2014 Fall Address by President Daniel J. Bradley

“Getting Happy, Celebrating Progress, and Collaborating for a Stronger Future”
KATHY CABELLO
Trustee
Indiana State University Board of Trustees

JACK MAYNARD
Interim Provost and Vice President for Academic Affairs

NOLAN DAVIS
Interim Vice President for Student Affairs and Dean of Students

LYNN MAURER
Dean, College of Graduate and Prof. Studies and Chief Research Officer

NEW FACES, NEW ROLES
New Faces, New Roles

Bob English
Dean
College of Technology

Robin Crumrin
Dean
Library Services
Cunningham Memorial Library

Joe Newport
Chief of Police

Brooks Moore
Interim Associate Vice President for Student Affairs

Joey Wells
Head Women’s Basketball Coach
NEW FACES, NEW ROLES

BASSAM YOUSIF
Associate Dean
College of Arts and Sciences

DENNIS BALLARD
Associate Dean
College of Arts and Sciences

TROY ALLEN
Associate Dean
College of Graduate and Professional Studies

DAWN UNDERWOOD
Associate Dean
College of Graduate and Professional Studies
NEW FACES, NEW ROLES

Peggy Weber
Associate Dean
College of Nursing, Health and Human Services

Kara Harris
Associate Dean
College of Technology

M. Affan Badar
Interim Associate Dean
College of Technology

Liz Brown
Chair
Mathematics and Computer Science
NEW FACES, NEW ROLES

KELLY WILKINSON
Chair
Management Information Systems and Business Ed

DON ROGERS
Chair
Kinesiology, Recreation, and Sport

QUANG “PAUL” DUONG TRAN
Chair
Social Work

CHRISTOPHER BERCHILD
Chair
Theater
New Faces, New Roles

Stan Buchanan
Interim Chair
Political Science

Eric Hampton
Interim Chair
Communications Disorders and Counseling, School and Educational Psychology

Susan Frey
Interim Chair
Technology Services
Cunningham Memorial Library

Randy Peters
Interim Chair
Applied Engineering and Technology Management
Michele Barratt
Assistant Police Chief

Martha Milner
Director of Student Publications

Christine Strong
Director of Study Abroad

Tracy Osborne
Director of Student Transition Programs
Katie Sutrina-Haney
University Archivist

Channon Brown
Interim Equal Opportunity Compliance Officer

Mark Adkins
Interim Director
Hulman Memorial Student Union

Ken Menefee
Development Officer
Indiana State University Foundation

Jeremiah Turner
Development Officer for Athletics
Indiana State Foundation
Welcome New Employees!

Joshua Akens
Lecturer
English

Vincent Applegate
Assistant Director
New Student Transition Programs

Karen Bacher
Instructor
Applied Health Sciences

Yongsheng Bai
Assistant Professor
Biology

Robin Banks
Academic Associate
College of Arts & Sciences

Tyler Barley
Hardware Support Specialist
Info Technology

Charles Barnett
Assistant Professor
Languages, Literatures, Linguistics

Keith Barnett
Assistant Chief Instructor Pilot
Aviation Technology

Nancy Blake
Admin. Assistant I
Languages, Literatures, Linguistics

Matthew Blaszka
Assistant Professor
Kinesiology, Rec. & Sport
Welcome New Employees!

Carrie Bose
Coordinator
Registration and Records

Derrick Bowman
Instructor
Mathematics & Computer Science

Kelly Brown
Lecturer
Communication

Nicholas Brunn
Events Setup
Technician II
Hulman Center

Brian Buening
Athletic Trainer I
Applied Medicine and Rehabilitation

Samuel Bunch
Info Tech Analyst
Central Housing

Kailee Burdick
Instructor
Baccalaureate Nursing

Cory Burger
Degree Mapping Coordinator
Academic Affairs

Laura Capes
Admin. Assistant II
Early Childhood Education Center

Colin Carriker
Assistant Professor
Kinesiology, Recreation & Sport
Welcome New Employees!

