

**Board of Trustees
Schedule of Activities
October 16 & 17, 2015**

Friday, October 16, 2015

- 8:00 a.m. Breakfast, Heritage Lounge, Tirey Hall
- 9:00 a.m. Finance Committee, State Room, Tirey Hall
- 10:15 a.m. Rededication of Normal Hall, Normal Hall Rotunda
- 11:30 a.m. Executive Session and Lunch, Heritage Lounge, Tirey Hall
- 1:00 p.m. Agenda Meeting, State Room, Tirey Hall
- 3:30 p.m. Meeting adjourns
- 4:00 p.m. Trike Race, Michael Simmons Student Activity Center
- 6:30 p.m. Distinguished Alumni Awards Reception, Sycamore Banquet Center
- 7:30 p.m. Distinguished Alumni Awards Program, Sycamore Banquet Center

Saturday, October 17, 2015

- 9:00 a.m. Blue & White Parade, 9th and Cherry – Wabash – 5th Street
- 11:00 a.m. Tent City, Memorial Stadium
- 3:05 p.m. ISU vs. Southern Illinois, Memorial Stadium

Minutes
Friday, October 16, 2015, 1:00 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. MacDonald)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Mr. Cheeks)
President of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
Chairperson of the ISU Board of Trustees (Mr. Campbell)

5. New Business Items

- 5a For Passage, Approval of the August 27, 2015 Meeting Minutes (Mr. Campbell)
- 5b Finance Committee Report (Mr. Taylor)
 - 5b1 College of Health & Human Services Renovation/Expansion (Mrs. McKee)
 - 5b2 Modification of Operating Funds Investment Policy (Mrs. McKee)
 - 5b3 Disposition of Surplus Real Estate (Mrs. McKee)
- 5c For Acceptance, Conflict of Interest Disclosure Statement (Dr. Bradley)
- 5d For Passage, Policy 922 Modifications (Ms. Butwin)

6. Items for the Information of the Trustees

- 6a Purchasing Report
- 6b Vendor Report
- 6c Faculty Personnel
- 6d Other Personnel
- 6e Grants and Contracts
- 6f Agreements and Internships
- 6g Board Representation at University Events
- 6h In Memoriam

7. Old Business

8. Adjournment

The next meeting of the Board of Trustees will take place on campus Friday, December 11, 2015.

Minutes
Friday, October 16, 2015, 1:00 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

3 Call to Order

4 Remarks

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

REPORT OF THE FACULY SENATE CHAIRPERSON (Dr. MacDonald)

(Dr. MacDonald submitted the following report)

Good afternoon and Happy Homecoming.

I have a small victory to report to start with: For the first time, we now have a Faculty Senate office email address: ISU-FacSenate@mail.indstate.edu so that we can have more continuity of communication as the Senate chair and the administrative assistant change.

I have been making other changes to improve communication between and among faculty governance bodies and the faculty, including an increased use of the University Faculty Blackboard site for governance materials, including:
Posting memberships lists for Senate Exec, and the Standing Committees;
Creating group sites for each of our standing committees, as well as public space for them to post agendas and approved minutes;
Posting spreadsheets of charges to those spreadsheets, and tracking progress they make on each;
And posting important documents, such as the report from the Academic Advising Taskforce.

So, yes, we have received the Academic Advising Taskforce's report, and several standing committees are dealing with it currently. However, the estimated cost of implementing their recommendations as written is probably at least \$1 million, which seems unlikely to happen. So we are working with the administration to see if we can find some middle ground.

The Biennial Review process is underway, and as expected, there have been a number of questions, some wrangling, and undoubtedly, in some areas, things have gone well. I am keeping a list as questions and issues as come to me, so that as soon as we are done with the process this year, we start on revisions.

Thank you, and Go Sycamores!

REPORT OF THE STAFF COUNCIL CHAIRPERSON (Ms. Torrence)

(Ms. Torrence submitted the following report)

The Public Relations Committee has been busy planning our homecoming activities. We started the week with themed spirit days and tomorrow we will be walking in the parade. This year we will once again have a tent in Tent City and I would like to invite everyone to stop by. I would like to thank John Sherman and the Athletic Department for the generous donation of game tickets.

The PR Committee has also been planning our Halloween party for the children of faculty and staff to have a safe and fun-filled night of treats and games.

The Employee Relations Committee is planning a rep session this month to give the staff the opportunity to listen, learn and ask questions about benefits and the Staff Council happenings.

In November the Council will be hosting another murder mystery and this year's event will have a special appearance by President Bradley. The funds raised from this event will help the Campus Ministries Food Bank. We are also planning another fundraiser in December with those proceeds going to the campus United Way Campaign.

I would like to thank President Bradley and Provost Licari for their support of the Council. They have both attended meetings in the last few months and their willingness to listen to our concerns is greatly appreciated.

REPORT OF THE PRESIDENT OF THE STUDENT GOVERNMENT ASSOCIATION (Mr. Cheeks)

(Ms. Cheeks submitted the following report)

Good afternoon President Bradley, members of the Board of Trustees, Executive Cabinet, and colleagues in Faculty Senate and Staff Council.

It's Homecoming at STATE and I am truly honored to be with you representing a proud, spirited, and celebrating student body. And celebrating we have been doing. More than 3,000 students attended the annual Sycamore Sync program in the Hulman Center; over 1,000 students attended the annual Torchlight and Pep Rally; 971 students attended Sycamore Sessions last night in Tilson Auditorium, and this afternoon we will all be cheering on that great Sycamore Tradition: Trike. We look forward to seeing you at Rec East as President Bradley and Vice President Banks lead the pace laps.

And there is more to celebrate as we kick off 150 years of Indiana State University. Thank you to the Foundation and Sycamore supporters everywhere for the Homecoming Gala last night. This was a pivotal program for the university as the funds generated will provide for need-based scholarships. And this is a much needed initiative. Thank you to all members of the Indiana State community for investing in the students in this manner.

This morning, we witnessed the beauty of Normal Hall, which can be described as anything but normal. And to see students running through the Fountain again. Things are coming together and that's nice.

But no, not everything is perfect at Indiana State. Beyond Brother Jed being on campus seemingly every day, we are a university that is still growing and evolving. Some on campus are questioning the university's commitment to diversity and inclusion. While there is still work to be done, I want to affirm that the Student Government Association, as the elected and appointed representative body of all 13,874 students, is supportive of and believes in the initiatives set forth through the Multicultural Services and Programs initiative of Student Affairs. Under the leadership of Dr. Banks, Dr. Ervin, and others in the Division of Student Affairs – we are excited about this as it provides resources and services for an ever expanding

student body. In addition to the significance the Charles E. Brown African American Cultural Center has provided our campus, we are now establishing a Women's Resource Center, a Multi-Cultural Resource Center, and an LGBTQ Resource Center. These are realities and our students are celebrating this commitment. SGA is proud of this.

I would be remiss if I did not recognize my peers in the room who are being recognized today. To my friends, the women of Panhellenic and our sorority community, and the men of Pi Kappa Alpha Fraternity, congratulations on your respective national awards. You represent all that is good about greek life. We are members of values-based organizations and I'm proud to be a member of the Fraternity and Sorority community along with you.

So indeed it is an exciting time to be a Sycamore, it's homecoming week and let's be safe and be proud Sycamores. Thank you again for your leadership to the university. Please know that we remain gladly committed to being a collaborator with you and working together to provide the students the Sycamore experience they deserve.

Thank you.

REPORT OF THE ISU FOUNDATION PRESIDENT (Mr. Carpenter)

(Mr. Carpenter made the following comments)

Fundraising News

Fiscal Year 2016 Fundraising Numbers

In the first quarter of fiscal year 2016, the Foundation has increased giving to The Fund for Indiana State.

- The total dollars has increased, compared to this time last year.
- And the number of total donors has increased by 33% and the number of President's Society level donors (\$1,000 or more) has more than doubled.

As of Friday, October 9, overall fundraising stands at \$786,978 from 2,570 donors

- This is an increase of 33% in the number of overall donors.

Fundraising Events

Sesquicentennial Celebration Gala – Thursday, October 15, 2015

The ISU Foundation led the table sponsor and ticket sales for the Sesquicentennial Gala. We were proud to partner with the President's Office to ensure the room was sold out!

- Note: 360 seats were sold for the event.

President's Society Tailgate

We are looking forward to hosting our first President's Society Tailgate event next Saturday, October 24 when our Sycamores take on North Dakota State at Memorial Stadium.

- This tailgate game is one of more than 50 stewardship initiatives planned by the Foundation this fiscal year.
- In the first quarter, the Foundation recorded more than ? stewardship interactions with our donors.

Alumni Activity

Legacy Award

The Alumni Association recognized the Ahlemeyer Family with the 2015 Legacy Award during the University's Family Day held on September 17. The Ahlemeyer family legacy began in the early 1900's and has had 16 graduates.

Distinguished Alumni Awards

The Alumni Association will recognize four deserving alumni with the Distinguished Alumni Award on Friday, October 16: Sam Dixon, '72; Ava Gore '74, GR '82; Frances Reece Kepner, '41; and Jerry Reel '60.

Alumni Travel Program

The Alumni Association is re-energizing the Alumni Travel Program, They have booked trips to the following destinations through 2017:

- Beijing
- Cuba
- Canadian Rockies and Glacier National Park
- Ireland
- Panama

REPORT OF THE UNIVERSITY PRESIDENT (Dr. Bradley)

(Dr. Bradley submitted the following report)

HOMECOMING

Good afternoon.

It has been an exciting week, and there are still several events left in our Homecoming and Sesquicentennial celebrations.

Last night was a wonderful kickoff to our four-plus year Sesquicentennial Celebration. The Gala raised more than \$200,000 to create an endowment for need-based scholarships. We also announced a \$1,000,000 donation from the Gayle and Bill Cook Foundation. The donation was utilized to expand the Normal Hall renovation beyond the state-funded project, and will support additional improvements to other historic structures. We deeply appreciate the support of Gayle Cook, and her son, Carl.

The lighting of the Normal Hall dome while listening to the Concert Choir sing the alma mater was a great end to this evening. This morning, we conducted a formal rededication of Normal Hall for the entire campus and community. If you have not been inside of Normal Hall, I encourage you to do so. It is a magnificent building that we are proud to have restored as part of our Sesquicentennial celebration.

The annual trike race will take place later this afternoon. One of our trustees, Haley Gravely, is actually riding in the race so we need to make sure this meeting does not run too long.

RECOGNITION OF GREEK ORGANIZATIONS

Today, we will be recognizing two of our Greek organizations for national honors they have received recently -- the Panhellenic Association and our Pi Kappa Alpha fraternity. I know that Trustee Ed Pease will be disappointed he missed this due to an illness. I will now turn it over to Vice President Willie Banks.

[Comments from Dr. Banks, Bo Mantooth and the representatives of Panhellenic and Pi Kappa Alpha.]

Bradley: Thank you, and congratulations again to these wonderful organizations.

IT'S ON BLUE UPDATE

As the Board is aware, Indiana State has implemented a campaign focused on creating a campus culture of care, safety and support through increased awareness and prevention of sexual misconduct. The program has been very successful and features an online training module that is mandatory for all degree-seeking students, faculty and staff.

- Nearly 90 percent of all degree-seeking undergraduate students have completed the training. We are working to ensure that the remaining students complete over the next few weeks in order to be able to register for spring and summer classes.
- Four segments of our student population have achieved exceptionally high completion rates:
 - 96% of freshmen
 - 97% of residential students
 - 97% of Greek students
 - 100% of student athletes
- Continued outreach is occurring to those who have not completed via academic advisors, organizations, personal calls and emails.
- It should also be noted that 98% of employees have completed the training.
- These are phenomenal numbers, and I would like to recognize Katie Butwin and Aimee Janssen-Robinson for their hard work along with all of the Deans, academic advisors, registrar's office, Student Affairs, IT professionals and others who assisted in rolling out this program and encouraging students, faculty and staff to participate.

STRATEGIC PLANNING

As announced earlier this fall, Indiana State is starting work on the development of a new strategic plan. The Pathway to Success has served us well, and the institution has made great strides in meeting many of its goals. However, many new people have since joined our faculty, staff and senior leadership, and it is time to develop a new plan. I have asked Provost Mike Licari to lead this effort, and I would like for him to provide an update.

[COMMENTS FROM MIKE LICARI]

Bradley: Thank you, Mike.

ACTIVE SHOOTER

Recent events in Oregon and Arizona have once again heightened our awareness of the need to continually review campus safety and our preparedness for addressing active shooter situations. I would like to ask Vice President Diann McKee to provide an overview for you.

