

2023

Board of Trustees Minutes, Jun. 15 2023

Indiana State University Board of Trustees

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Indiana State University Board of Trustees, "Board of Trustees Minutes, Jun. 15 2023" (2023). *Board of Trustees*. 51.

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Indiana State University

Board of Trustees Agenda Meeting Minutes

June 15, 2023

State Room, Tirey Hall



Board of Trustees Agenda Meeting - June 15, 2023 - Minutes

Meeting Agenda Minutes

1. Call Meeting to Order

Call Annual Organizational Meeting to Order Mrs. Cabello	4
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Board of Trustees Statement Mrs. Cabello	5
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2. New Business Items

2a Minutes of the May 5, 2023 Meeting and Certification of Executive Session Mrs. Cabello	Approved	6
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2b Finance Committee Report Mrs. Smith		
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2b1 Operating Budgets, 2023-24 Mrs. McKee	Approved	7
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2b2 Student Academic Semester and Summer Term Fees for 2023-24 and 2024-25 Mrs. McKee	Approved	18
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2c Policies

2c1 Modifications to Policy 146 Bylaws of the Faculty Senate Dr. Olsen	Approved	21
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2c2 Removal of Policy 890 Non-Profit Website Hosting Dr. Olsen	Approval	31
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2c3 Modifications to Policy 146 Bylaws of the Faculty Senate Dr. Olsen	Information	33
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2c4 Policy 147 Foundation Studies Dr. Olsen	Information	35
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2d New Program Gender and the Workplace Certificate Dr. Olsen	Approved	37
---	----------	----

2e New Program Graduate Certificate in Advanced English Teaching Dr. Olsen	Approved	38
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2f New Program Non-degree Endorsement School Psychology Dr. Olsen	Approved	39
2g New Program Special Education Transition to Teach Dr. Olsen	Approved	40
2h New Program Non-degree, Mild Intervention Graduate Licensure Program Dr. Olsen	Information	41
2i Nominating Committee Report and Election of Officers Mr. Minas	Approved	42
2j Reaffirmation of Fiscal Year 2024 Meeting Dates and Approval of Fiscal Year 2025 Meeting Dates Mrs. Cabello	Approved	43
Remarks from President Deborah Curtis Dr. Curtis		44
3. Items for the Information of the Trustees		
3a Faculty Personnel		45
3b Other Personnel		47
3c Grants and Contracts		52
3d Agreements		53
3e Board Representation at University Events		54
3f In Memoriam		55
4. Old Business		
Old Business		57
5. Adjournment		
Adjournment		58

1. Call Annual Organizational Meeting to Order – Kathy Cabello

Roll Call:

Kathleen Cabello, present
Robert Casey, present
Kimberly Collins, present
Robert Lowe, present via conference call
Randall Minas, present
Cynthia Powers, present via conference call
John Pratt, present
Kimberly Smith, present
Troy Woodruff, present

With everyone present, Chairperson Cabello called the meeting to order at 10:34 a.m.

Board of Trustees Statement

The Board of Trustees recognizes and acknowledges the concerns expressed by the Terre Haute and Wabash Valley community, ISU friends and alumni. We are working with the President to create greater engagement with the community.

2a Minutes of the May 5, 2023 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 1:00 p.m. on Friday, May 5, 2023.

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.

The Trustees met in a regularly scheduled meeting on Friday, May 5, 2023 at 3:00 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Lowe (via Conference Call), Mr. Minas, Mrs. Powers, Mr. Pratt and Mrs. Smith.

Trustees absent: Mr. Woodruff.

Recommendation: Approve the Board Minutes of the May 5, 2023 Meeting and Certification of Executive Session.

Motion made by: John Pratt

Motion seconded by: Robert Casey

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2b1 Operating Budgets, 2023-24

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2023-24. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2023-24 fiscal year within the capabilities of budgeted resources.

Recommendation: Approval of the following operating budgets for the 2023-24 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

Committee Chair Kim Smith recommends approval.