Tracy Chapman  
Assistant Registrar  
Registration and Records

Kyu Hong Cho  
Assistant Professor  
Biology

Joni Clark  
Interim Student Wellness Director  
Student Health Prom.

Joseph Cole  
Nursing, Health & Human Services

Roxann Coleman  
Assistant Professor  
Applied Medicine & Rehabilitation

Russel Coutinho  
Assoc. Prof./Director  
PA Program, Applied Medicine & Rehab.

Margaret Dalrymple  
Associate Director  
Institutional Research

Christopher Drew  
Assistant Professor  
English

Michelle Eldridge  
Admin. Assistant I  
Commun. Disorders & Coun., School & Ed Psych

Christopher Evans  
Custodian I  
Facilities Management
Welcome New Employees!

Michael Farrar
Events Setup Tech I
HMSU

Elaine Farrugia
Instructor
English

Candace Florence
Instructor
Applied Health Sciences

Jennifer Forbes
Office Coordinator
Applied Medicine & Rehabilitation

Adrienne Gilbert
Instructor
Chemistry and Physics

Andrea Grunst
Postdoctoral Research Fellow, Center for Genomic Advocacy

Kellee Hanigan
Assistant Professor
Applied Medicine and Rehabilitation

Cody Hanson
Assistant Professor
Languages, Literatures and Linguistics

Christine Haraburda
Admin. Assistant I
Blumberg Center

Luke Harris
Assist. Coach, Strength & Conditioning, Athletics
Welcome New Employees!

Amanda Hastings  
Custodian II  
Hulman Center

Julia Heath  
Assistant Professor  
School of Music

Nicole Heck  
Assistant Professor  
Applied Medicine & Rehabilitation

Samantha Heinzman  
Assistant Coach  
Softball Athletics

Kevin Heiser  
Student Services Assistant I  
Admissions

Glenn Herring  
Area Coordinator  
Residential Life

Camilla Hoffman-Patrick  
Resource Manager  
Information Technology

Valerie Holmes  
Interim Assistant to the Vice President Student Affairs

Nora Hooker  
Compliance/Instr. Specialist  
Blumberg Center

Jason Huffman  
Lecturer  
Mathematics & Computer Science
Welcome New Employees!

Paula Jarrard
Assistant Professor
Applied Medicine & Rehabilitation

Danielle Jena
Rehabilitation Specialist, Applied Medicine & Rehab.

Aaron Jones
Student Services Assistant I
Admissions

Shetina Jones
Assistant Director/Res. Educ.
Residential Life

Rachel Keyes
Photographer and Videographer
Comm. & Marketing

Stephanie Krassenstein
Instructor
English

Laila Kteily-O’Sullivan
Instructor
School of Music

Margaret Ladyman
Assistant Professor
Applied Medicine & Rehabilitation

Brittani Lee
Membership Services Assistant
Student Rec Center

Patricia Lee
Admin Assistant I
Applied Medicine & Rehabilitation
Welcome New Employees!

Sherry Lee
Custodian I
Facilities Management

Sara Loudermilk
Communications Officer
Public Safety

Amanda Lubold
Assistant Professor Psychology

Barbara Lucas
WCI-AHEC Director

Mark Luczak
Custodian I
Facilities Management

Ellen Malito
Associate Director Campus Life Weekend Programs

Loni Mantooth
Program Coordinator New Student Transition Programs

Caitlin Martin
Instructor English

Mark McInerney
Lecturer Applied Health Sciences

Kathryn Melendez
Admissions Counselor Admissions
Welcome New Employees!

Jeff Mills
Assistant Coach
Football
Athletics

Nathan Moreland
Systems Integrator
Information Technology

Crystal Myers
Admin. Assistant I
Community School of the Arts

Leah Myers
Admin. Assistant II
Communication

Leatha Myles
Admin. Assistant II
Scott College of Business Dean’s Office

Aimee Nelson
Overnight Supervisor
Library Services

Grace Oliver
Business Intelligence Analyst
Information Technology

Terry Parker
Assistant Coach
Men’s Basketball Athletics

Shayla Parr
Nursing Testing Assistant
CNHHS

Gary Patterson
Lecturer
Science Education
Welcome New Employees!

