

March 24, 2016

Dear colleagues,

The past several weeks have been busy ones with Indiana State working on multiple fronts to connect with elected officials, alumni, business leaders and others.

On February 29, our **American Democracy Project** hosted **Indiana State Day at the Statehouse**. Students from several organizations filled the atrium of the Statehouse with displays and spoke to legislators, lobbyists, and others about their experiences at Indiana State. We had 67 legislators join us for the luncheon reception, and several of our student leaders joined me on the floor of the House of Representatives as I accepted a joint resolution honoring Indiana State for our Sesquicentennial, enrollment growth, and number one national ranking for community service. It was a great day. Thanks to **Carly Schmitt, Greg Goode**, the students, and others who contributed to this successful day.

The next day, our presidential tours continued with a trip to Richmond, Indiana. In addition to hosting a joint alumni/admission event, I spoke to the Richmond Rotary Club and met with Ivy Tech leaders from East Central Indiana. Individual alumni meetings rounded out the visit. Two of our incoming presidential scholars were among the students who attended the alumni/admissions reception with their parents and both were bubbling with enthusiasm and excitement about coming to our campus this fall. Our next tour begins this afternoon in Lake County where we always draw a good crowd. At tonight's alumni/admissions reception, we will be recognizing **Sen. Earline Rogers'** distinguished service to our state and her continued support of higher education with the **President's Award for Distinguished Public Service and Outstanding Achievement**. This tour will also include several visits with legislators. Our 2015-2016 tours will wrap up with a one-day trip to Bloomington in two weeks.

Last Tuesday, Indiana State hosted a very successful alumni reception at the **NASPA/Student Affairs Professionals in Higher Education Conference** in Indianapolis drawing around 200 of our alums who are now working at colleges and universities across the country. During the conference, **Willie Banks** was recognized by the University of Georgia for receiving the 2016 Outstanding Alumni Award from the university's College Student Affairs Administration program which was formally presented earlier this month at the annual ACPA-College Student Educators International Conference in Montreal.

Also last week, **Networks Financial Institute** hosted its **12th Annual Insurance Public Policy Summit**, "Decision 2016: The Impact on Insurance Regulation," in Washington, D.C. Through this event, NFI and Indiana State University have gained a national reputation for leading discussion among Congressional, government and industry leaders of key issues impacting the financial services sector. ISU's Alumni Association partnered with NFI to host a reception for alumni and conference participants which drew a good crowd despite a shutdown of the Metro system. Congratulations to all those involved in the summit and thanks to Faegre Banker Daniels and FaegreBD Consulting for their continued assistance in making it a success. While in D.C., **Greg Goode** and I also met with **Senator Dan Coats** and **Congressman Larry Buschon** and made a number of hill visits, and **Richard Baker** made a presentation on our unmanned systems program to Congressional staff.

Indiana State is making an impact on many fronts, and people are taking notice.

In addition to the blossoming of our campus, another sure sign that spring has arrived is the kickoff of our annual banquet season. On Tuesday, the **Center for Community Engagement** conducted its annual event to recognize, students, faculty, staff and community partners who have contributed to our number one national ranking in community service. Junior **Tevin Jones**, a mechanical engineering technology major, received the **President's Award for Civic and Community Leadership** for his work on and off-campus which includes volunteering at the community garden, mentoring, participating in the Polar Plunge, assisting with a Habitat for Humanity build and a food drive for the United Campus Ministries food pantry. He is currently working with **Bob English** and other technology students to establish an ISU chapter of the National Society of Black Engineers. Congratulations, Tevin!

Other award recipients were the **Griffin Bike Park** (2016 Community Partner Service Award), **Alpha Phi Alpha fraternity** (Outstanding Service Award), **Crystal Myers** (Staff Engagement Award), **Franklin Elementary** (Community Partner Award), **Mackenzie Carpenter** (AmeriCorps Member of the Year), **Georgeann Bennett** (Outstanding AmeriCorps Site Supervisor), **Aiyana Koon** (Alternative Break Participant of the Year), and **Chelsea Stallings** (Alternative Break Chaperone of the Year). All of these outstanding community servants are very worthy of this recognition.

I would also like to recognize **Nancy Rogers, Heather Miklozek**, and the **Center for Community Engagement staff** for their many efforts to engage our students, faculty and staff in helping our communities. The work that is being done in the Ryves neighborhood and Franklin Elementary is making a difference. The efforts of our students participating in Alternative Breaks continue to grow, involving more than 100 students and chaperones serving 10

different locations in three countries this year. Our faculty and staff have also found creative ways to incorporate community service and experiential learning activities into our students' experiences. Thank you to everyone who embraces this core component of Indiana State.

