

June 13, 2016

Dear colleagues,

June is a special time at Indiana State. New student orientation is underway bringing our newest Sycamores and their families to campus to register for fall classes and learn more about the student experience at Indiana State. **John Beacon** tells me that this year's group of student leaders is extraordinary, and I have heard first-hand from parents and others about the well-organized, high-energy, and informative sessions that are offered.

This is an important point in each student's college decision process and is a critical enrollment yield activity. I appreciate the efforts of the entire campus to make these students and their families feel welcome. I would especially like to recognize **Tracy Osborne** and her staff, **Linda Maule** and the **University College** advisors and staff, as well as the many other faculty and staff who also provide assistance. Your work is important in getting these students off to a great start and to advancing our student success goals as a university.

Another major activity during June took place over the weekend with the **2016 Indiana Special Olympic Summer Games**. This year, a majority of the activities were conducted at the new Gibson Track and Field on the west side of campus with thousands of athletes and volunteers involved. Many individuals across campus, most notably **Fred Clark, John Lentz, Judy Price, Joe Newport** and their colleagues, put an enormous amount of time and energy into making this an exciting, successful, and safe event. Thanks to everyone for your good work in making this event a special moment in the lives of many.

Earlier this spring, ISU students were asked to respond to a survey focused on student perceptions of diversity and inclusion at ISU. Unfortunately, only 430 students completed the survey, possibly due to a glitch in the student email system at the time the survey was administered. While the results are informative, they should be taken with caution as the level of response rate was too low to accurately represent the student body. Overall, the results indicate that perceptions are on the positive side of the rating scales, however they were not uniform across subpopulations. Quantitative and qualitative summary sheets and the survey instrument are available on the Office of Institutional Research's website at: <http://irt2.indstate.edu/cms/ir/index.cfm/surveys/diversity-survey/>.

More importantly, our work on inclusive excellence continues. I have asked each of the six goal teams for the new strategic plan to ensure that inclusive excellence is addressed in their initiatives in ways that are appropriate to their goal. I will also be charging the new Council on Diversity with examining ways to collect this important data annually while improving the response rate. In addition, the vice presidents have been asked to develop or update diversity plans in their areas that address hiring, retention, and climate needs by the end of the fall semester. **Josh Powers**, who is continuing his duties as interim associate vice president for inclusive excellence for the 2016-17 academic year, has been asked to assist in facilitating these and other activities to move our inclusive excellence goals forward.

Work on the remodeling of the **Charles E. Brown African American Cultural Center** is underway, and the staff has relocated to the fourth floor of Rankin Hall until the center reopens this fall. **Brice Yates** has been selected as director of the center and will begin his duties on July 11. Brice has served as coordinator of the Multicultural Student Center at the University of Central Florida for the past two years and previously worked at Morehead State University as coordinator of the DREAMS Mentoring Program and as a marketing specialist for diverse populations. He earned his bachelor's and master's degrees from Morehead State.

Work on the seventh floor of Hulman Memorial Student Union is also taking place to provide space for the new **Multicultural Programs and Services** area, **International Student Office Space**, the **LGBT Resource Center**, and the **Women's Resource Center**.

The University has also received instructions from the U.S. Department of Education outlining our obligations to transgender students under Title IX which prohibits sex discrimination in educational programs and activities operated by recipients of federal financial assistance. This includes discrimination or harassment based on a student's transgender status which is consistent with ISU's non-discrimination statement and policy prohibiting discrimination and harassment based on gender identity and gender expression.

ISU's General Counsel **Katie Butwin** has distributed guidelines regarding these obligations. Most notably, once a student identifies as a transgender male or transgender female, the University should begin treating the student consistent with the student's gender identity, including use of the student's preferred name and gender. A student who wishes to change gender identity and preferred name may complete a declaration that will be privately maintained by the **Office of Registration and Records**. This change will impact class rosters, etc.