[COMMENTS FROM DIANN MCKEE]

I hope to see everyone at our Homecoming events this afternoon, tonight and tomorrow. It should be a great weekend.

REPORT OF THE BOARD CHAIRPERSON (Mr. Campbell)
(Mr. Campbell made the following comments)

Trustee Ed Pease regrets that he is unable to attend the meeting and homecoming activities, but wishes everyone a happy homecoming.

I had the opportunity to lead the torch light parade with my wife Peggy, Dan and Cheri and was excited to participate with the students on campus and then end with the pep rally.

Last night's Gala was spectacular. Thank you Jack Maynard and Teresa Exline for an excellent job preparing for the Sesquicentennial Kick off and to Ron Carpenter and his crew for their assistance too. Gayle Cook and her family were recognized for their contributions to the Sesquicentennial at the dinner. Mrs. Cook was presented a lovely pendant made by a local artisan with original stained glass from the dome and was extremely appreciative of the gift. Thank you Cheri for make the arrangements. It was by happenstance that the design matched the design from a section of the dome.

The dedication of Normal Hall this morning was very nice with Linda Maule giving an inspirational speech, and Josh Powers doing a good job as MC. Normal Hall is a beautiful building to house the University College and the Center for Student Success under Linda's and Josh's direction.

This afternoon the trike race will take place at 4:00 pm. Tomorrow the Blue and White Parade will begin at 9:00 am with tent city opening at 11:00 and the football game be at 3:00. Thank you all for being big supporters of ISU, have fun and be safe.

5 New Business Action Items

5a Approval of the Minutes of the August 27, 2015 Meeting and Executive Session

The Indiana State University Board of Trustees met in Executive Session at 11:30 p.m. on Thursday, August 27, 2015 in the State Room, Tirey Hall.

Trustees present: Ms. Bell, Mr. Campbell, Ms. Gravely, Mr. Minas, Mr. Pease and Mr. Taylor.

Trustees absent: Mr. Baesler, Mrs. Cabello, Mrs. Smith.

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.

A motion was made and seconded, the recommendation was approved.

5b Finance Committee Report

5b1 College of Health & Human Services Renovation/Expansion

The 2015 Indiana General Assembly approved the expenditure of and related bonding authority under IC 21-34 for \$64,000,000 for the renovation and expansion of the College of Health and Human Services facility. The project will provide for major upgrades in the building systems of the facility thereby improving temperature control, enhancing air quality, and access to technology. The existing interior spaces of the building will be reconfigured to enable academic programs to function more effectively and to meet ADA and OSHA standards. The project also includes a building expansion of 87,000 gross square feet to house new academic programs within the College as well as accommodate departments located elsewhere on campus.

Funding for the project will consist of \$64,000,000 of bonding authority eligible for fee-replacement.

Recommendation: Authorization for the President of the University and/or Treasurer of the Board of Trustees to request from the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana authority to expend up to \$64,000,000 for the renovation and expansion of the College of Health and Human Services facility. The President of the University and/or Treasurer is further authorized to take the following action:

- a. To develop a plan of financing for the renovation and expansion of the College of Health and Human Services facility and to obtain all necessary State approvals; and
- b. To enter contracts to design, construct, equip, and to finance the renovation and expansion of the College of Health and Human Services facilities.

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

5b2 Modification of Operating Funds Investment Policy

The investment policy statement governing the investment of University operating funds was adopted by the Board of Trustees in May 2010. To add further flexibility and diversification to the portfolio, it is recommended use of an unconstrained fixed income manager be allowed. The University may, in part or whole, delegate to outside professional investment managers the investment of eligible funds. Qualified unconstrained investment managers will be selected by the University Investment Committee.

Recommendation: Approval of the revised operating fund investment policy (modifications in red) as presented below:

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

INDIANA STATE UNIVERSITY OPERATING FUNDS INVESTMENT POLICY STATEMENT

I. Purpose

The Investment Policy provides the guiding principles for Indiana State University (the “University”) to effectively supervise, monitor and evaluate the investment of its financial assets to optimize returns within appropriate risk parameters. The investment program is defined in the various sections of the policy by:

- Articulating the legal requirements within which the assets may be invested.
- Providing guidelines for each investment portfolio in order to control the level of overall risk assumed by each investment manager.
- Establishing the benchmarks/ criteria from which to monitor, evaluate and compare the performance results achieved by the investment managers.
- Serving as a review document to guide the ongoing oversight of the University’s investments.
- Demonstrating that the University is fulfilling its fiduciary responsibilities in the management of these investments.
- Maintaining a prudent investor profile consistent with the statutory requirements of the State of Indiana.

II. Description of the Assets

Operating Funds (“ISUOF”): These are the operating reserves of the University, and are budgeted to designated areas of the University. The management of these funds on a consolidated basis permits flexibility in the investment of these funds, and provides a larger base from which to meet liquidity demands. All liquidity needs of the University will be met from these funds.

III. Taxes

The University is a tax-exempt institution and the portfolios are to be managed accordingly.

IV. Statutory Authority

IC 30-4-3.5 (Indiana Prudent Investor Act) establishes that the Board of Trustees of the University (hereinafter, “Board”) is a fiduciary for the ISUOF and requires the Board to act “as a prudent investor would, by considering the purposes, terms, distribution requirements, and other circumstances of the trust”. It also requires that management decisions be made “in the context of the trust portfolio as a whole and as a part of the overall investment strategy having risk and return objectives reasonably suited to the trust”. The Board holds responsibility to assure the assets are prudently invested in a manner consistent with this investment policy. The Board has delegated the day-to-day responsibilities for overseeing the investment program to the University Treasurer.

Other pertinent investment requirements in the Indiana statute include the following:

- The ISUOF may not be invested in equity securities. Article XI, Section 12 of the Indiana Constitution.
- The Board is to establish and carry out written policies for the investment of funds of the Institution in a manner consistent with applicable Indiana Code, including IC 30-2-12 (Uniform Management of Institutional Funds).

The Board recognizes the above-stated laws govern the decision-making of the funds, however, in an effort to adhere to the highest fiduciary standards, the Board intends to act in accordance with the Uniform Prudent Management of Institutional Funds Act.

V. Objectives of the ISUOF

The University has no statutory authority to borrow for operating purposes. The objective of the Investment Policy is to adequately provide for the liquidity needs of the University while maximizing the opportunity to increase yield on investments. Objectives include, but are not limited to, the following:

- Capital preservation consistent with liquidity constraints. It is recognized that market fluctuations will cause the market value of the assets to rise and fall over short periods of time. Therefore market value declines from one quarter to another, within acceptable limits, will not necessarily be considered a violation of the policy.
- Income maximization within reasonable, unambiguous, and prudent levels of risk and sufficient levels of investment diversification.
- Maintenance of an adequate level of reserves for unexpected changes in the market value or to meet unanticipated spending

requirements.

- Management of costs to administer and manage the investments.
- Compliance with all statutory requirements of the State of Indiana.

VI. Investment Tier Structure for the ISUOF

The investment structure is divided into three liquidity tiers to provide for income maximization while meeting the daily liquidity requirements of the University. In order to supply sufficient day-to-day operating liquidity, Tier I is invested in money market securities and liquidity reserves. Tier II is invested in limited duration securities to provide for a sufficient level of reserves in case of unanticipated liquidity needs; yet provide for a level of incremental return over Tier I. Tier III is invested for income maximization while taking on appropriate levels of risk. Initial recommended minimum balances for each tier are included in Appendix A.

The minimum balance requirements for Tier I and Tier II will be reviewed and adjusted periodically, as will the investment management styles used in each tier.

VII. Rebalancing ISUOF Assets

- **Between Tiers:** Tier balances will be reviewed annually, typically at the end of July when balances are cyclically lowest. Assets will be adjusted between the tiers to meet the minimum balance requirements and cover appropriate reserves. Excess balances will be transferred into Tier III.
- **Between Managers:** Target balances and rebalancing by tier and manager are included in Appendix A. If an investment manager is on the formal watchlist, rebalancing may be delayed if the result would require the manager on the watchlist to receive additional assets.

VIII. General Guidelines of the ISUOF

All investment managers will discharge their duties solely in the interests of the University and with the care, skill, prudence, and diligence that an expert would use on his/her own behalf. In addition, the investment managers shall observe the following rules:

- **Specific Limitation on Holdings:** The purchase of securities in the maximum amount invested in any single issuer of a non-agency mortgage-backed, asset-backed, or corporate security shall be limited to an initial cost of 5.0% of the market value of an investment manager's portfolio. This limit shall not apply to U.S. Government securities, or mortgage-backed securities that are issued by an agency of the U.S. Government. Also exempt from this limitation are Certificates of Deposit (CDs) of Indiana banks. Through capital appreciation, no such holding should exceed 7.0% of the market value of the total holdings of such investment manager's portfolio.
- **Securities Trading:** Each investment manager is to send copies of each transaction record to the University's custodian(s), as requested. The investment manager is further required to reconcile the account(s) under its management on a timely basis each month with the custodian(s). Each investment manager is responsible for complying fully with the University's policies for securities trading and selecting brokerage firms.
- **Acknowledgments in Writing:** Each investment manager retained by the University must be a person, firm, or corporation registered as an investment adviser under the Investment Advisors Act of 1940; a bank as defined in such Act; or an insurance company qualified to do business in more than one state, and must acknowledge its fiduciary responsibility in writing. SEC registered firms will be expected to provide a copy of the SEC ADV Form Section II on an annual basis. All investment managers shall acknowledge in writing their receipt of the Investment Policy and their agreement to abide by its contents. All investment managers shall have an affirmative duty to bring suggestions for modification or change to the University.
- **Fiduciary Liability Insurance:** Each investment manager will obtain fiduciary insurance coverage in such amount as required by the University. Each investment manager shall annually provide written evidence of such coverage.

- **Fidelity Bond:** Each investment manager will obtain fidelity bonds, in such amount as required by the University. Each investment manager shall annually be required to provide written evidence of such coverage.
- **Conflicts of Interest:** An investment manager through its actions on behalf of the University shall not invest any part of the operating funds with itself or with any person or entity with which or in which it has any economic interest, unless such investment manager receives prior written approval from the University. This limitation shall be construed so as to avoid any possibility of self-dealing or conflict of interest. In addition, no investment manager, through its actions on behalf of the University, shall act or receive compensation as a broker, dealer, underwriter, or principal whether directly or through a related or an affiliated entity, unless such investment manager receives prior written approval from the University.
- **Prohibited Securities and Transaction:** *Article XI Section 12 of the Indiana Constitution prohibits the investment in equity securities of any type.* Additionally, unless the University gives its prior written approval, the following prohibited transactions and restrictions are in effect for investment managers:
 - Convertible fixed income securities
 - Purchases of unregistered securities except securities issued under Rule 144A
 - Purchases of futures and options except futures contracts on U.S. Treasury notes and bonds (“U.S. Treasury Futures”), futures contracts on Eurodollar deposit rates (“Eurodollar Futures”) and exchange traded put and call options on such futures contracts may be purchased, sold, written or entered into on behalf of the ISUOF. Such futures and options may only be used for risk management purposes, including adjustment of portfolio duration and yield curve exposure and to create synthetic securities positions.
 - The use of interest rate futures and options for speculation is strictly prohibited
 - Any transaction that would be a "prohibited transaction" under the Internal Revenue Code
 - Purchases of precious metals
 - Purchases of commodities
 - Margin purchases or sales, or any other form of leverage
 - Purchases of derivative securities except for Collateralized Mortgage Obligations (CMO’s), Credit Default, Interest Rate, and Index Swaps.
- **Correction of Violations.** In the event a violation of the guidelines occurs, unless otherwise approved by the University in writing, based upon a determination of the best interests of the University, the violation:
 - Shall be corrected immediately by sale no later than the day following detection and notification; and
 - Shall result in the reimbursement to the University by the investment manager for any losses which may have been incurred due to the violation; and
 - Shall result in the University retaining any gains which are realized from the violation; and
 - May be grounds for termination by the University.
 - In the event of a violation of these general guidelines or specific guidelines listed in Section X., the investment manager is to notify the University Treasurer, or designee, immediately, in writing.

IX. Securities Guidelines of the ISUOF

Investment managers must adhere to the following guidelines as well as any applicable Indiana statutory requirements. Subject to the guidelines below, each separate account investment manager shall have full discretionary investment authority over the assets under his or her management. Each manager shall be retained to implement a specific investment style and strategy for the University. In addition, if the University chooses to invest a portion of the assigned assets in mutual funds or other commingled investment vehicles, the products selected shall adhere to the guidelines set forth in the prospectus or trust document. The underlying securities in the portfolio must be permissible investments under Indiana Statute.