Our strategic planning efforts continue to be a focus. We are in the midst of a series of reporting sessions from each initiative chair for the current strategic plan. Once these presentations are completed, I will be working with the Provost and the Vice Presidents to determine which of the remaining initiatives should be moved to base budget operations so that they can become institutionalized, which ones should become part of the new strategic plan and which ones should be abandoned.

A **campus-wide celebration** of the many successes of the "Pathway to Success" strategic plan will take place from 11 a.m. to 1 p.m. on Friday, April 8, in Dede I. **Rep. Ed Delaney** will be the keynote speaker. Lunch will be served so it is important to RSVP if you plan on attending. Please let Rita Anderson know if you will attend by calling (812) 237-4000 or emailing rita.anderson@indstate.edu. Please note if you would prefer a vegetarian meal.

One particular success that has not received as much attention as some of the others involves the improvements that have been made in faculty compensation. The adoption of our "salary" peers and the use of their CUPA data has allowed us to dramatically reduce inequities in our salary structure for faculty and for staff. A recent report shows ISU faculty are collectively paid a competitive wage when compared to our peers and faculty at other Indiana institutions. This would not have happened without a great deal of trust on the part of the Faculty Senate, without our amazing enrollment growth and without the hard work of the entire campus to help us improve as a university. While statistically it is harder to show similar results for non-faculty due to the wide variations in jobs and less robust peer data, I am confident good progress has been made with their salaries as well. The report I referenced can be found at: <https://www.indstate.edu/sites/default/files/media/Documents/PDF/Faculty%20Salary%20Report.pdf>.

Work on the new plan continues with the current focus being the finalizing of goal statements and the development of benchmarks (and benchmark goals) to measure progress for each goal. The Steering Committee meets again next week, and the **Campus Stakeholders Meeting** will take place on April 6, from 2 to 5 p.m. in Dede I.

On Wednesday, **Diann McKee, Kevin Runion** and his colleagues from **Facilities Management**, hosted a campus forum on the update of the **2009 Campus Master Plan**. It is almost incredulous to see the list of projects that have been completed, are in construction or are being designed. Maintaining our 72 buildings and grounds and adapting to the evolving needs of delivering quality education is an ongoing challenge given available resources. I am appreciative of the capital support we have received from the state and of the excellent work Diann and her colleagues have done in addressing our facilities' needs. Part of yesterday's town forum included an opportunity to provide feedback on what you like and don't like about our current facilities. If you were unable to attend and would like to send me your input, please email it to president@indstate.edu. I will share it with Diann to inform their planning. It is clear that our needs will continue to outpace our financial resources, but it is good to know of any issues or unmet needs so that they can be prioritized appropriately.

On the personnel front, **Jack Turman** has announced that he is stepping down as Dean of the College of Health and Human Services effective June 1. He will remain on the faculty. I would like to personally thank Jack for his efforts on behalf of college and the university during his time as dean. **Provost Mike Licari** will be announcing interim leadership for the College shortly and will proceed with a national search to find Jack's replacement.

Sherard Clinkscales will begin his duties as Director of Athletics on May 1. His extensive experience and skills complement those already within our athletics' program, and I look forward to working with him to advance the academic and athletic experiences of our student athletes. Sherard currently serves as the Senior Associate Athletics Director for Student Services and Sport Administration at North Carolina State. More information on Sherard is available at: <http://www2.indstate.edu/news/news.php?newsid=4644>. Angie Lansing has done a great job as Interim AD and has my thanks for a job well done.

In other personnel news, **Andy Morgan** will begin his duties as the new Dean of Students on April 1. Andy has worked in a variety of administrative roles in student affairs at Southern Illinois University-Carbondale for the past 18 years. Details on his appointment are available at: <https://www2.indstate.edu/news/news.php?newsid=4615>. Also, finalists for the **Executive Director of Career Services** were on campus this week, and a decision on that position will be made in the coming weeks.

Also, this fall ISU will be launching a new scholarship program called **STATE Works** for students with unmet financial need and an expressed interest in campus employment. The program provides participants with a \$1,000 textbook award per year and matches them with a campus job. Our student employment area will be working with each university division over the next few months to identify 150 existing student jobs across campus that are suitable for

STATE Works. The students will keep half of their earnings and half will be applied to their unpaid student balance. More information on the program is available at: <http://www.indstate.edu/stateworks>.

