimore, MD
VA Medical Center Providence, Providence, RI

AMR Internships

Agreements have been reached with the following facilities to provide internships for students in the Applied Medicine and Rehabilitation Department.

All For Kids Pediatric Therapy Clinic, LLC, Anchorage, AK
Alliance Rehab, Inc., Warrenville, IL
Aultman Hospital, Canton, OH
Bronson Healthcare Group, Kalamazoo, MI
Community Health Network Rehabilitation Hospital, LLC, Indianapolis, IN
Jesse Brown VA Medical Center, Chicago, IL
McLaren Flint, Flint, MI
Millers Merry Manor, Mooresville, IN
Physiotherapy Corporation, Exton, PA
Porter Hospital, Valparaiso, IN
Rehabilitation Hospital of Indiana, Inc., Indianapolis, IN
Richard L. Roudebush VA Medical Center, Indianapolis, IN
Texas Health Resources, Arlington, TX

Physician Assistant Education Association, Alexandria, VA

The purpose of this agreement is to supply professional skills, knowledge and assistance to existing PA program desiring curriculum, assessment or accreditation preparation services.

McGraw-Hill, New York, NY

This is a Professional Institutional License Agreement to provide access medicine to Physician Assistant Program.

Memorial Hospital of South Bend, South Bend, IN

This is an addendum to an existing agreement to include Occupational Therapy Program. All other terms and conditions remain unchanged.

Lifespan Healthy Living Initiative, Landsbaum Center for Health Education

Agreements have been reached with the following facilities to provide educational experiences for students.

Meadows Manor East, Terre Haute, IN
Meadows Manor North, Terre Haute, IN
Providence Healthcare, Terre Haute, IN
Springhill Village, Terre Haute, IN
Wabash Activity Center, Terre Haute, IN

Cincinnati Children's Hospital Medical Center, Cincinnati, OH

The purpose of this agreement is to provide internships for Speech-Language Pathology Students, in the Department of Communication Disorders and Counseling, School, and Educational Psychology.

6i Board Representation at University Events

Events Requiring Board Representation

February 19 & 20, 2015
(Thursday and Friday)

Board of Trustees Meeting

Optional 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.

6j In Memoriam

IN MEMORIAM: Donald Gene Smith

WHEREAS, Donald Gene Smith, Maintenance Mechanic (retired), died on the twenty fourth day of October two thousand fourteen and;

WHEREAS, Donald Gene Smith had given loyal and devoted service to Indiana State University for ten 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 put 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: Wayne Richard Guire

WHEREAS, Wayne Richard Guire, Custodian (retired), died on the sixth day of October two thousand fourteen and;

WHEREAS, Wayne Richard Guire had given loyal and devoted service to Indiana State University for fifteen 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 placed 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: Patricia Tarwater

WHEREAS, Patricia Tarwater, Custodial Worker for Sycamore Housing (retired), died on the Seventeenth day of October two thousand and fourteen; and

WHEREAS, Patricia Tarwater had given loyal and devoted service to Indiana State University for twenty three 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 included 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: Cornelius B Canon

WHEREAS, Cornelius B. Canon, Professor Emeritus of Humanities Department of Indiana State University, died on the thirteen day of October two thousand and fourteen; and

WHEREAS, Cornelius B. Canon had given loyal and devoted service to Indiana State University for twenty-eight 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 added to 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: Harold E. Baker

WHEREAS, Harold E. Baker, Head of Library Systems Development of Indiana State University, died on the sixteenth day of October two thousand and fourteen; and

WHEREAS, Harold E. Baker had given loyal and devoted service to Indiana State University for seventeen years and had gained the respect of students and colleagues who knew him;

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: Mary Jane Douglas

WHEREAS, Mary Jane Douglas, Cook in the Sycamore Towers Dining (retired), died on the twenty fifth day of October two thousand and fourteen; and

WHEREAS, Mary Jane Douglas had given loyal and devoted service to Indiana State University for twelve five years and eight months 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: C. Wesley Lambert

WHEREAS, C. Wesley Lambert, Director of the Audio-Visual Center and Assistant Professor Emeritus of Education of Indiana State University, died on the twenty fourth day of November two thousand and fourteen; and

WHEREAS, C. Wesley Lambert had given loyal and devoted service to Indiana State University for nearly twenty three 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 placed 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.

