

September 7, 2016

Dear colleagues,

It has been a great start to the academic year, and I am proud of all that Indiana State has achieved through the hard work of our faculty, staff and students.

Once again, Indiana State has been recognized as a national leader in community engagement by *Washington Monthly*. For the fifth year in a row, our students have ranked in the top three universities in the nation for the hours of service they provide. In addition, ISU remains in the top ten for the overall service category and in the top 100 universities in the nation in overall rankings. Only two institutions in Indiana (Notre Dame and Purdue) ranked higher than Indiana State in the overall rankings.

Our commitment to community engagement was quite obvious on August 22<sup>nd</sup> as 1,936 students participated in our fall **Donaghy Day** program, a new record. These students fanned out to locations in three different counties to complete a variety of projects for area non-profits and individuals in need. Congratulations to **Heather Miklozek, Jessica Starr** and the entire staff of the **Center for Community Engagement** for another great day for our students and our community.

Official enrollment counts recorded the second-highest enrollment in our history (13,565), down only 19 students from last fall's record-breaking numbers. Online enrollments continue to grow, up 17 percent from last fall. Transfer students saw a similar increase of 16 percent while new graduate enrollment increased by 6 percent. Overall, our enrollment has grown by nearly 30 percent since 2008.

Sustaining that growth will be necessary although challenging. This year's enrollment saw a drop in first-time freshmen. Our division of enrollment management, marketing and communications is working hard to turn that around with the goal of next year's freshmen class being as big as last year's all-time high. To do this, the entire campus must continue its work to assist in the recruitment and retention of our students. There are three important ways faculty and staff can directly assist with the recruitment process – being available to meet with prospective students and their parents when they visit campus, staffing resource tables at preview days, and interviewing students for the President's Scholarship early next semester. If admissions asks for help, please provide it. It is important.

I was pleased to see another increase in our on-time graduation rates. The four-year rate is now the highest in measured history at 25.7% which is an increase of 2.4 percentage points in one year and 6.3 percentage points over two years. Graduation rates for Pell recipients and 21<sup>st</sup> Century Scholars have also improved. There is much more work to be done, but we are definitely seeing progress.

These are only a few of the accomplishments achieved under "The Pathway to Success" strategic plan. That plan is now ending, and the new "There's More to Blue" strategic plan for 2016-2021 will be launched at my September 21 fall address. The address will begin at 2:30 p.m. in Tilson Auditorium in Tirey Hall. A reception for faculty and staff will follow at 3:30 p.m. You can expect the new plan will look similar to the old one in terms of goals with several new twists. One thing that will remain constant is that our goals will be aggressive. I encourage you to come to the address to find out how you can be involved in implementing the new plan. At the address, the Center for Community Engagement will be collecting school supplies for Deming Elementary. Supplies most in need include calculators, 3-ring binders, crayons, large pink erasers, folders of all kinds, washable glue sticks, washable markers, black dry erase markers, ruled note cards, spiral-bound notebooks, wide-ruled loose leaf paper, #2 pencils, red, black and blue pens, blunt tip scissors, pencil cases and sharpeners, 12-inch rulers with inches and centimeters and tissues. Thanks in advance for your donations to our partner school.

Another point of celebration kicking off the new academic year was the groundbreaking for the \$64 million addition and renovation of the **Health and Human Services Building**. We were honored to have **Senator Luke Kenley** join us for the ceremony along with **Congressman Larry Buschon, State Senator Jon Ford, State Representatives Bob Heaton and Clyde Kersey** and **Mayor Duke Bennett**. In his

comments, Senator Kenley congratulated Indiana State on our enrollment growth and noted the considerable investment the State of Indiana is making in this facility. Despite the heat, it was an honor to don a white lab coat for the official turning of the dirt for the largest state-funded project in our history. We are grateful for the State's support, especially that of Senator Kenley and **Representative Tim Brown** and their colleagues in the **Indiana General Assembly, the Commission for Higher Education, and Governor Pence.**

Other projects recently completed include the renovation of Dede Plaza and the fountain, the renovation of the second tower (Blumberg Hall) with work on Cromwell now underway, upgrading of the corridors on the first floor of the Science Building, renovation of the 2<sup>nd</sup> floor of Gillum Hall for the College of Graduate and Professional Studies and the Center for Global Engagement, and numerous other projects dotted across campus. Work will soon begin on the tearing down of Toney Petroleum which has been in the works for many years. In conjunction with the Health and Human Services addition and renovation, the entire corridor along Third Street will be re-landscaped to create a new main entryway to campus. Lastly, work continues on the \$75 million project to expand and renovate Hulman Center. ISU is partnering with the City of Terre Haute, the Terre Haute Convention and Visitors Bureau and Vigo County on this project. We are continuing down a long path that will hopefully allow us to begin construction next year.