Roll Call Vote for Tuition:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, no

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

Roll Call Vote for Operating Budgets 2023-24:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

INDIANA STATE UNIVERSITY
General Fund Budget Summary

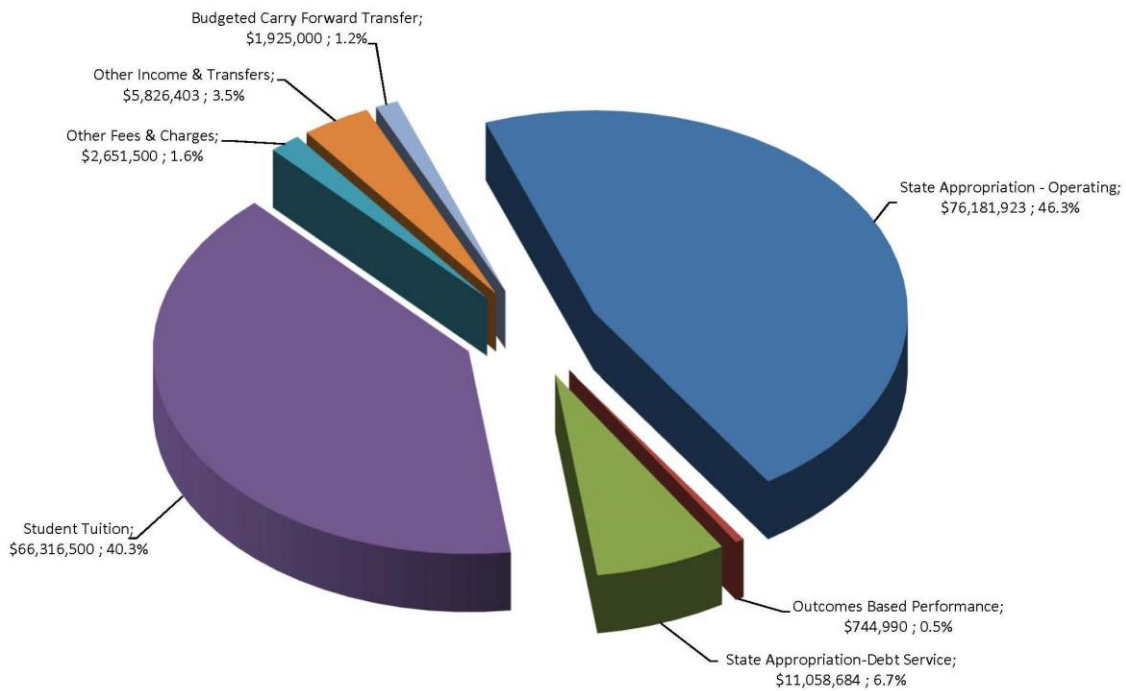
	Approved 2022-23 Budget	Budget Change	Proposed 2023-24 Budget
Source of Funds			
Operating Appropriation	\$74,498,951	\$1,682,972	\$76,181,923
Outcomes Based Performance		744,990	\$744,990
Academic Debt Service Appropriation *	11,051,288	7,396	11,058,684
Sub-Total State Appropriation	85,550,239	2,435,358	87,985,597
Student Tuition **	75,672,595	(9,356,095)	66,316,500
Other Fees and Charges	2,298,903	352,597	2,651,500
Other Income & Transfers	5,628,263	198,140	5,826,403
Budgeted Carry Forward Transfer	4,450,000	(2,525,000)	1,925,000
Total Source of Funds	<u>\$173,600,000</u>	<u>(\$8,895,000)</u>	<u>\$164,705,000</u>
Use of Funds			
Compensation			
Salaries and Wages	\$80,257,387	(\$3,931,707)	\$76,325,680
Fringe Benefits	24,388,223	(1,937,985)	22,450,238
Sub-Total Compensation	104,645,610	(5,869,692)	98,775,918
Departmental Expenses			
Supplies and Related Expenses	15,065,624	(1,180,162)	13,885,462
Repairs and Maintenance	5,051,363	235,056	5,286,419
Other Committed Expenses	1,586,515	135,024	1,721,539
Sub-Total Departmental Expenses	21,703,502	(810,082)	20,893,420
Utilities and Related Expenses	9,964,556		9,964,556
Equipment and Other Capital			
Operating Equipment	964,780	(125,286)	839,494
Capital Improvements	4,600,000	(600,000)	4,000,000
Sub-Total Equipment & Other Capital	5,564,780	(725,286)	4,839,494
Student Scholarship and Fee Remissions	16,262,264	2,662	16,264,926
Academic Debt Service *	11,659,288	7,396	11,666,684
Budget Reserve	3,800,000	(1,500,000)	2,300,000
Total Use of Funds	<u>\$173,600,000</u>	<u>(\$8,895,000)</u>	<u>\$164,705,000</u>