Brandie Perry
Financial Aid Counselor

Joshua Perry
Lecturer
Elect. & Computer Engineering Tech.

Katherine Pine
Instructor
Communication

Andrew Piske
Police Officer
Public Safety

Ellie Pounds
Admin. Assistant II
Writing Center

Paula Price
Program Coord.
Center for Health, Wellness & Life

Charles Procarione
Custodial Supervisor
Facilities Management

Arash Rafiey
Assistant Professor
Mathematics & Computer Science

Zachary Reel
Processing Specialist
Admissions

Oscar Rodriguez
Assistant Professor
Elect. & Computer Engineering Tech.
Welcome New Employees!

Elizabeth Roerig
Assistant Director
Media Relations
Comm. & Mktg.

Erik Rohde
Lecturer
School of Music

Craig Schaefer
Information Analyst
Registration & Records

Lorri Schuster
Admin. Assist. I
Bayh College of Education

Kayla Siddell
Assistant Librarian
Library Services

Betsy Simon
Assistant Director
Media Relations
Comm. & Mktg.

Tatsiana Singh
Assistant Professor
Applied Medicine & Rehabilitation

Megan Smalley
Athletic Trainer I
Applied Medicine & Rehabilitation

Jennifer Stutler
Student Services Assistant II
Bayh College of Educ.

John Sweat
Lecturer
Elect. & Computer Engineering Tech.
WELCOME NEW EMPLOYEES!

Cathleen Thomas
Assistant Professor
Comm. Disorders & Coun., School & Ed Psych

Tara Thomson
Admissions Counselor

Stephen Turgi
Graphic Designer
Comm. & Mktg.

David Valdez
Instructor
Theater

Elizabeth Warner
Operations Coordinator
Admissions

Jamal Watson
Lecturer
Communication

Randa Wells
Program Coordinator
Admissions

Michael Williamson
Instructor
Applied Eng. & Tech.
Management

Jeffery Wireman
Instructor
English

Melissa Wolter
Employee Relations Coordinator
Career Center
Welcome New Employees!

Gail Wright
Program Coordinator
IHEC

Olivia Wyndham
Assistant Director of Financial Services
ISU Foundation

Nicholas Young
Equipment Manager
Athletics

Brien Zuel
Interim Coordinator
Education Technology
Bayh College of Educ.
Greetings

Bob Baesler
President
Indiana State University
Board of Trustees

Bob Guell
Chairperson
Indiana State University
Faculty Senate

Roxanne Torrence
Chair
Indiana State University
Staff Council

Olivia Finley
President
Indiana State University
Student Government Assoc.
Lessons learned from a children’s book

- ISU’s enrollment has grown by 26% since fall 2008
- Graduate enrollment is the largest in history
- 24% of ISU students are U.S. minorities
- 86% of new freshmen are from Indiana
- 53.9% of freshmen are Pell recipients
- 28.6% of freshmen are 21st Century Scholars

Largest enrollment since 1971!
• Retention of first-year students has increased 3.9% in the last 2 years (6.4% in 4 years)

• Retention of first-year African-American students is also up by 3.9% in 2 years (12.5% in 4 years)

• Retention of first-year 21st Century Scholars is up 7.5% in 2 years
Indiana State is ranked #1 in the nation for the second year in a row for the community service its students perform by the Washington Monthly College Guide which ranks schools in three broad categories:

- **Social Mobility** (recruiting and graduating low-income students)
- **Research** (producing scholarly work and PhDs)
- **Service** (encouraging students to give something back to their country/community).

In addition, Indiana State ranked #30 overall among national universities between Michigan State and Duke University.

In addition, ISU was named to the President’s Higher Education Honor Roll for Community Service for the 8th year in a row, this time with distinction.
Community engagement = planting more!

Pick less.

Plant more!
Yearbook returns after an absence of 21 years.

New student station, WZIS is now live on 90.7.

WISU now simulcasting WFYI’s NPR, BBC and other public affairs programming on 89.7.