The guidelines for the money market, liquidity reserves, defensive, intermediate, core, and core plus and unconstrained fixed income styles listed below are written with the intent to provide investment managers sufficient flexibility to carry out their investment process. Investment Managers, however, may be subject to more specific guidelines in their respective contracts or as noted within written exhibits or addendums. These adjustments to the above guidelines may be made on a case-by-case basis with an investment

manager by the University. Investment managers are expected to notify, in writing, the University and the Investment Consultant of significant sector movement, as defined by a deviation in sector allocation of 10% or more of the total portfolio value from the previous quarter.

- **Money Market**

- Money Market Mutual Funds must meet guidelines set forth within Rule 2a-7 of the Investment Company Act of 1940.

- **Liquidity Reserves**

- The maximum average duration of the portfolio shall be 1.5 years.
- The minimum average portfolio quality shall be AA- (S&P), Aa3 (Moody’s), or AA- (Fitch).
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential and commercial)	30%*
Asset-backed	40%*
Corporate Investment Grade	50%*
Taxable Municipal Bonds	15%
Money Market Instruments and Funds	100%

*Combined exposure to Mortgage-backed, Asset-backed and Corporates not to exceed 60%.

- **Defensive Duration Fixed Income Managers**

- The average duration of a defensive fixed income investment manager may not vary more than 20% of the average duration of that manager’s benchmark index. The benchmark index is listed in Appendix A.

- The average credit quality of the defensive duration fixed income manager’s portfolio shall not be lower than “AA-” using a generally accepted process for measuring the market value weighted average quality deemed appropriate by the investment manager. The manager shall rely upon the rating agencies Moody’s, Standard & Poor’s, and/or Fitch’s for rating the holdings in the portfolio to determine the average credit quality.

- All fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody’s, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or “two out of three” rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower (“most conservative”) of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.

- At least 85% of all securities in the portfolio shall be rated “A-” or higher by Moody’s, Standard & Poor’s, and/or Fitch’s at the time of purchase.

- Issuers of General Account GICs must be rated the equivalent of AA- or higher by at least one of the Rating Services at the time of purchase.

- Money market instruments must be rated the equivalent of A-1 or higher at the time of purchase.

- Sec. 144A private placements are limited to 20% of the market value of the portfolio.

– In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential and commercial)	50%
Asset-backed	50%
Corporate Investment Grade	50%
Taxable Municipal Bonds	20%
Non-benefit responsive GIC’s	10%
Money Market Instruments and Funds	100%

• **Intermediate Fixed Income Managers**

– The average duration of an intermediate fixed income investment manager may not vary more than 20% of the average duration of that manager’s benchmark index. The benchmark index is listed in Appendix A.

– The average credit quality of the defensive duration fixed income manager’s portfolio shall not be lower than “Aa3/AA-” using a generally accepted process for measuring the market value weighted average quality deemed appropriate by the investment manager. The manager shall rely upon the rating agencies Moody’s, Standard & Poor’s, and/or Fitch’s for rating the holdings in the portfolio to determine the average credit quality.

– All fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody’s, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or “two out of three” rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower (“most conservative”) of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.

– At least 85% of all securities in the portfolio shall be rated “A-” or higher by Moody’s, Standard & Poor’s, and/or Fitch’s at the time of purchase.

– Issuers of General Account GICs must be rated the equivalent of AA- or higher by at least one of the Rating Services at the time of purchase.

– Money market instruments must be rated the equivalent of A-1 or higher at the time of purchase.

– Sec. 144A private placements are limited to 20% of the market value of the portfolio.

– In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential agency)	65%
Mortgage-backed (residential non-agency)	15%
Mortgage-backed (commercial)	15%
Asset-backed	30%
Taxable Municipal Bonds	20%
Corporate Investment Grade	50%
Corporate High Yield	0%

Non-US Dollar Debt	0%
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- **Core Fixed Income Managers**

- The average duration of a core fixed income investment manager may not vary by more than 20% from the average duration of that manager's benchmark index. The benchmark is listed in Appendix A.
- All fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody's, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or "two out of three" rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower ("most conservative") of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.
- The average credit quality of the core fixed income manager's portfolio shall not be lower than "Aa3/AA-" using a generally accepted process for measuring the market value weighted average quality deemed appropriate by the investment manager. The manager shall rely upon the rating agencies Moody's, Standard & Poor's, and/or Fitch's for rating the holdings in the portfolio to determine the average credit quality.
- Sec. 144A private placements are limited to 20% of the market value of the portfolio.
- Each investment manager shall be responsible for the daily monitoring of portfolio activity to minimize the uninvested cash balances.
- The diversification of securities by maturity, quality, sector, coupon and geography is the responsibility of the manager.
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio's total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential agency)	65%
Mortgage-backed (residential non-agency)	15%
Mortgage-backed (commercial)	15%
Asset-backed	30%
Taxable Municipal Bonds	20%
Corporate Investment Grade	50%
Corporate High Yield	0%
Non-US Dollar Debt	0%

- **Core Plus Fixed Income Managers**

- The average duration of a core plus fixed income investment manager may not vary by more than 20% from the average duration of that manager's benchmark index. The benchmark is listed in Appendix A.
- At least 65% fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody's, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or "two out of three" rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower ("most conservative") of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.

- Investments in high-yield and non-U.S. debt securities are permitted. Exposure should be limited to 25% high-yield and 25% non-U.S. dollar debt with a combined exposure to those sectors not to exceed 40%.
- The average credit quality of each manager's portfolio shall not be lower than single A.
- Sec. 144A private placements are limited to 20% of the market value of the portfolio.
- Each investment manager shall be responsible for the daily monitoring of portfolio activity to minimize the uninvested cash balances.
- The diversification of securities by maturity, quality, sector, coupon and geography is the responsibility of the manager.
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio's total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential agency)	65%
Mortgage-backed (residential non-agency)	15%
Mortgage-backed (commercial)	15%
Asset-backed	50%
Taxable Municipal Bonds	20%
Non-benefit responsive GIC's	10%
Money Market Instruments and Funds	100%
Corporate Investment Grade	50%
Corporate High Yield	25%
Non-US Dollar Debt	25%
Combined Plus Exposure	40%

- **Unconstrained Fixed Income Managers**

- Unconstrained/Absolute Return fixed income managers are free to seek global opportunities and to allocate risk where they have the most conviction, within the fixed income universe. Further, they can employ a wide variety of investment strategies, across the fixed income quality spectrum, curve structure, countries and currency to improve risk-adjusted results.
- By their nature, unconstrained managers have more flexible investment guidelines. Given the potential for vastly different strategies between unconstrained managers, each unconstrained investment manager chosen shall abide by their specific investment guidelines, as negotiated and agreed upon by the University and Investment Consultant. If the University chooses to invest a portion of the assigned assets in mutual funds or other commingled investment vehicles, the products selected shall adhere to the guidelines set forth in the prospectus or trust document. The underlying securities in the portfolio must be permissible investments under Indiana Statute.

X. Reporting and Communication Requirements of the ISUOF

Each investment manager is required to provide the University and the Investment Consultant with monthly investment reports. Such reports, at a minimum, shall contain the following information: time-weighted rates of return for the current month, asset listings that contain descriptions of all securities held in the portfolio, and a reconciliation report detailing that the account reconciles with the market value furnished by the custodian(s). The investment return should be reported both gross and net of fees. Each investment manager is expected to provide the monthly investment reports within 20 days of the end of the month.

Each investment manager shall prepare a quarterly report to be delivered to the University and Investment Consultant including: time-weighted rates of return for the current month, last three months, year-to-date, three years, five years, and since inception.

Additionally, the report may incorporate additional items as requested by the University and/or the Investment Consultant, in the format requested by the University and/or the Investment Consultant. These reports should cover any changes to the firm's structure, professional team or product offerings, an analysis of the major changes which have occurred in the capital markets and the portfolio since the previously issued report, a summary of the key portfolio characteristics and other matters as requested. The University and/or the Investment Consultant will provide the investment managers with a format for these reports while accepting recommendations from the investment manager.

The investment manager shall immediately report all instances of material events that would affect the investment performance of the portfolio (e.g. default, missed interest payment, business restructuring, etc.) to the University and the Investment Consultant, and provide recommendations regarding options for addressing the issues in writing.

Each investment manager also is required to provide the University and the Investment Consultant with information relating to any changes in the investment manager's investment philosophy, ownership structure, financial condition, professional staff, loss of significant client relationship, or any other event which could be judged to or deemed to adversely impact the investment manager's performance. The University and the Investment Consultant expect to be notified in writing within 30 days of any such changes or events in writing.

The Consultant, on behalf of the University, will hold a due diligence meeting with each investment manager periodically. Covered topics will include, but will not be limited to, the following:

- The investment manager's compliance with the Investment Policy.
- The portfolio's investment performance and risk levels.
- The investment manager's current and proposed investment strategies.
- The investment manager's views concerning the economy and the securities markets, with focus on the likely impact on the investment manager's strategies and the portfolio's performance.
- The effects of any changes to the investment manager's organization, investment philosophy, financial condition, or professional staff.
- Proposed modifications to this Investment Policy.
- Disaster recovery systems and process.

Copies of all required documents per the Investment Policy, including the SEC ADV Form Section II, proof of fiduciary liability insurance and fidelity bonds will be requested.

XI. Selection of Investment Managers for the ISUOF

The University will follow a process that embodies the principles of procedural due diligence in the selection of investment managers. The University may retain a "prudent expert" (a bank, insurance company, or investment advisor as defined by the Registered Investment Advisors Act of 1940) to facilitate this process. Also, if the assets are invested in a mutual fund or other commingled product, the investment vehicle must be organized as a business trust and the underlying securities in the portfolio must be permissible investments under Indiana Statute. In addition, when selecting investment managers, the University will:

- Develop an investment manager candidate profile outlining the specific characteristics sought in the investment manager. Such criteria may include, but is not limited to:
 - Investment manager strategy and approach
 - Organizational structure
 - Minimum and maximum assets under management
 - Client servicing capabilities
 - Performance criteria relative to an appropriate index and peer group.
- Analyze the investment manager candidates in terms of:

- **Qualitative Characteristics**, such as key personnel, investment philosophy, investment strategy, research orientation, decision-making process, and risk controls.
- **Quantitative Characteristics**, such as CFA Institute-compliant composite return data, investment performance over multiple time periods, performance volatility, risk-adjusted rates of return (e.g., Information Ratio), and certain portfolio characteristics.
- **Organizational Factors**, such as assets under management, ownership structure, client servicing capabilities, and fees.

The selection process shall conform to the requirements of the University. The University may utilize investment consultants or other professionals not responsible for the specific selection to assist in the development of the requirements, screening criteria, and analysis of the investment manager responses during the investment manager selection process. This process is designed to support the State of Indiana's general initiative with regards to minority- and women-owned (MWO) and "Buy Indiana" businesses.

XII. Monitoring of the ISUOF Investment Managers

The University is aware that the ongoing review and analysis of money managers is just as important as the due diligence implemented during the manager selection process. Monitoring these managers will include, but may not be limited to, the process outlined below:

- **Step 1 – On-Going Monitoring**

The University and the Investment Consultant will perform a constant and on-going analysis of all engaged investment managers. In addition to reviewing quarterly investment performance, the University and the Investment Consultant will continually evaluate:

- Investment manager's adherence to the Investment Policy guidelines
- Material changes in the investment manager's organization, investment philosophy and/or personnel
- The volatility of the investment rates of return of the manager compared to the volatility of an appropriate market index and peer group (as listed in Appendix A)
- Comparisons of the investment manager's results to appropriate indices and peer groups (as listed in Appendix A).
- Where appropriate market indexes and/or peer groups are not available, the University and the Investment Consultant will evaluate factors such as the manager's adherence to stated risk and return objectives and the investment manager's portfolio exposures in relation to the market environment and stated philosophy and process.

- **Step 2 – Formal Watchlist**

If the University and the Investment Consultant determine that any of the above factors, or any other development regarding the manager's performance or organization, warrants a more thorough examination, the University may place the manager on a formal "watchlist". Factors examined during the watchlist period may include, but will not be limited to, the following:

- **Extraordinary Events (Organizational Issues)**

Extraordinary events that may lead to an investment manager termination include such things as:

- Change in ownership (e.g., key people "cash out")
- Change in professionals
- Changes to a manager's philosophy or the process it uses to implement the agreed upon strategy
- Material litigation or fraud involving the investment manager
- Client-servicing problems
- Significant account losses or significant account growth
- Change in cost
- A data or security breach
- Determination of an inadequate business continuity plan

- Change in financial condition
- Extreme performance volatility.