A third-party developer has also started construction of a new apartment building on Cherry Street across from the Myers Technology Center, and another developer has announced plans to transform the former American Can/Icon building into apartment housing along the riverfront. The redevelopment of the former Boys and Girls Club is also expected to move forward.

It is great to see both public and private investments occurring on campus and in the surrounding area. It is clear that our enrollment growth is impacting our community and its economy.

This afternoon, I will begin the lengthy biennial budget process with our initial presentation (the first of several) to the Commission for Higher Education. Our request for the 2017-2019 biennium will include a capital request for \$15,000,000 to renovate the Fine Arts and Commerce Building. Dedicated in 1940 by first lady Eleanor Roosevelt, the building needs extensive renovation to replace critical building components and address building egress and accessibility. The renovated space will provide much-needed flexible classroom space for general education classes that are in high demand due to our enrollment growth. The budget process will continue through April.

On the personnel front, **Kandi Hill-Clarke** has announced plans to step down as dean of the Bayh College of Education at the end of December to accept a dean's position in Tennessee. Kandi has been a tremendous asset to our campus, and I will miss working with her but wish her all the best. The Provost is finalizing a search committee which will begin its work immediately. Searches for the deanships in Health and Hulman Services and the College of Arts and Sciences will be launched later this fall.

Also, **Roland Shelton** has been named interim associate vice president for development at the ISU Foundation effective October 1. In this role, he will lead the University's major giving and planned giving fundraising efforts. He will assume responsibilities of Catherine Saunders and Phil Ness, who are leaving Indiana State later this month to pursue other professional opportunities.

The Office of Human Resources has been working with each Vice President to review positions that will be impacted by changes in the Fair Labor Standards Act (FLSA). The Department of Labor's final rule updates the salary threshold to determine employees who are entitled to overtime compensation effective December 1, 2016. This is a national issue that is impacting employers throughout the country.

At ISU, there are currently 124 positions which do not meet the salary threshold and will be reclassified as non-exempt professionals. This change will not impact their salaries or benefits, other than they are now eligible for overtime when approved by a supervisor. These employees will need to record time worked in Kronos rather than using leave reporting through the Employee Self-Service portal. In addition, they will receive paychecks every two weeks rather than once a month.

There are 84 employees who will remain exempt but will be reclassified as Academic Administration, a special classification available in the FLSA to academic institutions. There will also be some employees whose job responsibilities fall into the exempt category whose salaries will be raised to meet the new threshold. These employees will continue to use the leave reporting in the portal to record leave taken.

Letters with these details will be distributed within the next week to impacted employees. Questions may be directed to Human Resources. Employees who are moving from the monthly payroll to biweekly payroll will want to prepare financially for this change. While salaries will remain constant, employees will now have those salaries spread over 26 pays rather than 12.

There are several items to report on the diversity front, including:

- During its August activities, the Board of Trustees toured the newly remodeled seventh floor of HMSU which now features **the Office of Multi-Cultural Programs and Services**, **the LGBT Student Resource Center**, **La Casita Student Resource Center**, **Women's Resource Center**, and **International Student Resource Center**. This change is part of Vice President Willie Banks' goal of improving service to our students.
- **Josh Powers**, interim associate vice president for inclusive excellence, will be convening the reconstituted **President's Council on Inclusive Excellence** in a few weeks. In addition to appointments made from nominations from the governance units, there will be five at-large appointments. If you are interested in participating, please send a short self-nomination explaining why you would like to serve to [president@indstate.edu](mailto:president@indstate.edu) by September 23.
- I would like to thank **Colleen Haas** and **Edi Campbell** for leading a faculty **Multicultural Curriculum Transformation Learning Community** through the Faculty Center for Teaching Excellence this fall. The group is learning new ways to integrate diversity-themed content into their courses as well as strengthening their skill sets in facilitating important diversity-related conversations in the classroom.
- A ribbon-cutting ceremony and reception for the grand re-opening of the renovated **Charles E. Brown African American Cultural Center** will take place at 12:30 p.m. on Friday, September 30, as part of our Homecoming festivities. I hope you will join us to see the wonderful improvements that have been made to this facility.
- Several Indiana State staff members are helping develop a new group for minority professionals in Terre Haute. The organizing committee includes **Josh Powers**, **Theresa Ortega**, and **Elonda Ervin** from ISU, **Scotia Brown** from the Vigo County School Corporation, **Mel Burks** from Hamilton Center, **Jeff Lorick** from the Terre Haute Human Relations Commission, and **Camille Wallace** from Rose-Hulman Institute of Technology. The first event held on Tuesday evening drew nearly 50 people including a fair number from Indiana State. The group intends to meet monthly. Contact Josh, Theresa or Elonda if you are interested in participating.
- **Vernon Wall** and **Kathy Obear** will be here on Sept. 14 to work with Foundational Studies faculty on the subject of inclusive excellence and social justice. A new diversity-focused professional development module similar to *It's On Blue* will also be launching this fall; more information will be coming on this. Thank you to **Linda Maule** and her committee that has been working all spring and summer to bring these important initiatives to the campus.
- Linda has also arranged for **Tia Brown McNair**, vice president of the Office of Diversity, Equity and Student Success with the Association of American Colleges and Universities, to come to campus on September 22 and 23 to discuss how ISU can advance its efforts around inclusive excellence.