Student broadcasters AJ Patiag, Cole Smith, and Kurt Darling named finalists for national student production awards from College Broadcasters Inc.
The Color Run drew nearly 5,000 participants and raised $8,000 for our Ryves Neighborhood partnership.

ISU graduate Sarah Mihich, shown here with INTERNnet Board Chair David McKinnis, was named Intern of the Year by INTERNnet program for her work with Art Spaces Inc.

Flight academy received upgraded FAA certification.
ISU was also among the Princeton Review’s “Most Green” Colleges for the past two years.

B.S. and M.S. in Nursing programs awarded continued accreditation by the Accreditation Commission for Education in Nursing.

MBA Program has been ranked among the nation’s best for nine years in a row by the Princeton Review.
Kale Walker from the ISU Foundation received the Clara Luper Youth & College Advisor of the Year Award from the NAACP for his work with our Student NAACP chapter.

Steven Smidley was named Educator of the Year by the Indiana Park and Recreation Association for enhancing parks and recreation in our state.

Michael Shelden has been named the 2014 National Author Winner as part of the Glick Indiana Authors Awards Program.

The “Honoring A Legend” Larry Bird weekend activities garnered a bronze award in the CASE Circle of Excellence international competition for multi-day special events.
Lea Hall and Virgil Sheets

John Beacon

Bryan Duncan

Ken Chew

Tom Everett
Arthur Feinsod’s original play, “Coming to See Aunt Sophie” had its world premiere in Germany then toured Poland before coming to Indiana State as part of the Crossroads Repertory Theater season. The play chronicles the true story of Jan Karski who risked his life to alert the world to the Holocaust.

Nursing Program celebrated its 50th anniversary by raising $81,000 for scholarships.

In June, Jack Turman chaired an international symposium on reducing mother and infant mortality in Morocco. He also was named to the West Central Indiana Infant Mortality Task Force now known as Wabash Valley Healthy Moms and Babies.
Soccer team traveled to Morocco to participate in international sports festival and serve as goodwill ambassadors.

Indiana State’s percussion ensemble toured Thailand with music faculty Brian Kilp and Jimmy Finnie. The group conducted percussion clinics, performed and participated in an international conference during the three-week experience.
Bill Wilhelm received the Association for Research in Business Education Delta Pi Epsilon Independent Research Award for his study on board room decision-making dynamics.

Wabash Valley Visions and Voices marks 10 years of preserving the region’s history through digitization of photos, articles, documents, etc.

Scott College of Business celebrated 25 years of success for its insurance and risk management program.
Drilling of two oil wells complete, wells are now in production.

University receives $3 million grant from Lilly Endowment to build job readiness skills and expand Career Center.
John Mascari named men’s Division I National Athlete of the Week by the U.S. Track and Field and Cross Country Coaches Association.

Victory Bell returns to Indiana State for first time since 1987!

With 4 MVC championships and 5 second-place finishes, ISU earned a record second place finish in the 2013-2014 MVC All Sports trophy.

Larry Bird Weekend raised more than $400,000 for scholarships.
• Great participation last year -- nearly 90%
• This year, spouses will be added
• The goals of the program are to help participants:
  o Become more aware of current health status
  o Determine future medical risks
  o Learn how to address health issues and minimize risks

Participating employees will receive a $30 per month discount on cost of health benefits! Employees with spouses on our health benefits will both have to participate to be eligible for a discount of $50 per month.
Did participating in the wellness screenings cause you to:

Text a KEYWORD to 22333

- Exercise more
  - EXER
- Eat healthier
  - DIET
- Follow-up with a doctor
  - DOCTOR
- No change in behavior
  - NOTHING
Wellness Program = Zooming Around More!

Zone out less.
The Indiana Principals Leadership Institute has had 116 principals and 114 teachers participate in the first two on-campus sessions. Virtually every principal and school in the state has been impacted through the resources offered by the institute.

Classrooms of the future

- Gensler & Associates to conduct a study of our classroom learning environments
- Long-range plan to be developed to focus on:
  - Teaching configurations and orientation
  - Environmental quality
  - Activity zones within surrounding classrooms
  - Technology
- Working to appoint a small team of faculty and staff to work with the consultant.