Footnotes:

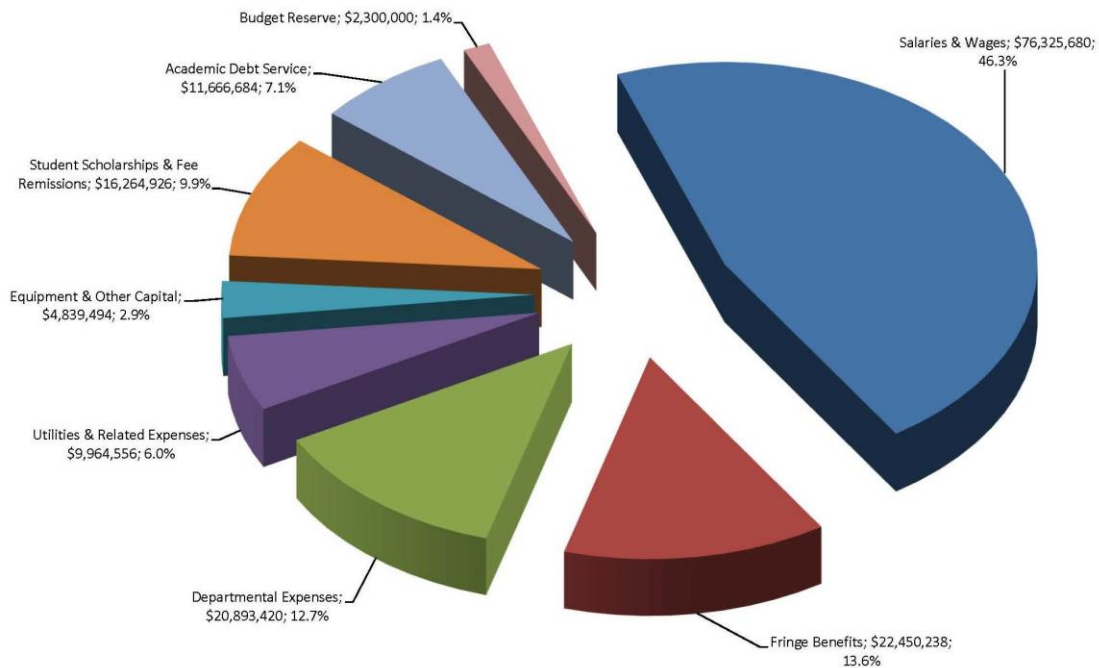
* Funding for Academic Debt Service payments.

** This decrease is inclusive of a 2.75% increase in tuition for undergraduate and graduate students, a (\$11,739,219) adjustment for actual FY23 and projected FY24 enrollment declines, and other miscellaneous adjustments.