ISU cannot currently change official records for employees, such as legal name, without official documentation. Transgender employees may contact the Office of Human Resources for individual requests for preferred name modifications. Students and employees with complaints or concerns about discrimination and harassment, ISU's compliance obligations, and requests for training should contact Leah Reynolds at (812) 237-8954 or leah.reynolds@indstate.edu. More information is available at: <https://www.indstate.edu/sites/default/files/media/Memorandum%20on%20Title%20IX%20Obligations%20to%20Transgender%20Students%20and%20Employees%20%28June%201%2C%202016%29.pdf>.

These efforts are coming at a critical point in our nation's history. The most recent act of hatred and intolerance that occurred in Orlando last weekend demonstrates the need for colleges, universities and communities across the nation to build supportive environments where the differences among all of us are valued and appreciated. Our country was built on a strong foundation of acceptance and freedom. We all need to work to help the values in the Declaration of Independence become a reality for ALL. We should also serve as leaders in advancing this goal by setting expectations and modeling the behavior on how people should be treated.

One example of doing just that is our faculty member **Lori Henson** who organized last night's Wabash Valley Vigil for Orlando. Around 200 people showed up to share their grief for the victims and show their support for the LGBT community.

College is frequently where students are first exposed to others from different backgrounds – whether that takes the form of race, socio-economic conditions, culture, sexual orientation, ethnicity, religion, etc. For some, it can also be a time when they become more comfortable with coming out as gay, bisexual or transgender. Elonda Ervin and the LGBT Resource Center will provide ongoing information to students about resources available at ISU and in the local community. For more information, go to: <https://www.indstate.edu/student-affairs/msp/resource-centers/lgbt-resource-center/about>.

Let's all work together to make ISU a better place.

In other personnel news, **Monica Love** has been selected as the new executive director of strategic initiatives. She will assume the responsibilities Mike Snyder had in working with units across campus to implement the new strategic plan. She also will serve as a member of my cabinet, and the Office of Institutional Research will report to her. Monica received a bachelor's in business administration from Drake University, an MBA from Tulane University and a Juris Doctorate from the University of Iowa. She comes to us from Tulane University where she has served as the deputy chief of staff and as an associate director of athletics and the senior women's administrator for athletics. Prior to working at Tulane, she served as associate director of athletics at the U.S. Military Academy at West Point and as assistant

director of athletics for compliance and enhancement at Baylor University. She will begin her duties on June 29. Welcome, Monica!

Chris Olsen has been named interim dean of the College of Arts and Sciences for the 2016-2017 academic year. As indicated earlier, **Eli Bermudez** has been named interim dean of the College of Health and Human Services. National searches for both positions will take place during the coming academic year. I would like to thank Chris and Eli for their willingness to serve in these roles. **Bob English** has announced his plans to step down as dean in summer 2017 so a search for the dean of the College of Technology will also be launched. I appreciate Bob's service in numerous leadership roles and look forward to working with him this year to continue to advance his growing college.

Angie Lansing has been named Senior Associate Athletics Director in addition to continuing her duties as the department's Senior Woman Administrator. I appreciate Angie's leadership in serving as interim director of athletics this spring and congratulate her on this well-deserved promotion. In addition, **Kelly Wilkinson** has been named Associate Dean of the Scott College of Business upon the retirement of **Bruce McLaren** at the end of this month. Congratulations, Kelly.

Molly Hare has been selected to serve as the interim director of the Faculty Center for Teaching Excellence. She has been serving as a faculty fellow in the FCTE for the past 18 months. Thank you, Molly.

I also would like to extend my appreciation to two ISU couples who have provided exemplary service to our students and university. Congratulations and best wishes to **Bruce** and **Connie McLaren** on their retirements and to **Todd** and **Beth Whitaker** on their new jobs back home in Missouri. Your presence will be missed.