The Indiana Principals Leadership Institute has had 116 principals and 114 teachers participate in the first two on-campus sessions. Virtually every principal and school in the state has been impacted through the resources offered by the institute.
What is on your wish list for improving the teaching and learning environment?

Text a KEYWORD to 22333

Adaptable learning spaces
Embedded technology
Furniture that encourages collaboration
Larger classrooms spaces

ADAPTABILITY
ELECTRONIC
LAYOUT
SPACE
• First new residence hall in more than 40 years
• Sororities already seeing gains in participation
• ISU’s sorority community was one of 11 in the country to earn College Excellence Award
• Alpha Sigma Alpha Chapter also earned a Four Star Award.
Gibson Track and Field to be completed this fall. Dedication is planned in conjunction with first spring home meet in April.
Transformative project by third-party developer to include retail and office space on first floor. ISU will lease top four floors for apartment-style student housing.
What would you like to see more of in downtown Terre Haute:

Text a KEYWORD to 22333

<table>
<thead>
<tr>
<th>RESTAURANT</th>
<th>NIGHTCLUBS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sit-down/carryout restaurants</td>
<td>Boutiques/clothing outlets/gift shops</td>
</tr>
<tr>
<td>Night clubs</td>
<td>Services (pharmacy, dry cleaning, groceries)</td>
</tr>
<tr>
<td>Art galleries/Museum</td>
<td>Art galleries/Museum</td>
</tr>
<tr>
<td></td>
<td>GROCERY</td>
</tr>
<tr>
<td></td>
<td>MUSEUM</td>
</tr>
</tbody>
</table>
Mills Hall renovation started earlier this summer. First of the four towers to be modernized. Statesman Towers to be torn down within the next year.
CELEBRATING PROGRESS = SPARKLING MORE!

Sulk less.

Sparkle more!
2014 HOMECOMING

Distinguished Alumni

Krishna Pendyala  Charles E. Brown

Tom and Debbie Bareford

Parade Grand Marshal John McNichols

HOMECOMING IS OCTOBER 11, 2014
Join the Alumni Association!
(Faculty and staff who are not alumni are eligible for membership, too.)
Single membership is $40 annually
Couple membership is $75 annually.

Buy an Indiana State license plate!
Cost is only $40 above normal plate cost.
Great start to campaign with a new Guinness World Record for the longest high-five chain

Campus campaign kicks off October 1

ISU Goal: $80,000 and 450 donors

Jeans on Wednesday program offered again

Cheri and I will serve breakfast to all “campaign units” with participation of 50% or more
Supporting United Way = Giving More!

Grab less.

Give more!
ICHE PRESENTATION
September 11, 2014

STATE BUDGET COMMITTEE
Nov./Dec. 2014

HOUSE WAYS AND MEANS
January 2015

SENATE APPROPRIATIONS
February 2015

CONFERENCE COMMITTEE
April 2015

STATE BUDGET FINALIZED
April 2015
This much-needed expansion of the College of Nursing, Health and Human Services Building is our capital budget request for the 2015-2017 biennium.
### Degree Completion

<table>
<thead>
<tr>
<th>Degree Completion</th>
<th>PREV 3YR AVG</th>
<th>FY2009</th>
<th>FY2010</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
<th>FY2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Overall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelors</td>
<td>1232</td>
<td>1249</td>
<td>1085</td>
<td>1058</td>
<td>1116</td>
<td>1173</td>
<td>1217</td>
</tr>
<tr>
<td>Masters</td>
<td>254</td>
<td>246</td>
<td>241</td>
<td>246</td>
<td>252</td>
<td>266</td>
<td>277</td>
</tr>
<tr>
<td>Doctoral</td>
<td>35</td>
<td>33</td>
<td>37</td>
<td>34</td>
<td>34</td>
<td>23</td>
<td>33</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1520</td>
<td>1528</td>
<td>1363</td>
<td>1338</td>
<td>1402</td>
<td>1462</td>
<td>1527</td>
</tr>
<tr>
<td>2. At-Risk Student Degrees</td>
<td>269</td>
<td>293</td>
<td>341</td>
<td>398</td>
<td>436</td>
<td>459</td>
<td>444</td>
</tr>
</tbody>
</table>