– **Long-Term Performance in Relation to Appropriate Market Index**

Long-term performance standards measure an investment manager's performance over rolling five-year returns or since inception in relation to the appropriate market index. The expectation is for the manager's performance to exceed the appropriate market index. Additionally, each investment manager is expected to demonstrate favorable long-term risk-adjusted performance compared to its peer group. Risk-adjusted performance measures will vary, but may include: Information Ratio and Excess Return Ratio.

– **Shorter-Term Performance in Relation to Appropriate "Style Group"**

Shorter-term performance standards incorporate a time period of at least three years. Each investment manager is expected to perform consistently in the top 50th percentile versus an appropriate peer group of investment managers with similar investment styles. Additionally, each investment manager is expected to demonstrate favorable cumulative and rolling three-year risk-adjusted performance compared to its peer group. Risk-adjusted performance measures will vary, but may include: Information Ratio and Excess Return Ratio.

• **Step 3 – Replace or Retain**

The watchlist period will generally be four to six quarters, but the time period can be shorter or longer depending on the factors causing the watchlist.

As a result of the watchlisting examination of the investment manager, a recommendation to either **replace** or **retain** the manager will be made.

It is at the discretion of the University to take corrective action by replacing a manager/mutual fund, if it deems it appropriate, at any time. The watchlist is not the only route for removing an existing manager. The aforementioned events, or any other events of concern identified by the University, may prompt the immediate removal of a manager without its first having been watchlisted.

XIII. Investment Policy Review Requirements

By acknowledging in writing the receipt of this Investment Policy, each investment manager agrees to its terms and conditions. In the event an investment manager believes at any time that changes, additions, or deletions to this Investment Policy are advisable, the investment manager will communicate such recommendations to the University and the Investment Consultant in writing. It is clearly understood that the University, and not the investment manager, is responsible for the establishment of this Investment Policy. The spirit of this paragraph is to encourage investment managers to bring important matters to the attention of the University so that the University can conduct its reviews of its policies and objectives in an informed manner. The University shall formally review this Investment Policy Statement periodically. Any modifications shall be reviewed and discussed with the investment managers prior to implementation.

XIV. Roles and Responsibilities

• **Board of Trustees**

The fiduciary responsibilities of the Board of Trustees include, but are not limited to, the following:

- Approve the investment objectives and guidelines of the overall ISUOF program.
- Approve an appropriate overall asset allocation strategy of the ISUOF.
- Approve written investment policies consistent with investment objectives of the ISUOF.

• **Board Finance Committee**

The Board Finance Committee is responsible for reviewing and making recommendations pertaining to the following components of the ISUOF investment program:

- Overall investment objectives and guidelines
- Overall asset allocation strategy
- Written investment policies consistent with the investment objectives of the ISUOF.

- **University Investment Committee (the “UIC”)**

The purpose of the UIC is to provide tactical oversight of the investment management program, including manager structure and implementation, and to assure that the policies established by the Board are implemented and adhered to. Additionally, the UIC will approve the selection of qualified investment professionals to assist in the implementation of, management of, and advisement on the investment policies of the ISUOF. The UIC will also include, but will not be limited to senior members of the following organizations:

- Senior Vice President of ~~Business Affairs~~ Finance and Administration/ University Treasurer
- Budget Officer
- Controller
- Assistant Treasurer

- **University Treasurer**

The day-to-day management and oversight of the ISUOF are the responsibility of the University Treasurer, and/or designee. These responsibilities include:

- Delivering a quarterly review of the performance of all funds for the Board.
- Maintaining a level of expertise subject to available resources that allows the staff to carry out the responsibilities listed herein.

Any and all other responsibilities as may be deemed necessary by the Board with respect to the prudent oversight of the Invested Funds, including:

- Hiring an investment consultant (“Investment Consultant”) to assist the Board of Trustees, the UIC, the Treasurer and the staff with the strategic planning, implementation and oversight of the ISUOF. The responsibilities could include, but are not limited to:
 - Provide independent and unbiased information.
 - Assist in the development of appropriate asset allocation and manager structure strategies.
 - Assist in the development of IPS.
 - Assist in the monitoring and compliance with IPS.
 - Conduct investment manager searches when needed for policy implementation.
 - Assist in development of performance measurement standards.
 - Monitor and evaluate manager performance on an ongoing basis and conduct due diligence when a manager fails to meet a standard.
 - Make recommendations with respect to manager retention or termination.

– Assist in the control of investment expenses, including helping to negotiate investment manager and custodian fees.

- **Investment Manager**

– Manage assets under its care, custody, and/or control in accordance with the guidelines and objectives contained in this IPS.

– Exercise investment discretion in regard to buying, managing, and selling assets held in the portfolio, subject to any limitations contained in this IPS.

– Communicate with the University and the Investment Consultant in writing regarding all significant and/or material changes pertaining to the portfolio it manages or the firm itself. Changes in ownership, organizational structure, financial condition, professional staff, recommendation for changes to guidelines, or commencement of material litigation are examples of changes to the firm in which the University is interested.

– Use the same care, skill, prudence, and due diligence under the circumstances then prevailing that experienced investment professionals acting in a like capacity and fully familiar with such matters would use in like activities with like aims in accordance and compliance with all applicable laws, rules, and regulations, including the State of Indiana.

– Acknowledge and agree in writing as to fiduciary responsibility for full compliance with the entire IPS set forth herein, and as modified in the future.

– Report to the University and the Investment Consultant monthly regarding the status of the portfolio and its performance for various time periods. Meet with the University and the Investment Consultant periodically to report on their performance and compliance with goals and objectives.

– Register and retain that registration under the Investment Advisors Act of 1940 and Securities Exchange Commission Acts, unless exempted from registration by the SEC.

- **Custodian**

A custodian may be authorized to:

– Hold securities and other investments in the name of the ISUOF, in the name of a nominee of the custodian, or in bearer form.

– Collect and receive income and other receipts from the securities and other investments and deposit or reinvest them subject to the direction of the University or one of its authorized representatives.

– Maintain accounting records and prepare reports which are required by Board, UIC, Treasurer, investment managers, and Investment Consultant as are customary.

– Provide for prompt investment of any cash into the chosen sweep vehicle to avoid uninvested amounts.

– Report to the University and the Investment Consultant situations where security pricing is either not possible or subject to considerable uncertainty.

– As requested by the University, provide performance measurement information consistent with the CFA Institute standards. At a minimum, the performance measurement information shall contain time-weighted returns for the current month, last three months, year-to-date, last three years, last five years, and performance since inception data. The performance information should be reported both gross and net fees.

– At the direction of the University, transfer into and out of specified accounts.

- Perform other services for the University as are customary and appropriate for custodian.

APPENDIX A

Asset Allocation and Investment Structure

At the 2Q12 meeting on September 17th, ISU and Capital Cities analyzed the cash flows over the ‘since inception’ time period of the new tiered structure (Oct 2010 – Aug 2012). Discussions centered on identifying the lowest periods for cash balances (typically the summer months) and determining the dollar cushion necessary to sustain operations (particularly payroll) in a worst case scenario. The opportunity cost of allocating too much to Tier I was also discussed, given the higher return potential in Tiers II and III. Ultimately, ISU and Capital Cities established minimum balance ranges for Tiers I and II, determining that any remaining balance should be allocated to Tier III. The Tiered structure will continue to operate to provide for liquidity/operating needs (Tier I), provide contingency reserves (Tier II) and allow for some total return (Tier III). Additionally, the structure provides some flexibility to ISU staff to manage the balances within ranges, based on their knowledge of future cash flows. These figures were confirmed in May of 2015. Additionally, between 2013 and 2015, ISU and Capital Cities discussed improvements to the manager structure of Tier III, incorporating Unconstrained Fixed Income in an attempt to reduce interest rate risk in the portfolio. The new Tiered structure and manager structure is generally described below:

Tier	Tier Objective	Target Allocation	Fixed Income Style
Tier I	Liquidity/Operating Needs	\$10mm - \$25mm	Cash Active Cash
Tier II	Contingency Reserves	\$25mm - \$30mm	Defensive Intermediate
Tier III	Total Return	Balance	Core Core Plus Unconstrained*

*Under normal circumstances (i.e. in the absence of material cash flows), Unconstrained shall not account for more than 35% of Tier III assets.

Descriptions of Selected Styles:

Money Market

The money market style invests in low-risk, highly liquid, short-term financial instruments whose net asset value is kept stable at \$1 per share. Money Market Mutual Funds must meet guidelines set forth within Rule 2a-7 of the Investment Company Act of 1940.

Liquidity Reserves:

Liquidity Reserves may be invested using commingled vehicles and/or separate account vehicles. Liquidity Reserves refers to investments which emphasize preservation of capital, liquidity and total return. These investments exhibit portfolio characteristics between that of money market strategies and defensive strategies with regards to quality and duration.

Defensive Bond: Defensive Bond managers construct portfolios that approximate the results of the Barclays 1-3 Year Government/Credit Index. The objective is to minimize interest rate risk by investing in predominantly short to intermediate term securities. The average portfolio duration is similar to the duration of the Barclays Capital 1-3 Year Government/Credit Index.

Intermediate Bond: Intermediate Bond managers' objective is to lower interest rate risk while retaining reasonable yield levels by investing primarily in intermediate term securities. The average portfolio duration and risk/return profile is similar to that of the Barclays Capital Intermediate Government/Credit Bond Index.

Core Bond: Core Bond managers construct portfolios to approximate the investment results of the Barclays Capital Government/Credit Bond Index or the Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Plus Bond: Core Plus Bond managers construct portfolios that deviate significantly from the Barclays Aggregate Bond Index. The objective is to add value by tactically allocating significant portions of the portfolio among non-benchmark sectors while maintaining majority exposure similar to the broad market.

Unconstrained Bond: Unconstrained/Absolute Return fixed income products cover a wide range of approaches designed to produce positive absolute total returns across a variety of market environments. They tactically invest in a diverse set of risk factors, sectors and strategies within fixed income with an aim to maximize risk-adjusted total returns within a specific risk budget.

Selected Managers and Relevant Peer Groups:

Tier	Manager	Asset Category	Market Index	Peer Group	Secondary Index/Target
Tier I	First Financial	Money Market	90 Day T-Bill	Money Market	
Tier I	First Financial	Active Cash	Citigroup 1-year Treasury Index	Active Cash	
Tier II	ClearArc (Fifth Third)	Defensive	Barclays 1-3 Yr Gov/Credit	Defensive Bond Style	
Tier II	Old National	Intermediate	Barclays Intermediate Gov/Credit	Intermediate Bond Style	
Tier III	Mesirow	Core	Barclays Aggregate	Core Bond Style	
Tier III	Reams	Core	Barclays Aggregate	Core Bond Style	
Tier III	Loomis	Core Plus	Barclays Aggregate	Core Plus Bond Style	
<u>Tier III</u>	<u>TBD</u>	<u>Unconstrained</u>	<u>LIBOR</u>	<u>Absolute Return Fixed Income</u>	<u>Barclays Aggregate</u>

5b3 Disposition of Surplus Real Estate

The University owns a parcel of property located at 836 North 6 ½th Street in Terre Haute, Indiana that it wishes to sell. It is recommended the resolution as presented below be approved and forwarded to the Governor of the State of Indiana declaring the real estate to be surplus and requesting permission to sell the real estate for not less than the full appraised value as determined by appraisers to be appointed by the Governor.

Recommendation: Approval of the Resolution as shown below.

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

RESOLUTION

WHEREAS, Indiana State University owns certain real estate at 836 North 6 ½th Street in Terre Haute, Indiana consisting of a vacant lot and said real estate was not acquired by gift or devise.

WHEREAS, because of limited usage and cost of maintenance said real estate is no longer needed for University purposes and it would be in the best interests of the University to sell said real estate at this time.

BE IT THEREFORE RESOLVED: That the real estate be and it is declared to be no longer needed by the University for any of the purposes of the University and that it would be advantageous to sell and convey the same for no less than the full appraised value;

BE IT FURTHER RESOLVED, That a copy of this resolution duly certified be delivered to The Governor of The State of Indiana with a request that three (3) disinterested appraisers be appointed to appraise said real estate for the purpose of said sale.