6k Credit Hours and Semester Sequence Report

Credit Hours and Semester Sequence Report December 2015

Starting in Fall 2013, all departments at Indiana State University began a review process to determine and verify if the programs were under 72 credit hours and if a student could complete the full program in 6 semesters (the 6 semester sequence would allow a student to select a major before the start of his/her second year and still be able to finish in 4 years). The review process followed the degree review revisions to bring all undergraduate degrees to a maximum allowable 120 credit hours, as per legislation. For that process, programs made these revisions during the 2012-13 academic year. Four programs sought and received an exemption from the Indiana Commission of Higher Education: Bachelor of Music Education, BA/BS in Science Education, Bachelor of Fine Arts, BA/BS in Biology with a Specialization in Medical Lab Science.

The Curriculum and Academic Affairs Committee (CAAC) of the Faculty Senate was charged with performing the review. Colleges were provided with a spreadsheet of all programs and the credit hours as per catalog copy. The spreadsheet also provided the number of major credits that also counted towards Foundational Studies (known as directed Foundational Studies) and whether or not the program could be completed in 6 semester, 7semesters, or 8 semesters (initial assessment of sequencing completed by Academic Affairs as per the degree maps). CAAC formed a process for review (see Appendix A) that was given to all departments.

One important determination was regarding directed Foundational Studies and major size – a number of require specific upper division Foundational Studies. These are junior or senior level courses such as Junior Composition and Upper Division Integrative Electives. Because a student must take these requirements regardless of the major, it was determined that required upper level Foundational Studies courses would be deducted from the major total.

The following provides the end of Fall 2014 status of the undergraduate programs

Programs that Met Credit Hour and 6 Semester Sequence Prior to Review

Thirty-six (36) undergraduate majors and all the concentrations of those majors met all criteria prior to the review and therefore did not need to submit additional materials.

Programs with Specific Concentration(s) that Did Not Meet Credit Hour and/or 6 Semester Sequence Prior to Review

Three majors had concentrations that met the criteria and concentrations that did not, all in the sciences. The majors are:

Major	Concentration	Criteria Met
Chemistry	Pre-professional	All criteria met
	Business	All criteria met
	ACS Certifieds	Meets credit hours, not sequencing
	ACS Biochemistry	Does not meet credit hours or sequencing
Earth & Environmental Sciences	Atmosphere and Surface Processes	Met all criteria
	Geoscience	Met sequencing, did not meet credit hours but altered major and now meets credit hours.
Physics	Engineering Physics	All criteria met
	Chemical Physics	All criteria met
	Professional Physics	Credit hours met, course sequencing not met. No changes made.

For the two programs with concentrations that did not make changes to these concentrations, the rationale given by the departments and accepted by CAAC was that the concentrations that did not meet the criteria were those concentrations taken by students who seek advanced degrees in the field and that students are able to easily migrate from one concentration to another if a student needed to be able to finish quicker.

Programs that Met Credit Hours But NOT 6 Semester Sequence

Seven programs were found to meet the credit hour requirement, but not be able to be finished within 6 semesters. Of those seven, four of them revised their sequencing to a possible 6-semester sequence. Two of the remaining 4 programs changed their sequencing to a possible 7-semester sequence. The remaining program still has an 8-semester sequence.

Programs that Met the 6 Semester Sequence but NOT the Credit Hour Requirement

Five programs indicated the requirements were able to be completed in a 6 semester sequence although the credit hours exceeded 71 credits. Two additional programs made changes to make a 6 semester sequence possible, but did not change their credit hours. Five of these programs are teacher education programs.

Programs that Neither Met the 6 Semester Sequence OR the Credit Hour Requirement

Eleven programs did not meet either requirement. Five programs made changes by both reducing credit hours (although to not under 72 hours) and reducing the semester sequencing (2 made a possible 6 semester sequence and 3 made a possible 7 semester sequence). One program of these programs was elementary education.

Six programs made no changes at all and were given an exemption based on accreditation issues and program comparability at other institutions (Nursing, 3 Music programs, Business Education, and Dietetics).

Programs Requiring Special Explanation

A few programs not counted above require some additional explanation. First, Athletic Training and its two concentration (Clinical and Applied Medicine) do not meet the credit hour requirement but the Applied Medicine Concentration does meet the sequencing. The department has promised to make a program change to reduce the credits, in that concentration, although to date that has not been submitted. The Clinical concentration is slated to be eliminated if the Doctor of Athletic Training program is approved by the Indiana Commission of Higher Education.

Six programs in Business did not meet the credit hour requirement. When the upper division Foundational Studies courses are excluded, these programs were at 72 hours. The Scott College of Business chose to make a revision to the Business Core. When a freshman enters the college, they are all required to take a 3 credit hour course BUS 100. When a student elects to change to Business after their first semester, they are instead instructed to take MGT 140 in place of BUS 100. MGT 140 was changed to a 2 credit course. The end result is that while freshman still have a 72 credit hour major, students who change to business after entering ISU will have a 71 credit hour major.