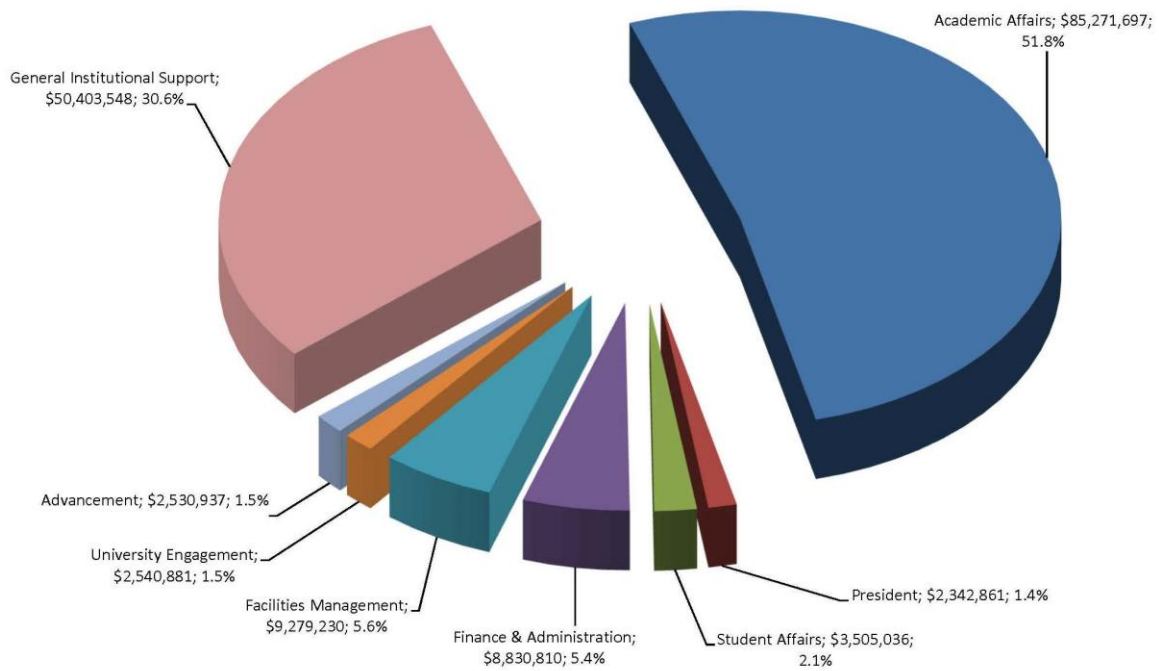
INDIANA STATE UNIVERSITY
Budgeted Revenues by Source - General Fund
Fiscal Year 2023-24



INDIANA STATE UNIVERSITY
Budgeted Expenditures By Function - General Fund
Fiscal Year 2023-24



INDIANA STATE UNIVERSITY
Budgeted Expenditures By Unit - General Fund
Fiscal Year 2023-24



INDIANA STATE UNIVERSITY
Student Activity Budget

	Approved 2022-23 Budget	Change	Proposed 2023-24 Budget
Source of Funds			
Student Tuition Allocation	\$14,477,935	(\$149,167)	\$14,328,768
Student Recreation Center Fee	1,105,300	(69,440)	1,035,860
Student Recreation Center Fee Reserve Transfer	383,890	36,565	420,455
Total Source of Funds	\$15,967,125	(\$182,042)	\$15,785,083
Use of Funds			
Direct Allocations			
Student Government	\$74,400		\$74,400
Graduate Student Association	3,000		3,000
Student Programming	91,772		91,772
Student Union Board	78,300		78,300
Student Yearbook	25,000		25,000
Student Recreation Center Bond Fund	1,189,190	(\$2,875)	1,186,315
Sub Total Direct Allocations	\$1,461,662	(\$2,875)	\$1,458,787
Auxiliary Operations Supplemental Allocations			
Identification Cards	\$42,062		\$42,062
Hulman Memorial Student Union	875,166		875,166
Intercollegiate Athletics	11,154,554	(\$149,167)	11,005,387
Statesman Newspaper	123,906		123,906
Hulman Center	946,410		946,410
Student Recreation Center	300,000	(30,000)	270,000
Sub Total Supplemental Allocations	\$13,442,098	(\$179,167)	\$13,262,931
Transfers, Reserves and Other			
Auxiliary Capital Project Reserve	\$1,050,000		\$1,050,000
Student Alumni Association	3,365		3,365
ID Equipment Maintenance	10,000		10,000
Sub Total Transfers, Reserves & Other	\$1,063,365	\$0	\$1,063,365
Total Use of Funds	\$15,967,125	(\$182,042)	\$15,785,083

STUDENT ACTIVITY DIRECT ALLOCATIONS

	2022-23 Budget As Approved By Board of Trustees	Change	Proposed 2023-24 Budget
Student Government			
Compensation	\$53,160	\$1,550	\$54,710
Supplies and Related Expense	21,240	(1,550)	19,690
Repairs and Maintenance	0		0
Total	\$74,400	\$0	\$74,400
Graduate Student Association			
Compensation	\$0		\$0
Supplies and Related Expense	3,000		3,000
Repairs and Maintenance	0		0
Total	\$3,000	\$0	\$3,000
Student Programming			
Compensation	\$0		\$0
Supplies and Related Expense	91,772		91,772
Repairs and Maintenance	0		0
Total	\$91,772	\$0	\$91,772
Student Union Board			
Compensation	\$0		\$0
Supplies and Related Expense	78,300		78,300
Repairs and Maintenance	0		0
Total	\$78,300	\$0	\$78,300
Student Yearbook			
Compensation	\$18,949		\$18,949
Supplies and Related Expense	6,051		6,051
Repairs and Maintenance	0		0
Total	\$25,000	\$0	\$25,000
Student Recreation Center Bond Fund			
Student Recreation Center Debt Service	\$1,189,190	(\$2,875)	\$1,186,315