BE IT FURTHER RESOLVED, That the University, after receipt of the appraisal from those appraisers appointed by The Governor, advertise said real estate for sale and that said real estate be sold at a price acceptable to the University, but in any event, for not less than the full appraised value.

President

ATTEST:

Secretary

5c Conflict of Interest Disclosure Statement

Indiana law requires public servants to disclose any financial conflicts of interest connected to contracts and purchases of the governmental entity which they serve. In compliance with this law, Indiana State asks all members of the Board of Trustees along with the president and vice presidents of the university to submit a conflict of interest disclosure statement on an annual basis and/or when these conflicts occur. One additional Conflict of Interest Disclosure Statement has been received since the last meeting.

Recommendation: It is recommended that the Board of Trustees accept the Conflict of Interest Disclosure Statement as submitted by the Board of Trustees, university president and vice presidents.

A motion was made and seconded, the recommendation was accepted.

5d Policy 922 Modifications

Rationale: Policy 922 was adopted by the ISU Board of Trustees on June 11, 2015. Section 922.4 contained the actual name of the Interim Title IX Coordinator. Since that time, ISU has hired a Director of Equal Opportunity and Title IX Coordinator and the U.S. Department of Education has clarified that institutional policies do not need to include the actual name of the individual. In addition, the version approved by the Board contained two sections of 922.8.3, which should be modified to address the clerical error.

Recommendation: Board approval of the modifications to Policy 922.

On a motion by Mrs. Cabello, seconded by Ms. Gravely, the recommendation was approved.

Current Version

922.4 Title IX Coordinator. ISU has designated a Title IX Coordinator who has the authority to investigate allegations of sex discrimination and misconduct, including violence and harassment, intimate partner violence, and stalking as prohibited by federal and state law. The Title IX Coordinator may appoint deputy Title IX investigators, as necessary, to fulfill the obligations of the Title IX Coordinator as required by this policy. The Title IX Coordinator is also responsible for providing annual training to members of the ISU community regarding the application and implementation of policies and procedures related to Title IX and the Campus SaVE Act. Further information about this policy and the procedures for reporting and investigation can be found on the Equal Opportunity and Title IX Office website: <https://cms.indstate.edu/equalopportunity-titleix>

The designated Title IX Coordinator is:

Channon L. Brown
Interim Equal Opportunity and Compliance Officer
Equal Opportunity and Title IX Office
223 Parsons Hall
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
equalopportunity-titleIX@indstate.edu

922.8.3 Investigative Report. The Title IX Coordinator will prepare an investigative report. The complainant and respondent will have the opportunity to review and provide a written response to the report before a determination is made.

922.8.3 Equal Rights During Investigation and Appeal. Complainants and respondents shall be given the same opportunities for notice and support during the investigation and appeal.

Revised Version

922.4 Title IX Coordinator. ISU has designated a Title IX Coordinator who has the authority to investigate allegations of sex discrimination and misconduct, including violence and harassment, intimate partner violence, and stalking as prohibited

by federal and state law. The Title IX Coordinator may appoint deputy Title IX investigators, as necessary, to fulfill the obligations of the Title IX Coordinator as required by this policy. The Title IX Coordinator is also responsible for providing annual training to members of the ISU community regarding the application and implementation of policies and procedures related to Title IX and the Campus SaVE Act. Further information about this policy and the procedures for reporting and investigation can be found on the Equal Opportunity and Title IX Office website:

<https://www.indstate.edu/equalopportunity-titleix>

The designated Title IX Coordinator is:

Director of Equal Opportunity and Title IX Coordinator

Equal Opportunity and Title IX Office

223 Parsons Hall

Indiana State University

Terre Haute, Indiana 47809

(812) 237-8954

ISU-equalopportunity-titleix@mail.indstate.edu

922.8.3 Investigative Report. The Title IX Coordinator will prepare an investigative report. The complainant and respondent will have the opportunity to review and provide a written response to the report before a determination is made.

922.8.4 Equal Rights During Investigation and Appeal. Complainants and respondents shall be given the same opportunities for notice and support during the investigation and appeal.

6a Purchasing Report

Purchase Order Activity for Period August 12, 2015 to September 28, 2015				
Purchases Over \$50,000				
Sole Source, Advertising				
Hulu LLC	P0078554	Streaming Ads		\$55,250.00
WRTV 6	P0078516	TV Advertising		\$59,075.03
The Lamar Companies	P0078492	Outdoor Advertising		\$63,092.50
WTHR-TV	P0078505	TV Advertising		\$63,928.50
Clear Channel Outdoor Inc	P0078506	Outdoor Advertising		\$75,336.00
Sole Source				
Houghton Mifflin Company	P0078558	IRead and Technical Service		\$68,970.00
Sole Source, Compatible With Existing Equipment				
Thermo Electron North America LLC	P0078461	Mass Spectrometer		\$244,948.48

6b Vendor Report

The following vendors have accumulated purchases from the University for the time period July 1, 2015 through August 31, 2015 (Fiscal Year) in excess of \$250,000:		
B & T Drainage and Excavating	\$ 266,376	Parking Lot K Construction
Communications Products Inc	\$ 286,927	Telephone Communications Network Equipment and Supplies
500 Wabash Housing LLC	\$ 300,360	Monthly Housing Expenses
Ratio Architects Inc	\$ 315,269	Dede Fountain, Mills Hall and Blumberg Hall Renovations
Foliot Furniture Inc	\$ 316,727	Furnishing for 500 Wabash Residence Hall
Network Solutions Inc	\$ 332,191	Lan Network for 500 Wabash, Mills Hall and Unified Communications Project
Medco Health Solutions	\$ 354,845	Prescription Drug coverage
AmWins/NEBCO Group Benefits	\$ 362,177	Retiree Insurance Coverage
Sodexo Inc and Affiliates	\$ 503,888	Dining and Catering Services
Sauder Manufacturing Company	\$ 562,159	Mills Hall Furnishings
TIAA-CREF	\$ 852,687	Retirement Contributions
Lenovo Inc	\$ 1,952,308	Computer Equipment Purchases
Previously Reported Vendors with Purchases Exceeding \$250,000		
Ellucian Company LP	\$ 279,642	Banner Maintenance Payment
Renasant Inc	\$ 610,872	Demolition of Statesman Towers
CDI Inc	\$ 678,387	Science Building Re-Roof
Duke Energy	\$ 1,029,171	Electricity Utility Payments
CIGNA Health Care	\$ 3,255,685	Medical Claim Payments
Weddle Brothers Construction Co	\$ 3,394,901	Normal Hall Renovations
Hannig Construction Inc	\$ 5,218,057	Mills Hall, Blumberg Hall Renovation, Holmstedt Hall Restroom Renovation and Dede Fountain Project

6c Faculty Personnel

FACULTY

Instructor Appointments of 2-5 years – 2015-2016 Academic Year

(Effective August 1, 2015 unless otherwise stated)

Natasha Barnett; Instructor, Department of Communication; Ph.D., University of New Mexico; salary \$40,500 per academic year.

Michael Davis; Instructor, Department of Applied Engineering and Technology Management; B.S., Indiana State University; salary \$53,000 per academic year.

Deanna Franklin; Instructor, Department of Applied Health Sciences; Ph.D., Indiana State University; salary \$50,500 per academic year.

Brian James; Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$55,000 per academic year.

Benjamin Thomson; Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$55,000 per academic year.

Stephen Westlake; Instructor, Department of Kinesiology, Recreation, and Sport; M.S., East Stroudsburg University; salary \$37,638 per academic year.

Full-Time Appointments – 2015-2016 Academic Year

(Effective August 1, 2015 unless otherwise stated)

Joshua Akens; Full-Time Lecturer, Department of English; M.A., Indiana State University; salary \$30,750 per academic year.

David Beach; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., University of Missouri-Columbia; salary \$50,000 per academic year, prorated from the effective date of September 1, 2015.

Abram Book; Full-Time Lecturer, Department of Communication; M.S., University of Illinois-Urbana/Champaign; salary \$37,500 per academic year.

Jason Brown; Full-Time Lecturer, Department of Aviation Technology; B.S., Indiana State University; salary \$55,000 per academic year.

Kelly Brown; Full-Time Lecturer, Department of Communication; M.S., Indiana State University; salary \$36,720 per academic year.

Amy French; Full-Time Lecturer, Department of Educational Leadership; M.A., Loyola University; salary \$50,000 per academic year.

Teresa Nelson; Full-Time Lecturer, Department of Communication; M.A., Ball State University; salary \$50,000 per academic year.

R. Ann O'Connor-Ledbetter; Full-Time Lecturer, Department of Communication; M.A., Southeastern Louisiana University; salary \$37,500 per academic year.

Erin Paavola; Full-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., National Louis University; salary \$43,000 per academic year.

Gary Patterson; Full-Time Lecturer, Center for Science Education, Department of Biology; M.A.T., Northern Arizona University; salary \$41,000.

Kenneth Pell; Full-Time Lecturer, Department of English; M.A., Indiana State University; salary \$15,919; for the fall semester of the 2015-2016 academic year.

Kym Pfrank; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; salary \$43,000 per academic year.

Nikk Pilato; Full-Time Lecturer, School of Music; Ph.D., Florida State University; salary \$43,000 per academic year.

Monty Records; Full-Time Lecturer, Department of English; M.A., Indiana State University; salary \$15,919; for the fall semester of the 2015-2016 academic year.

Jodi Rhyneanson; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana University; salary \$50,200 per academic year.

Chad Roseland; Full-Time Lecturer, School of Music; M.M., University of Arizona; salary \$35,875 per academic year.

Harold Seifers; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$51,250 per academic year.

David Sivley; Full-Time Lecturer, Dean, College of Technology; M.B.A. and M.S., Miami University; salary \$46,818 per academic year.

Ningning Song; Full-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$50,000 per academic year.

Damian Stanziano; Full-Time Lecturer, Department of Kinesiology, Recreation, and Sport; Ph.D., University of Miami; salary \$37,638 per academic year.

Robin Voll; Full-Time Lecturer, Department of English; M.A., Indiana State University; salary \$30,750 per academic year.

Richard Walker; Full-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; salary \$50,000 per academic year.

Megan Weemer; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Eastern Illinois University; salary \$50,200 per academic year.

Jared Wuerzburger; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$51,250 per academic year.

Bryan-Mitchell Young; Full-Time Lecturer, Department of Communication; Ph.D., Indiana University; salary \$37,500 per academic year.

Temporary Part-Time Appointments – 2015 Fall Semester

(Effective August 1, 2015 unless otherwise noted)

Nicholas Aballi; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., Indiana State University; three hours; salary \$3,672.

Soulaf Abas; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; six hours; salary \$6,273.

Meredith Addison; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; four hours; salary \$9,572.

James Archer; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$6,399.

Leonard Arnold; Part-Time Lecturer, Department of Built Environment; B.S., Ball State University (special credentials on file); three hours; salary \$3,600.

Theresa Atkins; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.H.A., University of Phoenix; two hours; salary \$4,000.

Jeremy Bennett; Part-Time Lecturer, Department of Political Science; M.A., Seton Hall University; six hours; salary \$6,396.

Glenn Blackstone; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.A., Kent State University; six hours; \$6,399.

Stephanie Brown; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; two hours; \$4,000.

Richard Brandon-Friedman; Part-Time Lecturer, Department of Social Work; M.S.W., IUPUI; six hours; salary \$6,000.

Charles Bridges; Part-Time Lecturer, Department of Criminology and Criminal Justice; J.D., Indiana University; nine hours; salary \$9,499.

Ashley Burkett; Part-Time Lecturer, Department of Earth and Environmental Systems; Ph.D., Indiana State University; three hours; salary \$3,000.

Robert Burton; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,836.

Teresa Byers; Part-Time Lecturer, School of Music; M.Ed., Indiana State University; three hours; salary \$3,075.

Marilyn Byrd; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; 2.5 hours; salary \$5,983.

Kimberly Campbell; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.S., Indiana State University; three hours; salary \$3,137.

Cory Campbell; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Eastern Illinois University; two hours; salary \$2,091.

Nicole Christlieb; Part-Time Lecturer, Department of Political Science; M.P.A., Indiana State University; six hours; salary \$6,396.

Ellen Clark; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise one student; salary \$572.

Mark Clauss; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; six hours; salary \$7,641.

Daniel Cleveland; Part-Time Lecturer, Department of Psychology; Pharm.D., Purdue University; three hours; salary \$4,500.

Jeffery Clutter; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.Ed., Indiana State University; six hours; salary \$7,200.