- The **Office of Multicultural Services and Programs** will launch a new program called Belief Zone with a panel discussion on Christianity from 6:30 to 8:30 p.m. tonight in Dede II. The new program is designed to educate students, faculty and staff on how to interact with individuals who have different religious beliefs. More information is available at: <http://www.indstate.edu/student-affairs/msp/programs/belief-zone>.

Other items I would like to share:

- The **Indiana State University Panhellenic Association** has been awarded the College Excellence Award from the National Panhellenic Conference for the fourth year in a row. Only one other university in the country has received this honor for four years consecutively. A total of 27 institutions earned the award this year, putting ISU's program in the top four percent nationally. Congratulations to **Tracy Machtan, Bo Mantooth** and the leaders of our sororities!
- If you previously served in the Peace Corps, the Center for Community Engagement would like to hear about your experiences. The Center is working to increase our graduates' participation in the Peace Corps and could use the help of anyone who has served. Please contact Heather Miklozek at extension 2334 or [heather.miklozek@indstate.edu](mailto:heather.miklozek@indstate.edu).
- Congratulations to **Pamela Gresham, Jennifer Mullen, James Pond, Martha Reed, and Corry Smith** for being selected from many excellent nominees by students to present at this year's SUCCESSx conference. Alumnus **Cory Graham** will be giving the keynote at this TED Talk-like student conference which will take place at 6:15 p.m. on Tuesday, September 13, in Tilson Auditorium.
- The **4<sup>th</sup> Annual Student Success Conference** this year is a two-day statewide experience sponsored by ISU on October 4 and 5 in HMSU. The theme focuses around working with students from low-income backgrounds and features **Donna Beagle**, a national expert on the subject on the first day, and **Angela Duckworth**, a MacArthur Genius Award winner and expert on grit and how to facilitate it in students. Her TED Talk on the subject has had over 8 million views. For more information and to register, go to: [indstate.edu/studentsuccess/pdf/conference2016.pdf](http://indstate.edu/studentsuccess/pdf/conference2016.pdf).
- Twenty-six faculty and staff who were first-generation students in college have volunteered to be mentors to first-generation freshmen this year. They are in the process of being assigned mentees. Thank you for your commitment to this important constituency.
- The renovation of Normal Hall has been recognized with an American Institute of Architects Award for renovation, restoration and adaptive re-use by the Indiana chapter of the AIA. Congratulations to **arcDesign, Kevin Runion, Bryan Duncan, Seth Porter** and all those who worked on the project. Normal Hall was also recently featured in Indiana Landmarks Preservation magazine.
- Congratulations to **Dawn Underwood** for receiving a \$2,000 fellowship from the National Council of University Research Administrators. This competitive program provides five fellowships per year with three going to members from U.S. institutions. Dawn will be spending the two-week fellowship observing and working in a research office in Barcelona, Spain, that works with several universities in Spain to promote research.
- The **University Speakers Series** will kick off on Monday, September 19, with **Bob Baffert**, widely recognized as one of the most successful trainers in the history of horse racing. He is the trainer of American Pharoah, the first horse to win the Triple Crown in 37 years. His horses have won four Kentucky Derbies, six Preakness Stakes, two Belmont Stakes, and two Kentucky Oaks. His speech, "Journey to Your Triple Crown: A Conversation about Maintaining Excellence, Preparation, and Winning," will take place at 7 p.m. in Tilson Auditorium in Tirey Hall.

- Health screenings are underway. Make sure to complete your health survey and sign up for your screening to qualify for a discount on your health insurance premiums. Screenings run through September 23. To sign up, go to [onecommunity.com](http://onecommunity.com). If you have any questions, contact Lauren Clifford at [lauren.clifford@indstate.edu](mailto:lauren.clifford@indstate.edu).

Go Sycamores!

Sincerely,

Daniel J. Bradley  
President