INDIANA STATE UNIVERSITY
AUXILIARY AND OTHER OPERATIONS

	Approved 2022-23 Budget	Change	Proposed 2023-24 Budget
SUMMARY TOTALS			
SUMMARY INCOME	<u>\$58,436,469</u>	<u>(\$2,509,165)</u>	<u>\$55,927,304</u>
SUMMARY EXPENDITURES			
Compensation	\$18,308,660	(\$455,335)	\$17,853,325
Supplies and Related Expense	24,035,888	(2,010,504)	22,025,384
Scholarships	5,400,334	(313)	5,400,021
Debt Service	8,730,191	(25,840)	8,704,351
Repairs and Maintenance	1,865,296	13,007	1,878,303
Capital	<u>96,100</u>	<u>(30,180)</u>	<u>65,920</u>
Total	<u>\$58,436,469</u>	<u>(\$2,509,165)</u>	<u>\$55,927,304</u>

Hulman Center & Event Services

Income

Student Activity Allocation	\$946,410		\$946,410
Rental and Other Income	850,820	(\$28,533)	822,287
Transfer In	<u>16,525</u>		<u>16,525</u>
Total	<u>\$1,813,755</u>	<u>(\$28,533)</u>	<u>\$1,785,222</u>

Expenditures

Compensation	\$1,408,772	(\$91,034)	\$1,317,738
Supplies and Related Expense	372,318	62,501	434,819
Repairs and Maintenance	22,665		22,665
Capital	<u>10,000</u>		<u>10,000</u>
Total	<u>\$1,813,755</u>	<u>(\$28,533)</u>	<u>\$1,785,222</u>

Residential Life

Rental and Other Income	\$32,769,975	(\$2,454,355)	\$30,315,620
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Expenditures

Compensation	\$6,582,868	(\$620,077)	\$5,962,791
Supplies and Related Expense	16,919,341	(1,838,601)	15,080,740
Debt Service	8,540,191	(5,840)	8,534,351
Repairs and Maintenance	727,575	3,863	731,438
Capital	<u>0</u>	<u>6,300</u>	<u>6,300</u>
Total	<u>\$32,769,975</u>	<u>(\$2,454,355)</u>	<u>\$30,315,620</u>

	Approved 2022-23 Budget	Change	Proposed 2023-24 Budget
Hulman Memorial Student Union			
Income			
Student Activity Allocation	\$875,166		\$875,166
Machine Sales and Vending	16,000	(\$4,000)	12,000
Outside Rental	77,044	2,500	79,544
Miscellaneous Income	96,500	(1,800)	94,700
Transfers In	131,472		131,472
Total	\$1,196,182	(\$3,300)	\$1,192,882
Expenditures			
Compensation	\$959,874	(\$7,025)	\$952,849
Supplies and Related Expense	194,808	2,225	197,033
Repairs and Maintenance	41,500	1,500	43,000
Capital	0		0
Total	\$1,196,182	(\$3,300)	\$1,192,882
Athletics			
Income			
Student Activity Allocation	\$11,154,554	(\$149,167)	\$11,005,387
Donor Contributions	1,350,000		1,350,000
Admission Sales	600,000		600,000
Commissions and Other Income	1,700,000	85,000	1,785,000
Guarantees	503,000	272,000	775,000
Transfer In	0		0
Total	\$15,307,554	\$207,833	\$15,515,387
Expenditures			
Compensation	\$5,627,229	\$298,575	\$5,925,804
Supplies and Related Expense	4,085,391	(74,049)	4,011,342
Scholarships	5,400,334	(313)	5,400,021
Repairs and Maintenance	114,600	31,000	145,600
Capital	80,000	(47,380)	32,620
Total	\$15,307,554	\$207,833	\$15,515,387
Student Recreation Center			
Income			
Student Recreation Center Fee Allocation	\$300,000	(\$30,000)	\$270,000
Memberships	50,973	(973)	50,000
Miscellaneous Income	74,400	17,373	91,773
Transfer In	296,352		296,352
Total	\$721,725	(\$13,600)	\$708,125
Expenditures			
Compensation	\$379,334	(\$39,442)	\$339,892
Supplies and Related Expense	316,891	16,147	333,038
Repairs and Maintenance	25,500	9,695	35,195
Capital	0		0
Total	\$721,725	(\$13,600)	\$708,125

The Student Recreation Center fees and related debt service for the facility are shown in the Student Activity Budget.