Beyond the Review

College of Business and the College of Technology have the most programs that fail to meet the criteria. Both colleges have agreed to work with external consultants who are curriculum and content specialists to fully examine the curriculum to determine if there are better ways to meet programmatic outcomes and to improve student success while at the same time protecting time to degree for students.

Summary

In summary:

41 programs were in compliance without revision (including those that had just a concentration NOT in compliance)

6 additional programs are fully in compliance after revision

14 programs exempted for external reasons

6 (Business) 5 (College of Technology) 1 (Interior Design) programs not in compliance.

Appendix A

CAAC Cover Sheet and Review Procedures

At the direction of President Bradley and after a year of work by faculty governance, the Faculty Senate adopted a policy last year regarding the size of baccalaureate programs. The policy document is attached to this message. To begin implementation, we are asking you to look at your programs and determine if your programs meet the various targets outlined in the document. Academic Affairs has prepared a 1-page summary form showing the characteristics of your programs (credit hours as per catalog and required foundational studies categories), and the Curriculum and Academic Affairs Committee has adopted a *Procedures for Review* document that shows what actions need to be taken depending upon the status of the program. These documents are also attached. Additionally, programs are requested to submit a *6/7 Semester Sequence Plan* to demonstrate whether a student can complete the program in a total of 8 semesters if it is begun after the first or second semester. A template of your current degree map(s) is either attached to this email or will come under separate cover shortly. You can use this 4 year degree map to demonstrate the 6 or 7 semester sequence.

The established standard is for programs to require less than 72 credit hours (inclusive of directed Foundational Studies courses), that the major plus 43 credit hours of Foundational Studies should not exceed 120 credit hours, and the program can be completed in 6 or 7 semesters. If your program utilizes a number of directed foundational studies, please work with your Associate Dean to determine how to approach these courses.

The programs that were approved last year by Faculty Senate, the Board of Trustees, and the Commission of Higher Education to exceed 120 credit hours are exempted from this review. Programs that are currently less than 72 hours and are demonstrably completable in 6 semesters will fill out the requested template. These forms will be reviewed by the College but go no further. Other programs must present their course sequence, organized in the minimum numbers of semesters required, and state whether the department plans to modify the program to comply with the policy, or plans to seek an exception. Criteria for exceptions are provided in the Senate document and in the attached "Procedures". We urge departments with large programs to seriously consider the possibility of shortening their program by reducing required courses, combining courses, modifying prerequisites, or other measures. *The benefits of a wide array of course work must be weighed against the high costs of exceeding four years of college enrollment.* Both program modifications and requests for exemptions will be reviewed by CAAC.

We request your initial response (the 6/7 semester Sequence Plans and your intentions for the programs) by November 15. See the accompanying *Procedures* for submitting reports. Applications for exceptions, with justifications, will be due to CAAC on February 1, 2014; and program modifications should be submitted to Academic Affairs by April 1. The entire process, allowing for denial of exceptions and revision of modifications, may extend into Fall of the next academic year.

If you have questions about this process, please contact your Associate Dean or AVP Susan Powers (237-2307, susan.powers@indstate.edu).

Yours truly,

Susan Powers , Associate Vice President, Academic Affairs

Larry Rosenhein, Chair, CAAC

Procedures For Reviews of Long Programs

To be completed for each concentration in each major program.

71 or Fewer Hours	Able to be Completed in 8 Semesters	Able to be Completed in 7 Semesters	Able to be Completed in 6 Semesters	Procedure
Yes	Yes	Yes	Yes	1
Yes	Yes	Yes	No	2
Yes	Yes	No	No	3
No	Yes	Yes	Yes	4
No	Yes	Yes	No	5
No	Yes	No	No	6

Procedure	Work Done by	Sent to	Includes
1	Chairperson	Dean ¹	Package 1
2	Chairperson	Dean ¹	Package 2
3	Chairperson & Department	Dean & AA ²	Package 3
4	Chairperson & Department	Dean & AA ²	Package 4
5	Chairperson & Department	Dean & AA ²	Package 5
6	Chairperson & Department	Dean & AA ²	Package 6

¹ The report is sent to your College where it will be reviewed by the Dean's Office. The results will be communicated to CAAC

² The report is sent to your College where it will be reviewed by the Dean's Office. It will then be forwarded to Academic Affairs and reviewed by CAAC.