Gerald Cockrell; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., Indiana State University; six hours; salary \$7,344.

Robert Compton; Part-Time Lecturer, Department of Chemistry and Physics; B.S., Indiana State University; eight hours; salary \$12,728.

Joanna Connors; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; six hours; salary \$7,530.

Malea Crosby; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; 1.5 hours; salary \$1,538.

Terry Crowe; Student Teacher Supervisor, Education Student Services; M.S., Purdue University; supervise one student; salary \$572.

Frances D'Andrea; Part-Time Lecturer, Department of Teaching and Learning; Ph.D., University of Pittsburgh; three hours; salary \$4,182.

Jason Dean; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.B.A., Indiana State University; nine hours; \$11,295.

Candace deCourville; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; five hours; salary \$10,608.

Judith DeSantis; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Indiana State University; three hours; salary \$3,137.

Vicki Duncan; Student Teacher Supervisor, Education Student Services; M.S., Western Kentucky University; supervise four students; salary \$2,288.

Gregory Eaken; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D, Indiana University; three hours; salary \$3,000.

Julie Edwards; Part-Time Lecturer, School of Music; M.M., University of North Carolina; six hours; salary \$6,273.

Margaret Erthal; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; Ph.D, Southern Illinois University; six hours; salary \$8,000.

Anna Farrugia; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., University of Phoenix; four hours; salary \$7,000.

Jessica Fields; Part-Time Lecturer, Department of History; M.A., Indiana State University; six hours; salary \$6,273.

Deborah Flurkey; Part-Time Lecturer, Department of Teaching and Learning; M.Ed., Clemson University; nine hours; salary \$11,250.

Lauren Ford; Part-Time Lecturer, Department of Biology; M.S., Indiana State University; four hours; salary \$4,100.

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

Paula Frank; Professor Emerita, Department of Baccalaureate Nursing Completion; Ph.D., University of Utah; four hours; salary \$8,487.

Melissa Froderman; Part-Time Lecturer, Department of Applied Engineering and Technology Management and Department of Built Environment; B.S., Indiana State University; six hours; salary \$7,491.

LaShun Fuller; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., California State University, Dominguez Hills; three hours; salary \$6,000.

Leslie Gackle; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; six hours; salary \$7,530.

Christian Gallagher; Part-Time Lecturer, Department of Criminology and Criminal Justice; Ph.D., Indiana State University; nine hours; salary \$9,598.

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

Pamela Gibboney; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise one student; salary \$572.

Mary Griffy; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,765.

Edmund Grosskopf; Assistant Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; three hours; salary \$3,200.

Melissa Grunst; Part-Time Lecturer, Department of Biology; Ph.D., University of California, Riverside; three hours; salary \$3,600, prorated from the effective date of September 1, 2015.

James Hagedorn; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise one student; salary \$572.

Sandra Haggart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; six hours; salary \$14,076.

Delbert Hane; Part-Time Lecturer, Department of Applied Engineering and Technology Management; Ph.D., Indiana University; three hours; salary \$4,500.

Uwe Hansen; Professor Emeritus, University Honors; Ph.D., Brigham Young University; three hours; salary \$3,075.

Karla Hansen-Speer; Part-Time Lecturer, Department of Earth and Environmental Systems; A.M., Washington University in St. Louis; six hours; salary \$6,000.

Karina Hanson; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Purdue University; four hours; salary \$4,084.

David Harris; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,836.

Steven Harris; Part-Time Lecturer, Department of Multidisciplinary Studies; Ph.D., Indiana University; six hours; salary \$6,900.

Angela Hayes; Part-Time Clinic Supervisor, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; 1.5 hours; salary \$1,569.

Tara Heglund; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; 1.5 hours; salary \$3,183.

Charles Henry; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.B.A., Lawrence Technological University; three hours; salary \$3,672.

David Hoffa; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; two hours; salary \$2,133.

Susan Hoffman; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$10,591.

Jennifer Holmes; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Ball State University; 7.5 hours; salary \$17,250.

James Houston; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,200.

Cherie Howk; Part-Time Lecturer, Department of Advanced Practice Nursing; Ph.D., Rush University; one hour; salary \$2,000.

Robert Huckabee; Associate Professor Emeritus, Department of Criminology and Criminal Justice; Ph.D., Sam Houston State University; three hours; salary \$3,200.

Amber Hudson; Part-Time Lecturer, Department of Communication; M.A., Indiana State University; nine hours; salary \$9,000.

Robin Hudson; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; two hours; salary \$4,000.

Lisa Hughes; Part-Time Lecturer, Department of English; M.A., IUPU-Fort Wayne; three hours; salary \$3,137.

Samuel Hurt; Part-Time Lecturer, Department of Built Environment; B.S., Oregon State University; three hours; salary \$3,600.

Kenneth Jones; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana University; three hours; salary \$5,228.

E. Stephen Joseph; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.A., Ball State University; three hours; \$3,821.

Sandra Kassis; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,836.

Marc Keilman; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; D.P., Purdue University; three hours; salary \$6,120.

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

David Kelty; Part-Time Lecturer, Department of English; M.Ed., Indiana State University; six hours; salary \$6,368.

Leslie A. King; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; six hours; salary \$7,344.

Leslie R. King; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.P.A., Indiana State University; three hours; salary \$3,765.

Sylvia Kirchner; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,836.

Kara Kish; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Indiana State University (special credentials on file); three hours; salary \$3,200.

Jaimie Klemish; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; B.S., University of Wisconsin—Stevens Point; three hours; salary \$3,000.

Evan Kubicek; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Eastern Illinois University; six hours; salary \$7,600.

Ralph Leck; Part-Time Lecturer, University Honors; Ph.D., University of California-Irvine; nine hours; salary \$9,225.

Susan Livingston; Part-Time Lecturer, Department of Multidisciplinary Studies; M.A., University of Illinois at Urbana-Champaign; three hours; salary \$3,000.

Erica Mandsager; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S.N., Indiana State University; three hours; salary \$6,120.

David Marcotte; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,000.

Ron Martin; Librarian Emeritus, Department of English and University College; M.S., Indiana State University; eight hours; salary \$8,490.

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

Florence Mathieu-Connor; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., University of Illinois; seven hours; salary \$7,147.

Marty Maynard; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,000.

George McClellan; Part-Time Lecturer, Department of Educational Leadership; Ph.D., University of Arizona; three hours; salary \$4,001.

Rebecca McElroy; Part-Time Lecturer, Department of English; M.S., Indiana State University; nine hours; salary \$9,551.

Christopher McGrew; Part-Time Lecturer, Department of Economics; Ph.D., Purdue University; three hours; salary \$3,075.

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

David McMannus; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; two hours; salary \$2,133.

Ann McNeill; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; nine hours; salary \$18,360.

Deborah McQueen; Part-Time Lecturer, Department of English; M.A., DePauw University; nine hours; salary \$9,225.

Peter Mikolaj; Professor Emeritus, Department of Accounting, Finance, Insurance, and Risk Management; Ph.D., Ohio State University; three hours; salary \$5,001.

Candice Milam; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; B.S., Indiana State University; three hours; salary \$3,765.

Zachery Milam; Part-Time Clinic Supervisor, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; 1.5 hours; salary \$1,500.

Blayne Miley; Part-Time Lecturer, Department of Advanced Practice Nursing; J.D., Georgetown University; three hours; salary \$6,000.

Sherryn Miley; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise two students; salary \$1,144.

Mark Miller; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise four students; salary \$2,288.

Deborah Monson; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Loma Linda University; one hour; salary \$2,000.

Stephen Moore; Part-Time Lecturer, Science Education and Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; four hours and supervise four students; salary \$6,288.

Teressa Moore; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; 6.6 hours; salary \$15,794.

Matthew Morgan; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; \$3,200.

Timothy Moss; Part-Time Lecturer, Department of Teaching and Learning; M.Ed., Indiana State University; three hours; salary \$3,000.

Sarah Mullican; Part-Time Lecturer, Department of Political Science; J.D., Valparaiso University School of Law; three hours; salary \$3,645.

Jon Musgrave; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; six hours; salary \$7,530.

Malissa Muyumba; Part-Time Lecturer, Department of Communication; M.S., Indiana State University; three hours; salary \$3,000.

Martin Nagy; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Ball State University; three hours; salary \$3,672.

Cheryl Newbold-Thompson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., IUPUI; 1.5 hours; salary \$3,590.

Anna Noel; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; 1.5 hours; salary \$1,500.

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

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.

Timothy Payne; Student Teacher Supervisor, Education Student Services; M.L.S., University of Pittsburgh; supervise three students; salary \$1,716.

Tammy Pearson; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; two hours; salary \$4,244.

Samantha Penney; Part-Time Lecturer, Department of Communication; M.A., Austin Peay State University; three hours; salary \$3,060.

Kathleen Pirtle; Part-Time Lecturer, Department of Baccalaureate Nursing; B.S.N., Indiana University; 2.5 hours; salary \$5,865.

Eloise Pitt; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.P.H., Kentucky State University; three hours; salary \$3,200.

Kathryn Pommier; Part-Time Lecturer, Department of Applied Health Sciences and Department of Kinesiology, Recreation, and Sport; M.A., Eastern Illinois University; six hours; salary \$6,902.

Jeanne Potts; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S.N., IUPUI; seven hours; salary \$14,280.

Scott Powell; Part-Time Lecturer, Department of Multidisciplinary Studies; Ph.D., Ohio University; three hours; salary \$3,060.

William Powell; Part-Time Lecturer, Department of Teaching and Learning; B.S., Ball State University; three hours; salary \$4,182.

Daniel Powers; Part-Time Lecturer, School of Music; M.M., Indiana University; 6.34 hours; salary \$6,629.

Jennifer Pupard; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; six hours; salary \$6,273.

Donna Purviance; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., University of Southern Indiana; seven hours; \$14,000.

Rachel Rasley; Part-Time Lecturer, Department of Psychology; M.A., Indiana State University; six hours; salary \$6,120.

Traci Ray; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; eight hours; salary \$10,000.

Janice Redenbarger; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; seven hours; salary \$8,785.

Crystal Reynolds; Part-Time Lecturer, University College; Ph.D., Indiana State University; five hours; salary \$5,000.

Dottie Rigsby; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$6,399.

Elizabeth Roerig; Part-Time Lecturer, Department of Communication; M.A., University of Missouri–Columbia; three hours; salary \$3,000.

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

Harold Schipp; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise one student; salary \$572.

Ashley Shrader; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,000.

Glenna Simons; Part-Time Lecturer, Department of Multidisciplinary Studies; J.D., Loyola University School of Law; six hours; salary \$6,240.

Neil Singleton; Part-Time Lecturer, Department of Communication; M.S., Indiana State University; nine hours; salary \$9,364.

Carolyn Sinnott; Student Teacher Supervisor, Education Student Services; M.S. Ed., Indiana University; supervise two students; salary \$1,144.

Stacey Smith; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., University of South Florida; six hours; salary \$12,240.

Catherine Spicer; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,180.

Kristal Stewart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.P.C.N., Indiana Wesleyan University; four hours; salary \$9,572.

Crystal Sullivan; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,551.

Scott Sundvall; Part-Time Lecturer, Department of English; M.A., Bowling Green State University; three hours; salary \$3,000.

Kori Swalls; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; six hours; salary \$6,126.

Matthew Swift; Part-Time Lecturer, Department of Psychology; M.A., Indiana State University; six hours; salary \$6,120.

Robin Thoma; Part-Time Lecturer, Department of Teaching and Learning; M.Ed., St. Mary of the Woods College; six hours; salary \$6,000.

Lisa Tinchler; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; two hours; salary \$4,244.

Kimberly Tucker; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,000.

Millie Vaughn; Student Teacher Supervisor, Education Student Services; Ph.D., Indiana State University; supervise four students; salary \$2,448.

Camille Wallace; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,765.

James Waugh; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$2,142.

Tami Weinzapfel-Smith; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.L.D., St. Mary of the Woods College; six hours; salary \$7,530.

Joseph Wells; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.A., Fresno Pacific College; two hours; salary \$2,000.

Karen Wilcox; Part-Time Lecturer, Department of Teaching and Learning; M.A., Western Michigan University; one hour; salary \$1,394.

Wanda Wilkey; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; three hours; salary \$3,198.

Shannon Wood; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise two students; salary \$1,144.

Mark Wright; Part-Time Lecturer, Department of English; M.S., Indiana State University; nine hours; salary \$9,180.

Mary Wright; Part-Time Lecturer, Department of English; M.Ed, University of Illinois; nine hours; salary \$9,225.