	Approved 2022-23 Budget	Change	Proposed 2023-24 Budget
Voice & Data Network Services			
Income			
Local Service Charges	\$1,382,218	(\$26,830)	\$1,355,388
Miscellaneous Reimbursement	108,176	23,729	131,905
Other Income	51,500	(1,500)	50,000
Total	\$1,541,894	(\$4,601)	\$1,537,293
Expenditures			
Compensation	\$724,096	(\$5,865)	\$718,231
Supplies and Related Expense	500,010	6,264	506,274
Repairs and Maintenance	314,788	(2,000)	312,788
Capital	3,000	(3,000)	0
Total	\$1,541,894	(\$4,601)	\$1,537,293
Early Childhood Education Center			
Income			
Child Care Fees	\$752,165	\$37,705	\$789,870
Other Income	50,000		50,000
Transfer In	226,705		226,705
Total	\$1,028,870	\$37,705	\$1,066,575
Expenditures			
Compensation	\$944,767	\$47,882	\$992,649
Supplies and Related Expense	82,155	(9,229)	72,926
Repairs and Maintenance	1,948	(948)	1,000
Capital	0		0
Total	\$1,028,870	\$37,705	\$1,066,575
Statesman Newspaper			
Income			
Advertising Sales	\$25,000	(\$5,000)	\$20,000
Student Activity Allocation	123,906		123,906
Other Income	0		0
Total	\$148,906	(\$5,000)	\$143,906
Expenditures			
Compensation	\$87,220	(\$3,450)	\$83,770
Supplies and Related Expense	61,412	(1,550)	59,862
Repairs and Maintenance	274		274
Capital	0		0
Total	\$148,906	(\$5,000)	\$143,906
ID Card System			
Income			
Student Activity Allocation	\$42,062		\$42,062
Other Income	58,880	(\$13,000)	45,880
Total	\$100,942	(\$13,000)	\$87,942
Expenditures			
Compensation	\$48,180	\$2,280	\$50,460
Supplies and Related Expense	36,062	(16,580)	19,482
Repairs and Maintenance	16,600	(12,600)	4,000
Capital	100	13,900	14,000
Total	\$100,942	(\$13,000)	\$87,942

	Approved 2022-23 Budget	Change	Proposed 2023-24 Budget
HMSU Commons			
Income			
CAM Charges	\$183,076	\$9,569	\$192,645
Transfer In	78,260		78,260
Total	\$261,336	\$9,569	\$270,905
Expenditures			
Compensation	\$0		\$0
Supplies and Related Expense	246,336	\$7,069	253,405
Repairs and Maintenance	15,000	2,500	17,500
Capital	0		0
Total	\$261,336	\$9,569	\$270,905
Parking Services			
Income			
Parking Income	\$589,200	(\$19,023)	\$570,177
Transfer In	180,000		180,000
Total	\$769,200	(\$19,023)	\$750,177
Expenditures			
Compensation	\$375,447	\$14	\$375,461
Supplies and Related Expense	105,102	(1,831)	103,271
Debt Service	190,000	(20,000)	170,000
Repairs and Maintenance	98,651	2,794	101,445
Capital	0		0
Total	\$769,200	(\$19,023)	\$750,177
Flight Academy			
Income			
Flight Fees	\$2,165,635	(\$180,918)	\$1,984,717
Other Income	42,035	(8,482)	33,553
Transfer In	125,000		125,000
Total	\$2,332,670	(\$189,400)	\$2,143,270
Expenditures			
Compensation	\$764,429	(\$13,038)	\$751,391
Supplies and Related Expense	1,079,746	(153,565)	926,181
Repairs and Maintenance	485,495	(22,797)	462,698
Capital	3,000	0	3,000
Total	\$2,332,670	(\$189,400)	\$2,143,270
Health and Wellness Fee			
Fee Income	\$443,460	(\$33,460)	\$410,000
Expenditures			
Compensation	\$406,444	(\$24,155)	\$382,289
Supplies and Related Expense	36,316	(9,305)	27,011
Repairs and Maintenance	700		700
Capital	0		0
Total	\$443,460	(\$33,460)	\$410,000