### Productivity Metrics

#### 1. On-Time Degrees

Indiana Residents in FTFT Freshman Cohort

<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Time Degrees</td>
<td>19.3%</td>
<td>20.1%</td>
<td>21.4%</td>
<td>21.3%</td>
<td>18.3%</td>
<td>20.9%</td>
</tr>
</tbody>
</table>

#### 2. Student/(Faculty & Staff) Ratio Institutionally-Defined Productivity Measure

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Student/Faculty Ratio</td>
<td>5.1</td>
<td>5.2</td>
<td>6.1</td>
<td>6.4</td>
<td>6.7</td>
<td>6.8</td>
</tr>
<tr>
<td>Student/Staff Ratio</td>
<td>15.4</td>
<td>15.8</td>
<td>16.3</td>
<td>17.9</td>
<td>18.5</td>
<td>18.7</td>
</tr>
</tbody>
</table>

### Progression Point Metrics

#### 1. 30 Credits

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>30 Credits</td>
<td>1131</td>
<td>1153</td>
<td>1182</td>
<td>1308</td>
<td>1522</td>
<td>1594</td>
</tr>
</tbody>
</table>

#### 2. 60 Credits

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>60 Credits</td>
<td>1115</td>
<td>1027</td>
<td>1018</td>
<td>1045</td>
<td>1204</td>
<td>1331</td>
</tr>
</tbody>
</table>
17.3% increase in each category needed to earn our money back
Not an accurate measure of Indiana State’s value to the State of Indiana
$3.9 million reduction would significantly reduce our ability to provide services to our students

<table>
<thead>
<tr>
<th>Performance Funding Metrics</th>
<th>UNIT VALUE</th>
<th>ISU TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor Degree Completion</td>
<td>$5,694</td>
<td>$0</td>
</tr>
<tr>
<td>Master Degree Completion</td>
<td>$2,847</td>
<td>$25,623</td>
</tr>
<tr>
<td>Doctoral Degree Completion</td>
<td>$1,423</td>
<td>$0</td>
</tr>
<tr>
<td>At-Risk Degree Completion</td>
<td>$4,270</td>
<td>$298,900</td>
</tr>
<tr>
<td>Completed 30 Credit Hours (4YR)</td>
<td>$569</td>
<td>$186,632</td>
</tr>
<tr>
<td>Completed 60 Credit Hours</td>
<td>$1,068</td>
<td>$189,036</td>
</tr>
<tr>
<td>On-Time Graduation Rate</td>
<td>$16,370</td>
<td>$0</td>
</tr>
<tr>
<td>Institution Defined Metric</td>
<td>$1,779</td>
<td>$131,646</td>
</tr>
<tr>
<td><strong>Total Performance Funding</strong></td>
<td></td>
<td><strong>$831,837</strong></td>
</tr>
<tr>
<td><strong>Net Change in Appropriation</strong></td>
<td></td>
<td>($3,879,739)</td>
</tr>
<tr>
<td><strong>Percent Change</strong></td>
<td></td>
<td>-5.8%</td>
</tr>
</tbody>
</table>
Indiana State remains conservative in its budget planning which is based on the following assumptions:

- 0% increase in state operating appropriation
- 2% increase in enrollment
- 2% increase in tuition
- $1 million annual reallocation
### Goal 1 Benchmarks