James Wyeth; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana State University; three hours; salary \$5,125.

Dorothy Yaw; Professor Emerita, Department of Human Resource Development and Performance Technologies; Ph.D., Indiana State University; six hours; salary \$7,530.

Randi Zwerner; Part-Time Lecturer, Department of Advanced Practice Nursing; B.S.N., Millikin University; eight hours; salary \$16,320.

Change of Status and/or Pay Rate

Esther Acree; Associate Professor, Department of Baccalaureate Nursing Completion; stipend of \$5,000 for additional duties as Director of Continuing Education; for the 2015-2016 fiscal year.

Patrick Appiah-Kubi; Assistant Professor, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Azizi Arrington-Bey; Assistant Professor, Department of Built Environment; stipend of \$3,000 for additional duties as Coordinator, Interior Architecture Design Program; for the 2015-2016 academic year.

David Beach; Professor Emeritus, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Kimberly Bodey; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Timothy Boileau; Instructor, Department of Teaching and Learning; Stipend of \$3,000 for additional duties as Leader of the First Generation Faculty/First Generation Student Mentoring Program; for the effective dates of August 1, 2015 through April 30, 2016.

Kelly Brown; Full-Time Lecturer, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Scott Buchanan; Professor, School of Music; stipend of \$3,000 for additional duties as College of Arts and Sciences Assessment Fellow; for the fall semester of the 2015-2016 academic year.

Jonathon Burns; Instructor, Department of Criminology and Criminal Justice; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Phillip Cochrane; Associate Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

E. Matthew Cohen; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$11,000 for teaching an additional nine hours; for the fall semester of the 2015-2016 academic year.

John Conant; Chairperson and Professor, Department of Economics; stipend of \$2,000 for additional duties as Faculty Senate Vice-Chair; for the 2015-2016 academic year.

William Croft; Professor, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Anne Foster; Associate Professor, Department of History; stipend of \$3,500 for additional duties as Acting Chairperson, Department of History; for the spring semester of the 2015-2016 academic year.

Harry Gallatin; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$8,000 for teaching an additional six hours; for the fall semester of the 2015-2016 academic year.

Claudine Gaston; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Robert Guell; Professor, Department of Economics; addition to base of \$500 for service as Faculty Senate Chair for the 2014-2015 academic year; stipend of \$5,000 for Exceptional Teaching Load; for the fall semester of the 2015-2016 academic year; stipend of \$3,000 as Faculty Senate Secretary; for the 2015-2016 academic year.

Joseph Harder; Associate Professor, Department of Management, Information Systems, and Business Education; stipend of \$1,000 for additional duties as Assurance of Learning Coordinator; for the 2015-2016 academic year.

Michael Hayden; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Mary Kahl; Chairperson and Professor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Jolynn Kuhlman; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Steven Lamb; Chairperson and Professor, Department of Accounting, Finance, Insurance, and Risk Management; addition to base of \$250 for service as Faculty Senate Vice-Chair for the 2014-2015 academic year.

Isaac Land; Associate Professor, Department of History; stipend of \$5,000 for additional duties as Coordinator of Community Semester Events, College of Arts and Sciences; for the 2015-2016 academic year.

Kristina Lawyer; Assistant Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Christine MacDonald; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; addition to base of \$250 for service as Faculty Senate Secretary for the 2014-2015 academic year; stipend of \$5,000 for additional duties as Faculty Senate Chair; for the 2015-2016 academic year.

Marsha Miller; Librarian, Library Services; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

John Moody; Instructor, Department of Chemistry and Physics; supplemental instructional stipend of \$2,295 for teaching an additional 1.5 hours; for the fall semester of the 2015-2016 academic year.

Jennifer Mullen; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Leah Nellis; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; stipend of \$14,412.94 for additional duties as IEP Evaluation and Assessment Specialist, Blumberg Center; for the 2015-2016 academic year.

Cecil Nelson; Professor Emeritus, Department of Languages, Literatures, and Linguistics; phased retirement stipend of \$19,056; effective August 1, 2015 through May 31, 2016.

John Pommier; Chairperson, Department of Applied Medicine and Rehabilitation, and Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Diana Quatroche; Professor, Department of Teaching and Learning; stipend of \$21,670 for additional duties as Interim Chairperson, Department of Teaching and Learning; for the 2015-2016 academic year.

Thomas Steiger; Professor, Department of Multidisciplinary Studies; additional duties as Director for the Center for Student Research and Creativity; effective July 1, 2015 through June 30, 2016; no change in salary.

Athanassios Strigas; Associate Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Elaina Tuttle; Professor, Department of Biology and Interim Associate Dean for Graduate Programs, College of Graduate and Professional Studies; stipend of \$2,000 for additional duties as Chair of Institutional Animal Care and Use Committee; for the 2015-2016 academic year.

Michael R. Williamson; Assistant Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Edith Wittenmyer; Instructor, Department of Electronics and Computer Engineering Technology; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2015-2016 academic year.

Separations

Anand Richard, Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; effective August 25, 2015.

Oscar Rodriguez; Assistant Professor, Department of Electronics and Computer Engineering Technology; effective May 31, 2015.

John Sweat; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; effective May 31, 2015.

6d Other Personnel

NON-EXEMPT

Appointments

John Anderson; Events Setup Technician II, Hulman Center; \$10.61/hr; effective August 24, 2015.

Annika Bugge; Student Services Assistant I, School of Music; \$12.48/hr; effective August 17, 2015.

Curtis Cornelius; Events Setup Technician II, Hulman Center; \$10.61/hr; effective August 24, 2015.

Sara English; Administrative Assistant II, Applied Medicine & Rehabilitation; \$13.62/hr; effective September 21, 2015.

Stephannie Gambill; Paralegal/Legal Assistant, Legal Affairs; \$27.18/hr; effective September 8, 2015.

Christopher Heaton; Events Setup Technician II, Hulman Center; \$10.61/hr; effective August 24, 2015.

Jeremy Mankin; Events Setup Technician II, Hulman Center; \$10.61/hr; effective September 30, 2015.

Dawn Padgett; Custodian I, Sycamore Housing; \$10.20/hr; effective September 14, 2015.

Benjamin Pointon; Student Services Assistant II, Communications Disorders and Counseling, School and Educational Psychology; \$13.62/hr; effective August 14, 2015.

Lindsey Skaza; Budget Coordinator, School of Music; \$13.62/hr; effective August 24, 2015.

Christa Stultz; Career Center Technology Assistant, Career Center; \$13.62/hr; effective September 21, 2015.

Terra Vail; Administrative Assistant III, MBA Program; \$14.92/hr; effective October 5, 2015.

Kathryn Warfel; Administrative Assistant II, Applied Medicine & Rehabilitation; \$13.62/hr; effective September 8, 2015.

Sarah Williams; Administrative Assistant II, Center for Community Engagement; \$13.62/hr; effective September 14, 2015.

Separations

Christopher Ellingsworth; Lead Custodian, Sycamore Housing; effective September 28, 2015.

Joshua Elmore; Events Setup Technician I, Hulman Memorial Student Union; effective August 18, 2015.

Shena Gordon; Early Child Assistant Teacher, Early Childhood Education Center; effective September 10, 2015.

Jennifer Grayless; Admissions Processing Specialist, Admissions and High School Relations; effective October 2, 2015.

Marie Jarvis; Early Childhood Assistant Teacher, Early Childhood Education Center; effective September 28, 2015.

Holly Lancaster; Early Child Education Center Teacher, Early Childhood Education Center; effective August 20, 2015.

Nathalie League; Administrative Assistant III, Dean College of Nursing, Health and Human Services; effective September 4, 2015.

John Mazeqie; Events Setup Technician I, Hulman Memorial Student Union-Operations; effective September 11, 2015.

George Schatz; Maintenance Mechanic, Sandison Housing; effective August 31, 2015.

Christopher Tierney; Enrollment Management Data Processing Specialist, Student Financial Aid; September 14, 2015.

Angar Tsoggerel; Laboratory Research Assistant, IU School of Medicine-Terre Haute; effective September 15, 2015.

Retirements

Linda Harbour; Custodian I, Burford Housing; effective September 30, 2015.

Change in Status and/or Pay Rate

Promotion

Aimee Nelson; from Overnight Library Supervisor, Library Services; \$12.48/hr to Library Accounting Associate, Library Services; \$14.19/hr; effective August 24, 2015.

Reclassification

Debra Brothers; from Auxiliary Services Supervisor; \$15.90/hr to Student Union Information Services Supervisor; \$15.90/hr; Hulman Memorial Student Union; effective September 26, 2015.

Paula Huey; from Library Associate I; \$13.81/hr to Stacks and Student Supervisor; \$15.24/hr; Library Services; effective August 1, 2015.

Jan Krackenberger; from Administrative Assistant I; \$16.01/hr to Administrative Assistant II; \$17.72/hr; Department of Teaching & Learning; effective August 1, 2015.

Dara Middleton; from Events Coordinator, \$20.21/hr to Events, Marketing, and Mail Services Coordinator; \$22.09/hr; Library Services; effective August 1, 2015.

Charles Parker; from Library Associate I; \$11.40/hr to Reserves Supervisor; \$12.83/hr; Library Services; effective August 1, 2015.

Ellie Pounds; from Administrative Assistant II; \$13.68/hr to Math and Writing Center Coordinator; \$15.56/hr; Writing Center; effective September 26, 2015.

Other

Jeffrey Bucklin; skill assessment from Police Officer, Public Safety; \$18.83/hr to Police Officer; Public Safety; \$19.56/hr; effective September 16, 2015.

Ian Loomis; skill assessment from Police Captain, Public Safety; \$29.38/hr to Police Captain; Public Safety; \$30.11/hr; effective March 16, 2015.

EXEMPT

Appointments

Danielle Burgess; Career Center Events Coordinator, Career Center; B.S., Indiana State University; salary \$34,000 per fiscal year; prorated from the effective date of September 16, 2015.

Jeffrey Campbell; Simulation Technologist, Dean, College of Health and Human Services; B.S., Indiana State University; salary \$50,000 per fiscal year, prorated from the effective date of August 6, 2015.

Shelby Clinkenbeard; Enrollment Management Systems Coordinator; Admissions and High School Relations; B.S., Indiana State University; salary \$34,000 per fiscal year; prorated from the effective date of September 17, 2015.

James C Evens; Admissions Welcome Center Counselor- 9 months; Admissions and High School Relations; B.A., Purdue University; salary \$23,063 per fiscal year; prorated from effective date of August 31, 2015 through May 31, 2016.

Tatiana Fadeeva; International Recruitment Coordinator; Admissions and High School Relations; M.A., Moscow State Institution of Electronic Technology; salary \$34,000 per fiscal year; prorated from the effective date of September 8, 2015.

Christopher Jones; Sports Video Manager, Student Media; B.S., Northwest Missouri State University; salary \$48,200 per fiscal year, prorated from the effective date of August 18, 2015.

Aaron King; Systems Integrator, Office of Information Technology; B.S., Indiana State University; salary \$56,000 per fiscal year, prorated from the effective date of September 8, 2015.

Bradley M Lone; Enrollment Management Systems Coordinator; Admissions and High School Relations; Masters, Indiana State University; salary \$34,000 per fiscal year; prorated from the effective date of September 8, 2015.

William Maass; Athletic Trainer I, Department of Applied Medicine and Rehabilitation; M.S., Minnesota State University; salary \$38,000 per fiscal year, prorated from the effective date of September 11, 2015.

Roger Mangin; Programmer Analyst, Office of Information Technology; B.S., Indiana State University; salary \$44,500 per fiscal year, prorated from the effective date of September 21, 2015.

Jordyn Pitts; Graphic Designer, Hulman Center; B.S., Anderson University; salary \$29,094 per fiscal year; prorated from the effective date of October 1, 2015.

Qian Song; International Recruitment Coordinator; Admissions and High School Relations; M.S., Purdue University; salary \$34,000 per fiscal year; prorated from the effective date of September 21, 2015.

Christine Taylor; Math Educator and Tutoring Coordinator 10 Month, Department of Mathematics and Computer Science; Ph.D., IUPUI; salary \$45,000 per ten-month period, prorated from the effective date of August 17, 2015.

Katherine Uttich; Residential Life Assistant Director – Residential Education, Central Housing; M.S. Arkansas Tech University; salary \$44,776 per fiscal year; prorated from the effective date of August 3, 2015.

Temporary Appointments

Debbie Huckabee; Educational Support Coordinator, Student Support Services; M.S., Indiana State University; salary \$40,568 per fiscal year; effective September 1, 2015 through August 31, 2016.