INDIANA STATE UNIVERSITY
LINE-ITEM APPROPRIATIONS

	<u>Approved 2022-23 Budget</u>	<u>Change</u>	<u>Proposed 2023-24 Budget</u>
Degree Link			
Source of Funds			
Operating Appropriation	\$446,438		\$446,438
Total Source of Funds	\$446,438	\$0	\$446,438
Use of Funds			
Compensation	\$415,406	\$6,432	\$421,838
Supplies and Related Expense	14,572	(6,432)	8,140
Repairs and Maintenance	16,460		16,460
Total Use of Funds	\$446,438	\$0	\$446,438
Nursing Program			
Source of Funds			
Operating Appropriation	\$204,000		\$204,000
Total Source of Funds	\$204,000	\$0	\$204,000
Use of Funds			
Compensation	\$174,952	(\$5,962)	\$168,990
Supplies and Related Expense	29,048	5,962	35,010
Repairs and Maintenance	0		0
Total Use of Funds	\$204,000	\$0	\$204,000
Dual Credit			
Source of Funds			
Operating Appropriation	\$199,620	\$3,330	\$202,950
Total Source of Funds	\$199,620	\$3,330	\$202,950
Use of Funds			
Compensation	\$113,921	\$7,880	\$121,801
Supplies and Related Expense	45,699	(4,550)	41,149
Repairs and Maintenance	0		0
Scholarships	40,000		40,000
Total Use of Funds	\$199,620	\$3,330	\$202,950
Indiana Principal Leadership Institute			
Source of Funds			
Operating Appropriation	\$600,000		\$600,000
Total Source of Funds	\$600,000	\$0	\$600,000
Use of Funds			
Compensation	\$188,245	\$8,552	\$196,797
Supplies and Related Expense	411,755	(8,552)	403,203
Repairs and Maintenance	0		0
Total Use of Funds	\$600,000	\$0	\$600,000

2b2 Student Academic Semester and Summer Term Fees for 2023-24 and 2024-25

By statute (IC 21-14-2-6) state educational institutions are required to establish tuition and mandatory fee rates for a two year period.

Recommendation: Approval of the academic student fee schedule beginning with Fall 2023 through Summer 2024, and Fall 2024 through Summer 2025 as presented below.

Committee Chair Kim Smith recommends approval.

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

SCHEDULE OF 2023-2024 ACADEMIC SEMESTER AND 2024 SUMMER TERM FEES

Semester Fees	Resident	Additional Non-Resident	Total For Non-Resident
Undergraduate			
above 18 hours	\$5,646.00	\$7,037.00	\$12,683.00
12 - 18 hours	\$4,856.00	\$5,871.00	\$10,727.00
0 - 11.99 per credit hour	\$351.00	\$407.00	\$758.00
Graduate			
Per Credit Hour	\$450.00	\$435.00	\$885.00
Other Fees			
Student Recreation Center Fee			
Fall/Spring (on-campus, enrolled in 6 or more hrs.)	\$100.00		\$100.00
Summer (on-campus, enrolled in 3 or more hrs.)	\$40.00		\$40.00
Student Health and Wellness Fee			
Fall/Spring (on-campus, enrolled in 6 or more hrs.)	\$40.00		\$40.00
Summer (on-campus, enrolled in 3 or more hrs.)	\$20.00		\$20.00