Other updates I would like to share:

- A large group of women attended the spring **Women of ISU** event in Heritage Lounge today. Since **Cheri** started these twice-a-year informal gatherings, donations from the spring event have funded scholarships which have been awarded to non-traditional female students each year. At the December brunch, attendees bring gifts for women in need at several shelters and agencies in our community, and hundreds of gifts have been given over the years. Additionally, the events have provided opportunities for ISU women to network with colleagues in a non-work setting. Cheri and I would both like to express our appreciation to the women who have supported these efforts.
- Congratulations to **Laura Bates** on the selection of her book, *Shakespeare Saved My Life*, for the 2016 Wabash Valley Community Read program sponsored by the Vigo County Public Library, Altrusa and the Friends of the Vigo County Public Library. More than 40 community organizations will help promote the Wabash Valley Community Read program by distributing copies of the book and organizing programs. More information is available at: http://www.vigo.lib.in.us/sites/default/files/docs/2016_wvcr.pdf.
- Faculty and staff are encouraged to participate in this year's **faculty and staff campaign** through the **ISU Foundation**. As this year's campaign chair, Provost Licari has promised to make a personal donation of \$1,000 to the college that has the highest participation rate in the campaign. Please consider a gift of any size. The gift can be made through payroll deduction and can be unrestricted or designated to a specific need (even your own department). To make a gift, contact the Foundation or go to: <https://www.indstatefoundation.org/facultyandstaffcampaign>.
- "**Barriers and Bias: The Status of Women in Leadership**," a research report from the **American Association of University Women** will be released through a webcast hosted by Cokie Roberts, political commentator for ABC News and a senior news analyst for NPR, on March 30 from 3:30 to 5:30 p.m. Cunningham Memorial Library and Gender Studies are sponsoring a "watch party" of the webcast in the Library Events Area. The report explores why men vastly outnumber women in the top positions of paid leadership. To access the report after the webcast, contact ISU's AAUW representatives, **Marsha Miller** (marsha.miller@indstate.edu) or **Debra Israel** (debra.israel@indstate.edu).
- The **Department of Criminology and Criminal Justice** is collecting items for the Vigo County Children's Homes. Donations can be dropped off at the main Criminology Office in Holmstedt Hall 208/210 through April 1. Items that are in need are clothes for children 8 to 18 years old, board games, coloring books and crayons, toys, books, new pillows, etc. Questions can be directed to **Travis Behem** at (812) 237-2196.
- Nominations for the **Distinguished Alumni Award** are being accepted through May 1. The award honors Indiana State alumni who have outstanding professional accomplishments and have made significant achievements benefiting their local and/or global communities. Recipients will participate in Homecoming activities including the DAA ceremony, the Blue and White Parade, tent city and the football game. To submit a nomination, go to: <http://survey.constantcontact.com/survey/a07e9u1adslhz1kdz/a0122im6j6cqq/questions>.
- **Michael Shelden** has been included in the Indiana State Library's *1816-2016 Literary Map of Indiana* which names the most influential Indiana authors for the past 200 years. Michael is recognized in the non-fiction area for his outstanding biographies of Winston Churchill, George Orwell, Mark Twain and others.
- **Marsha Miller** will become the president of the **Indiana AAUW** at the end of next month. During her two-year term, she will oversee 18 branches and 700 statewide members. ISU has been a campus partner of AAUW for more than 50 years. AAUW's mission is to promote equity for women through advocacy, education, philanthropy, and research. For more information about AAUW membership, contact Marsha or Debra Israel.
- I would like to thank **Kent Games**, **Keri Yousif** and **Liz Brown** for hosting a unique opportunity for our faculty through the **ISU Teaching Tour** sponsored by the **Faculty Center for Teaching Excellence**. The tour allows small groups to observe a host's class on a selected day and then engage in an hour of conversation about the instructor's teaching strategies and instructional decisions. Participants have the opportunity to learn, share and reflect on teaching at the college level. Sessions are on March 29, March 31 and April 8. For more information, go to: <http://www2.indstate.edu/fcte/>.

- Five former Indiana State student-athletes were inducted into the **ISU Athletics Hall of Fame** last month. The five were the late **Mary Ann (Csipskay) Stadler**, a student-athlete (1984-89) and head coach (1992-2003) for the women's tennis program; **Rick Williams** who played men's basketball from 1973 to 1976; **Rick Murphy**, a part of the football program from 1970 to 1974; **John Caddell**, a diver from 1961 to 1964; and **Kyle Hobbs**, who participated in cross country and track and field from 1988 to 1992. Congratulations!
- The **Indiana State Dance Marathon**, sponsored by the **ISU Alumni Association**, raised nearly \$52,000 for Riley Hospital for Children in a year-long effort culminating in a 7-hour dancing and entertainment event earlier this month. Hats off (or maybe it should be shoes off) to **Hilary Duncan**, the group's advisor, and all of the students who helped with this tremendous philanthropic effort.

Happy Spring! Remember, it is only six weeks until Commencement.

Sincerely,

Daniel J. Bradley
President