On June 30, **Teddy Lenderman** will end a career spanning more than 40 years at Indiana State and the ISU Foundation. A campus-wide reception will take place on Monday, June 27, from 3 to 5 p.m. in Heritage Lounge. Please join me in wishing Teddy all the best in this new phase of her life. I appreciate all that she has done for Cheri and me personally as well as the great work she has done for the University and Foundation.

Other items I would like to share:

- Last week, the **Vigo County Commissioners** approved the establishment of the Vigo County Capital Improvement Board. This is another important step in the plans to renovate and add convention center space to Hulman Center. **Greg Goode** and I will be representing the university on the new CIB. The continued support of the county, city, and the Convention and Visitors Bureau for this project is deeply appreciated.
- Indiana State University will be recognized next week by the **Indiana Recycling Coalition** for coming in first among Indiana schools in the RecycleMania Contest in the categories of Paper, Corrugated Cardboard, and Bottles and Cans. Congratulations to **Paul Reed, Karen Smith, Elizabeth Attebery** and others who continue to make Indiana State a leader on the recycling front.
- Volunteers are still needed for the **United Way Day of Action** on Tuesday, June 21, from 8:30 a.m. to noon. Breakfast will be provided at 7:30 a.m. This would be a great opportunity to use remaining community service leave (with your supervisor's permission). To volunteer, contact the United Way Office at 812-235-6287.
- The **Indiana State University Foundation** has received a \$100,000 anonymous donation to the **Susie Thurman Dewey Scholarship**. The endowment gift was made in honor of distinguished

alumna Susie Dewey and is intended to be used as a matching gift challenge to encourage support from others, including former students of Susie's. Susie graduated from the Indiana State Teachers College in 1940. After her decorated World War II service in the Women's Army Corps, she dedicated her career to inspiring students as an English teacher at Gerstmeyer High School. The scholarship fund supports education majors with demonstrated financial need.

- Congratulations to **Wil Downs** for being recognized as male volunteer of the year by **Junior Achievement of the Wabash Valley**. Wil has been volunteering with JA for the past eight years and has served on its board for the past three. Thanks, Wil, for serving the youth in our community through this great program.
- Congratulations to **Michelle Lewis** for receiving the Sycamore Staff Award and **Barry Overpeck** for winning the Debbie Nelson Staff Council Spirit Award. These awards are given annually by the Staff Council. Staff Council officers for 2016-17 will be: Chair: **Roxanne Torrence**; Vice Chair: **Barry Overpeck**; Secretary: **Laura David**; and Treasurer: **Jamie Hays**. Appointed positions are: Communication Officer: **Audre Brickey**; Parliamentarian: **Martha Reed**; and Grievance Liaison: **Matt Jenkins**.
- The 2016 season of **Crossroads Repertory Theatre** kicks off on Friday with the Tony Award-winning musical *Avenue Q*. The show combines the beloved puppets of childhood with the everyday struggles of adults for this adults-only show that explores ethnic, gender, and generational stereotypes. Other shows this summer include the comedy love triangle *Boeing Boeing*, the critically acclaimed play *The Lonesome West*, and the *CRT Musical Cabaret*. Standard tickets are \$20 per show. Faculty and staff tickets are \$16 while ISU students get in free with a valid student ID. A special children's production, *The Big Bad Bullysauros*, will take place at the Children's Museum. The children's play is free with regular admission to the museum. Cheri and I have enjoyed attending the CRT shows immensely and hope to see you at this summer's offerings. For the complete schedule and more information, go to: <http://www.crossroadsrep.com/>.
- Thank you to the extraordinary **Residential Life** housekeeping crew that did a great job of preparing 500 Wabash in only 24 hours for summer occupancy and then turned right around and cleared everything out of Cromwell so that renovations could begin on the third tower in our ongoing upgrade of student housing. A special thanks goes to **Susan McNeely** for her leadership on these projects.

Good luck with your summer projects! I hope everyone has some time off to enjoy with their family and friends.

Sincerely,

Daniel J. Bradley
President