<table>
<thead>
<tr>
<th></th>
<th>PREV 3YR AVG</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>GOAL 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total student headcount</td>
<td>10,523</td>
<td>10,534</td>
<td>11,494</td>
<td>11,528</td>
<td>12,114</td>
<td>12,448</td>
<td>13,183</td>
<td>14,000</td>
</tr>
<tr>
<td>Total FY degree production</td>
<td>2,153</td>
<td>2,171</td>
<td>2,073</td>
<td>2,175</td>
<td>2,110</td>
<td>2,165</td>
<td>2,185</td>
<td>2,597</td>
</tr>
<tr>
<td>Total new freshmen headcount</td>
<td>1,692</td>
<td>1,801</td>
<td>2,566</td>
<td>2,512</td>
<td>2,658</td>
<td>2,654</td>
<td>2,735</td>
<td>3,000</td>
</tr>
<tr>
<td>Total degrees per 100 FTEs</td>
<td>24.1</td>
<td>24.9</td>
<td>23.5</td>
<td>22.5</td>
<td>21.7</td>
<td>21.5</td>
<td>20.3</td>
<td>24</td>
</tr>
<tr>
<td>First-year retention rate</td>
<td>66.40%</td>
<td>63.9%</td>
<td>58.1%</td>
<td>58.1%</td>
<td>60.6%</td>
<td>63.5%</td>
<td>64.5%</td>
<td>68%</td>
</tr>
<tr>
<td>Four-year graduation rate</td>
<td>20.10%</td>
<td>20.5%</td>
<td>21.6%</td>
<td>22.2%</td>
<td>19.4%</td>
<td>21.3%</td>
<td>19.3%</td>
<td>30%</td>
</tr>
<tr>
<td>Six-year graduation rate</td>
<td>42.60%</td>
<td>40.4%</td>
<td>43.5%</td>
<td>41.9%</td>
<td>42.3%</td>
<td>41.8%</td>
<td>39.5%</td>
<td>50%</td>
</tr>
<tr>
<td></td>
<td>PREV 3YR AVG</td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td>2012</td>
<td>2013</td>
<td>GOAL 2014</td>
<td>GOAL 2017</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>--------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>-----------</td>
<td>-----------</td>
</tr>
<tr>
<td>Seniors that have had an experiential learning component</td>
<td>840</td>
<td>1,089</td>
<td>966</td>
<td>995</td>
<td>1,095</td>
<td>1,978</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Degree programs with a required significant experiential learning component</td>
<td>---</td>
<td>---</td>
<td>52%</td>
<td>68%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Percentage of graduates who participate in experiential learning within their major</td>
<td>---</td>
<td>75%</td>
<td>76%</td>
<td>77%</td>
<td>80%</td>
<td>90%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Number of internships for the fiscal year</td>
<td></td>
<td>2710</td>
<td>3469</td>
<td>3676</td>
<td>3700</td>
<td>4000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Juniors &amp; Seniors “engaged” with the Career Center</td>
<td></td>
<td>134</td>
<td>115</td>
<td>500</td>
<td>1200</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of students involved in Undergraduate Research</td>
<td></td>
<td>539</td>
<td>550</td>
<td>700</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of Seniors responding to the Post-Graduation Career Center Survey</td>
<td></td>
<td>50%</td>
<td>60%</td>
<td>75%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yearly student participation rate in Community Engagement activities</td>
<td>PREV 3YR AVG</td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td>2012</td>
<td>2013</td>
<td>GOAL 2014</td>
<td>GOAL 2017</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
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<td>------</td>
<td>------</td>
<td>------</td>
<td>-----------</td>
<td>-----------</td>
</tr>
<tr>
<td></td>
<td>5,400</td>
<td>6,210</td>
<td>6,831</td>
<td>6,145</td>
<td>7,651</td>
<td>10,686</td>
<td>11,000</td>
<td>11,500</td>
</tr>
<tr>
<td>Leadership/Volunteer positions that faculty and staff have in community, social, and econ. development groups</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>31.9%</td>
<td>40.0%</td>
</tr>
<tr>
<td>United Way support</td>
<td></td>
<td>$63,280</td>
<td>$67,473</td>
<td>$78,091</td>
<td>$80,000</td>
<td>$85,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jobs created in conjunction with the local SBDC</td>
<td></td>
<td>57</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Overall rank in Washington Monthly National University Ranking</td>
<td>138</td>
<td>78</td>
<td>54</td>
<td>25</td>
<td></td>
<td>Top 10%</td>
<td>Top 10%</td>
<td></td>
</tr>
<tr>
<td>Community Service Rank in Washington Monthly National University Ranking</td>
<td>105</td>
<td>21</td>
<td>8</td>
<td>3</td>
<td></td>
<td>Top 5%</td>
<td>Top 5%</td>
<td></td>
</tr>
<tr>
<td>U.S. President Higher Education Community Service Honor Roll</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes w/D</td>
<td>Yes w/D</td>
<td>Yes w/D</td>
<td>Yes w/D</td>
</tr>
<tr>
<td>Impact on the Ryves Neighborhood — metric TBD</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of Federal Work Study money used for Community Service</td>
<td>13%</td>
<td>15%</td>
<td>12%</td>
<td>11%</td>
<td>33%</td>
<td>33%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>----------------</td>
<td>------</td>
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<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------------</td>
</tr>
<tr>
<td><strong># of African-American and Hispanic full-time faculty</strong></td>
<td>21</td>
<td>21</td>
<td>23</td>
<td>32</td>
<td>30</td>
<td>33</td>
<td>35</td>
<td>58</td>
</tr>
<tr>
<td><strong>% of female full professors to total full professors</strong></td>
<td>26%</td>
<td>25%</td>
<td>24%</td>
<td>26%</td>
<td>32%</td>
<td>32%</td>
<td>33%</td>
<td>38%</td>
</tr>
<tr>
<td><strong>% of faculty making 90% or more of target salaries</strong></td>
<td>---</td>
<td>60%</td>
<td>87%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>New faculty hires obtaining tenure in 7 years</strong></td>
<td>56%</td>
<td>60%</td>
<td>70%</td>
<td>51%</td>
<td>49%</td>
<td>33%</td>
<td></td>
<td>65%</td>
</tr>
<tr>
<td><strong>6-year retention rate for exempt and non-exempt staff</strong></td>
<td>33%</td>
<td>42%</td>
<td>33%</td>
<td>46%</td>
<td>43%</td>
<td>33%</td>
<td></td>
<td>75%</td>
</tr>
<tr>
<td><strong>% of insured employees participating in health screenings</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>90%</td>
</tr>
<tr>
<td><strong>% of insured employees tobacco free or participating in tobacco cessation program</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>90%</td>
</tr>
</tbody>
</table>
People born into the lowest economic quintile have a much better chance of escaping poverty as adults if they earn a college degree.
High-scoring college students are more likely to graduate if from well-off families, and the gap is even greater for lower-scoring students.