JoEllen Ornduff; Student Support Services Adviser, Student Support Services; M.S., Indiana State University; salary \$32,800 per fiscal year; effective September 1, 2015 through August 31, 2016.

James O'Sullivan; University College Advisor, University College; M.S., University of North Texas; salary \$34,000 per fiscal year, prorated for the appointment period of September 8, 2015 through June 30, 2016.

Alexander Pitner; Residential Life Area Coordinator – Administration and Special Projects, Sycamore Housing; M.S., Northern Illinois University; salary \$35,000 per fiscal year, prorated from the effective date of August 31, 2015 through June 30, 2016.

Ashlee Shroyer; Marketing Specialist-Reappointment Required; Communications and Marketing; salary \$39,000 per fiscal year; prorated from the effective date of August 11, 2015 through June 30, 2016.

Thomas Weller; Writing Specialist, Student Support Services; M.A., Indiana State University; salary \$42,576 per fiscal year; effective for the ten-month period of September 1, 2015 through August 31, 2016; no work period for June and July.

Rita Worrall; Student Support Services Director, Student Support Services; Ph.D., Indiana State University; salary \$66,205 per fiscal year; effective September 1, 2015 through August 31, 2016.

Change of Status and/or Pay Rate

Nicholas Aballi; from Course Delivery Coordinator, Office of Information Technology, to Distance Learning Technology Specialist, Office of Information Technology; salary \$45,586 per fiscal year; effective July 1, 2015.

Roberta Allen; from Center for Student Success Director, Center for Student Success, to Student Services Programs Director, Center for Student Success; salary \$67,625, prorated from the effective date of August 1, 2015.

Regina Atkins; from Admissions Regional Coordinator, Admissions and High School Relations, to Admissions Associate Director-Student Services, Admissions and High School Relations; salary \$43,485 per fiscal year; prorated from effective date of August 19, 2015.

Nicole Bailey; from Math/Writing Center Director, Writing Center, to Student Success Innovation Executive Director, Student Success; salary \$69,000 per fiscal year, prorated from the effective date of August 1, 2015.

Karen Davis; from non-exempt position as Registration and Records Coordinator, Office of Registration and Records, to exempt staff position as Assistant Registrar, Office of Registration and Records; salary \$40,412 per fiscal year, prorated from the effective date of August 29, 2015.

Elonda V. Ervin; from University Diversity Office, Office of Diversity, to Executive Director for Multicultural Services & Programs, Division of Student Affairs, \$85,731 per fiscal year, effective October 1, 2015.

Kelsie Gallion; from Enrollment Management Systems Coordinator; Admissions and High School Relations, to Enrollment Management Reporting Specialist; Student Financial Aid; salary \$43,053 per fiscal year; prorated from the effective date of August 1, 2015.

Ashley Holt; from Program Coordinator, IU School of Medicine-Terre Haute, to Lead Advisor, IU School of Medicine-Terre Haute; salary \$50,000 per fiscal year, prorated from the effective date of September 1, 2015.

Melissa Hughes, from Admissions Director to Admissions Executive Director; Admissions and High School Relations; effective September 1, 2015; no salary change.

Aimee Janssen-Robinson; from Assistant Dean of Students for Student Advocacy, VP for Student Affairs, to Equal Opportunity Director & Title IX Coordinator; salary \$72,000 per fiscal year, prorated from the effective date of August 17, 2015.

Aaron Jones; from non-exempt position Student Services Assistant I, Admissions and High School Relations, to Graduate Admissions Coordinator, College of Graduate and Professional Studies; salary \$32,916 per fiscal year, prorated from the effective date of September 9, 2015.

Daniel Leslie; from IT Project Manager, Office of Information Technology, to Information Center Consultant, Office of Information Technology; salary \$47,700 per fiscal year, prorated from the effective date of August 3, 2015.

Vickie Magill; from non-exempt position as Library Associate III, to exempt position as Technical Services Budget/Allocation Specialist, Library Services; salary \$36,172 per fiscal year, prorated from the effective date of August 15, 2015.

Tradara McLaurine; from Career Services Assistant Director, Career Center, to Career Services Associate Director, Career Center, salary \$53,231 per fiscal year; prorated from the effective date of October 1, 2015.

Jessica Meuser; from University College Advisor, Dean, University College, to Academic Advisor, Dean, College of Technology; salary \$33,000 per fiscal year, prorated from the effective date of September 23, 2015.

Erica L. Myers; from Employee Relations Specialist, Department of Human Resources to Human Resources Generalist, Department of Human Resources; no change in salary or paygrade; effective August 1, 2015.

Carol Wiemuth; Programmer Analyst, Office of Information Technology; reduction to .8 FTE for the months of August and September, 2015; salary \$36,900, prorated for the appointment period; returning to 1 FTE effective October 1, 2015; salary \$46,125, prorated from the effective date.

Sarah Wurtz; Scholarship Director, Admissions and High School Relations; stipend of \$410 per month for additional duties advising in University College; for the appointment period of August 1, 2015 through May 31, 2016.

Separations

Melissa Froderman; Academic Advisor, Dean, College of Technology; effective September 11, 2015.

Sarah Lockard; Assistant Registrar, Office of Registration and Records; effective August 14, 2015.

Christine D. Love; Staff Psychologist/Coordinator, Student Counseling Center, effective date of October 9, 2015.

Kyle Moore; Career Services Coordinator, Career Center; effective September 28, 2015.

Susan K Pinkston; Financial Aid Counselor-9 month; Student Financial Aid; resignation effective October 9, 2015.

Jeriah Threlfall; Health, Wellness, and Life Enrichment Director, Center for Health, Wellness, and Life; effective August 21, 2015.

ATHLETICS

Appointments

Megan Stone; Assistant Coach, Softball; annual salary \$24,000; effective September 1, 2015 through June 30, 2016.

6e Grants and Contracts

1. The University of Arizona, Fund No. 548904, Proposal No. 16-004
Additional appropriations in the amount of \$73,321.00 have been received from the University of Arizona for the project entitled, "FESD Type I: Earth System Dynamics and its Role in Human Evolution in Africa," under the direction of Jeffery Stone, Department of Earth and Environmental Science, for the period of September 1, 2013 through August 31, 2016.

2. U.S. Department of Education, Fund No. 549035, Proposal 16-006

An agreement in the amount of \$210,093.00 has been received from U.S. Department of Education for the project entitled, "The Indiana Deaf-Blind Services Project," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2015 through September 30, 2016.

3. Purdue University, Fund No. 549027, Proposal No. 15-147

A sub agreement under the National Aeronautics and Space Administration (NASA) through the Indiana Space Grant Consortium in the amount of \$3,000.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Fellowship Program 2015-2018," under the direction of Saundra Smart, Department of Earth and Environmental Systems, for the period May 17, 2015 through May 16, 2016.

4. Purdue University, Fund No. 549026, Proposal No. 15-149

A sub agreement under the National Aeronautics and Space Administration (NASA) through the Indiana Space Grant Consortium in the amount of \$12,000.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Fellowship Program 2015-2018," under the direction of Jennifer Callaway, Department of Biology, for the period May 17, 2015 through May 16, 2016.

5. National Science Foundation, Fund No. 549024, Proposal No. 15-150

An agreement in the amount of \$50,000.00 has been received from the National Science Foundation for the project entitled, "I-Corp: Advancing Diagnostic Skills Training in Undergraduate Technology and Engineering Curriculum," under the direction of Yuetong Lin, Department of Electronics and Computer Engineering Technology, for the period August 15, 2015 through July 31, 2016.

6. Purdue University, Fund No. 549022, Proposal No. 15-106

A sub agreement under the National Aeronautics and Space Administration (NASA) through the Indiana Space Grant Consortium in the amount of \$8,960.00 has been received from Purdue University for the project entitled, "Developing a Set Of AP Environmental Science Laboratory Activities For High School Teachers," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period May 17, 2015 through May 16, 2016.

7. Stimulus Engineering Services, Inc., Fund No. 549036, Proposal No. 16-037

Additional appropriations in the amount of \$17,943.03 have been received from Stimulus Engineering Services, Inc. for the project entitled, "Training Sessions Work Order #4," under the direction of William Baker, Built Environment, for the period February 4, 2015 through February 3, 2016.

8. The Woodrow Wilson National Fellowship Foundation, Fund No. 549042, Proposal No. 16-003

An agreement in the amount of \$500,000.00 has been received from The Woodrow Wilson National fellowship Foundation for the project entitled, "MBA in Educational Leadership Fellowship Program," under the direction of Jack Maynard, Department of Educational Leadership, for the period May 7, 2015 through June 30, 2021.

9. Indiana University, Fund No. 549044, Proposal No. 16-014

A sub agreement under the Indiana Department of Child Services in the amount of \$72,018.00 has been received from Indiana University for the project entitled, "BSW and MSW Education through the Indiana Child Welfare Education and Training Partnership," under the direction of Diana Cooper-Bolinskey, Department of Social Work, for the period July 1, 2015 through July 31, 2016.

6f Agreements

Clinical Affiliation Agreements

August 16, 2015 – October 6, 2015

Erlanger Health System – Chattanooga – Hamilton County Hospital
NCH Healthcare System
The Cleveland Clinic Foundation
Deaconess Hospital
Glenview Rehab-Illinois Bone & Joint
The Medical College of Wisconsin
Marshfield Clinic
Riverside Methodist Hospital
Presence Hospitals PRV
University of Louisiana- Lafayette
Witham Health Services
University of Utah Hospitals & Clinics
Howard County Hospital
Sustainable Therapy Solutions
Christian hand Center
Indiana Health Coverage Programs

Performance/Speaker Agreements

August 16, 2015 – October 6, 2015

Plaid LLC
Maria Falzone

Other Agreements

August 16, 2015 – October 6, 2015

Yamaha Corporation of America, Band & Orchestral Division

6i Board Representation at University Events

Events Requiring Board Representation

October 29, 2015 10:00 am, Employee Recognition Awards Program, Sycamore Banquet Center, HMSU
December 11, 2015 9:00 am, Board of Trustees Meeting, State Room, Tirey Hall
December 12, 2015 12:00 pm, Winter Commencement, Hulman Center

Optional Events

November 6, 2015 5:00 pm, Bayh College of Education 150th Anniversary Celebration, Auditorium, BCOE

December 2, 2015 3:00 pm, President and First Lady's Campus Community Open House, Condit House

December 6, 2015 1:00 pm, President and First Lady's Community Holiday Open House, Condit House

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.

6h In Memoriam

IN MEMORIAM: Walter Hires

WHEREAS, Walter Hires, Facilities (retired), died on the twenty third day of August two thousand fifteen; and

WHEREAS, Walter Hires had given loyal and devoted service to Indiana State University for over twelve 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 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: Dr. William G. Turner

WHEREAS, Dr. William G. Turner, Professor Emeritus of Industrial and Mechanical Technology of Indiana State University, died on the twenty sixth day of August two thousand and fifteen; and

WHEREAS, Dr. William G. Turner had given loyal and devoted service to Indiana State University for thirty eight 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 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: Gladys Keaton

WHEREAS, Gladys Keaton, Custodian in Sandison Housing (retired), died on the first day of September two thousand and fifteen; and

WHEREAS, Gladys Keaton had given loyal and devoted service to Indiana State University for over seventeen 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 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: Carolyn Pierce

WHEREAS, Carolyn Pierce, Custodian II in Sandison Housing (retired), died on the second day of September two thousand and fifteen; and

WHEREAS, Carolyn had given loyal and devoted service to Indiana State University for nearly twenty eight 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 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: Dr. Linda Kay Damer

WHEREAS, Dr. Linda Kay Damer, Professor Emerita of Music Department of Indiana State University, died on the eighteenth day of September two thousand and fifteen;

WHEREAS, Dr. Linda Kay Damer had given loyal and devoted service to Indiana State University for over twenty seven years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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 profound respect for the superior 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: Ms. Marlene Jean Smith

WHEREAS, Ms. Marlene Jean Smith , Assistant Professor Emerita of School of Nursing of Indiana State University, died on the eighth day of September two thousand and fifteen;

WHEREAS, Ms. Marlene Jean Smith had given loyal and devoted service to Indiana State University for twenty one years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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 profound respect for the superior 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: Ernest Bunzell

WHEREAS, Ernest Bunzell, Custodian II in Housing (retired), died on the sixteenth day of September two thousand fifteen and;

WHEREAS, Ernest Bunzell 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 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.

7 Old Business

8 Adjournment