Actions requested by Departments

Package	Elements
1	<ol style="list-style-type: none"> 1) A signed letter/email from the department chairperson to the Dean affirming the credit hours required for the major/concentration are under 72. 2) A 6/7 Semester Sequence Plan showing that a student can complete the major in six semesters.
2	<ol style="list-style-type: none"> 1) A signed letter/email from the department chairperson to the Dean affirming the credit hours required for the major/concentration are under 72. The letter should include a paragraph explaining what courses/requirements/prerequisites make it impossible to complete in six semesters. The letter should include a paragraph detailing the timing of the next accreditation (if any) or internal program review. 2) A 6/7 Semester Sequence Plan showing that a student can complete the major in seven semesters.
3	<ol style="list-style-type: none"> 1) A signed letter/email from the department chairperson to the Dean affirming the credit hours required for the major/concentration are under 72. The letter should include a paragraph explaining what courses/requirements/ prerequisites make it impossible to complete in six semesters. The letter should include a statement indicating to CAAC whether the program department will seek an exception from the 7 semesters rule or whether the program department will seek to revise their program to meet the rule.
4	<ol style="list-style-type: none"> 1) A signed letter/email from the department chairperson to the Dean noting the credit hours required for the major/concentration are over 71. The letter should include a statement indicating to CAAC whether the program department will seek an exception from the 71 hour rule or whether the program department will seek to revise their program to meet the rule. 2) A 6/7 Semester Sequence Plan showing that a student can complete the major in six semesters.
5	<ol style="list-style-type: none"> 1) A signed letter/email from the department chairperson to the Dean noting the credit hours required for the major/concentration are over 71. The letter should include a statement indicating to CAAC whether the program department will seek an exception from the 71 hour rule or whether the program department will seek to revise their program to meet the rule. The letter should include a paragraph explaining what courses/requirements/prerequisites make it impossible to complete in six semesters. The letter should include a paragraph detailing the timing of the next accreditation (if any) or internal program review. 2) A 6/7 Semester Sequence Plan showing that a student can complete the major in seven semesters.
6	<ol style="list-style-type: none"> 1) A signed letter/email from the department chairperson to the Dean noting the credit hours required for the major/concentration are over 71. The letter should include a statement indicating to CAAC whether the program department will seek an exception from the 71 hour rule or whether the program department will seek to revise their program to meet the rule. The letter should include a paragraph explaining what courses/requirements/ prerequisites make it impossible to complete in six semesters. The letter should include a statement indicating to CAAC whether the program department will seek an exception from the 7 semesters rule or whether the program department will seek to revise their program to meet the rule.

Notes:

1. Directed Foundational Studies courses in the major are counted in the total program hours. It cannot be assumed that students will have completed a specific FS course before declaring the major or before transferring to ISU . For example, the following is a set of courses that might be taken by a student with an undeclared major in the first year. While certain requirements are met for the FS program, the courses taken might not satisfy any requirements for the major. All required courses must be in the 6/7-Semester Sequence.

First Semester

- a. Eng 101
- b. Math 035

- c. FS History
- d. FS Science
- e. Univ 101 or FS H&W (If one semester. If two Univ 101)

Second Semester

- a. Eng 105
- b. Comm 101
- c. FS SBS
- d. FS Literary Studies
- e. FS H&W

2. Required courses that are not offered at least once a year should be notated with an asterisk in the 6/7 Semester Sequence Plan.
3. Programs that contain required concentrations must be evaluated for every concentration.
4. Responses to this document (as specified by the "Actions" table above) are requested by Nov. 15. Requests for exceptions are due to CAAC by Feb. 1, 2014. Program modifications are due to Academic Affairs by April 1, 2014. Both exceptions and program modifications will be reviewed by CAAC.

Elements of an Exception should include one or more of the following:

- 1) A program of study and 6/7 Semester Sequence Plan from at least 3 Indiana public universities* with the program that demonstrates that it is a rarity for a similarly target program to be able to meet the 7-semester rule if that program of study were in place at ISU.
- 2) A program of study from all Indiana public universities* with the program that demonstrates that it is a rarity for a similarly target program to be able to meet the 71- hour rule.
- 3) Accreditation documents that indicate that all knowledge bases in the major are essential to accreditation of the program.
- 4) Documents from employers or advisory boards that indicate that all knowledge bases in the major are essential to the student's employability.
- 5) Programs that consist of multiple concentrations may argue that a concentration be excepted if the major allows the possibility of switching to another concentration that can be completed within the 71 credit hour/6-7 semester limits.
- 6) If the above elements do not make a compelling case, you may consider including an explanation of the efficiency with which learning goals and/or student learning outcomes are accomplished. An examination and justification of the prerequisites associated with each course is expected. The department may choose the method of presentation found best suited to its explanation. Curricular mapping or other methods may be useful.

*Search order preference: IU, PU, IUPUI, USI, regional affiliates of IU/PU, Trine) If the program does not exist for at least 2 other public institutions in Indiana, an institution in a border state with similar program may substitute.

7 OLD BUSINESS

8 ADJOURNMENT