Graph recreated from The New York Times Magazine article: “Am I supposed to be here? Am I good enough?” – Source: Anthony P. Carnevale and Jeff Strohl “Rewarding Strivers.”

ISU has joined a College Transition Consortium to help narrow this gap.
As the University works to become more efficient while continuing to advance our goals, we will have to work differently.

How do we increase productivity without further increasing individual workloads?

How do we maintain our functional structure and yet provide service to our students and each other in a seamless fashion?
Collaboration: The Process of Finding Solutions Together

Examples of existing and growing collaboration that help fill the gaps in student services:

- Financial aid and student accounts
- University Advisors, Resident Assistants and Academic Peer Advocates
- MapWorks: Res Life, Faculty, University Advisors
- Sycamore Express: Registrar, Financial Aid, Student Accounts, Public Safety, Student Rec Center
Three new Strategic Planning Initiatives:

- Integrated Communications Project led by CIO Lisa Spence – a multi-year project that will begin with a pilot this fall followed by major infrastructure upgrades

- Initiative led by Associate VP Josh Powers to increase persistence to graduation of third and fourth year students

- Integrated team led by Dean Ken Brauchle to dramatically increase enrollment in degree completion and distance-delivered programs
Collaboration is the Pathway to Success!

New campus-wide award for collaboration

- First award will be presented next spring
- Details to come!
Email your answers to president@indstate.edu.

1) What do you think needs to be changed to improve the teaching and learning environment at Indiana State?

2) What barriers exist to fostering collaboration between units?

3) What more could ISU do to improve the health and wellness of its employees?
We have good revolutions but we are not on an Indy Track.
We are on a Grand Prix track. To win the race, we are going to have to learn to turn right and brake on occasion.