Charges Assessed Independently of Fees Shown Above

Distance Education - Resident	Charged Undergraduate or Graduate Resident Fees, plus distance delivery fees.	
Distance Education - Non Resident	Charged 130% of the Undergraduate or Graduate Resident Fees, if designated as a distance program student, plus distance delivery fees. (30% to be recognized as Non-Resident Fees) BS Nursing (LPN/LVN Completion Track) distance program students charged full non-resident fees, effective with those admitted for Fall 2015 or later.	
Midwest Student Exchange Program Fees	Charged 130% of the Undergraduate or Graduate Resident Fees. (30% to be recognized as Non-Resident Fees)	
Illinois/Kentucky/Ohio Student Scholarship Program Fees	Charged 130% of the Undergraduate or Graduate Resident Fees. (30% to be recognized as Non-Resident Fees)	
Late-Start Extension	Charged Undergraduate or Graduate Resident Fees only.	
Travel Abroad Seminar	Charged Undergraduate or Graduate Resident Fees only.	
Credit by Examination/Assessment of Prior Learning	Charged 25% of the Undergraduate or Graduate Resident Fees in effect at the time of exam/assessment. Credit may or may not be awarded, dependent upon the outcome.	
Preferred Partners Program	Charged 85% of the Undergraduate or Graduate Resident Fees only.	
College Challenge (Dual Credit) Per Credit Hour	\$0.00	\$0.00

SCHEDULE OF 2024-2025 ACADEMIC SEMESTER AND 2025 SUMMER TERM FEES

Semester Fees	Resident	Additional Non-Resident	Total For Non-Resident
Undergraduate			
above 18 hours	\$5,801.00	\$7,230.00	\$13,031.00
12 - 18 hours	\$4,989.00	\$6,032.00	\$11,021.00
0 - 11.99 per credit hour	\$361.00	\$418.00	\$779.00
Graduate			
Per Credit Hour	\$462.00	\$447.00	\$909.00
Other Fees			
Student Recreation Center Fee			
Fall/Spring (on-campus, enrolled in 6 or more hrs.)	\$100.00		\$100.00
Summer (on-campus, enrolled in 3 or more hrs.)	\$40.00		\$40.00
Student Health and Wellness Fee			
Fall/Spring (on-campus, enrolled in 6 or more hrs.)	\$40.00		\$40.00
Summer (on-campus, enrolled in 3 or more hrs.)	\$20.00		\$20.00

Charges Assessed Independently of Fees Shown Above

Distance Education - Resident	Charged Undergraduate or Graduate Resident Fees, plus distance delivery fees.
Distance Education - Non Resident	Charged 130% of the Undergraduate or Graduate Resident Fees, if designated as a distance program student, plus distance delivery fees. (30% to be recognized as Non-Resident Fees) BS Nursing (LPN/LVN Completion Track) distance program students charged full non-resident fees, effective with those admitted for Fall 2015 or later.
Midwest Student Exchange Program Fees	Charged 130% of the Undergraduate or Graduate Resident Fees. (30% to be recognized as Non-Resident Fees)
Illinois/Kentucky/Ohio Student Scholarship Program Fees	Charged 130% of the Undergraduate or Graduate Resident Fees. (30% to be recognized as Non-Resident Fees)
Late-Start Extension	Charged Undergraduate or Graduate Resident Fees only.
Travel Abroad Seminar	Charged Undergraduate or Graduate Resident Fees only.
Credit by Examination/Assessment of Prior Learning	Charged 25% of the Undergraduate or Graduate Resident Fees in effect at the time of exam/assessment. Credit may or may not be awarded, dependent upon the outcome.
Preferred Partners Program	Charged 85% of the Undergraduate or Graduate Resident Fees only.
College Challenge (Dual Credit) Per Credit Hour	\$0.00 \$0.00

2c1 Modifications to Policy 146 Bylaws of the Faculty Senate

Section 146.3 Faculty Discipline and Dismissal Proceedings

Rationale: Faculty Senate proposes the modifications of the Discipline and Dismissal procedures based on input from those involved in recent cases. Faculty Senate clarified the role of the Provost's Office, which had multiple and sometimes conflicting responsibilities in the process. Faculty Senate also created a process to expedite cases of job abandonment so that for cases of clear, unambiguous abandonment of responsibilities, a lengthy process could be avoided with the agreement of Senate's executive committee.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

146.3.3 Faculty Discipline and Dismissal Proceedings

146.3.3.1 Preliminary Proceedings Concerning the Fitness of a Faculty Member.

When cause arises to discipline a regular faculty member beyond the measures set forth in Policy 350 Academic Department Chairperson, Section 2.9.1.3 Deficient Performance or when reason arises to question the fitness of a University regular faculty member who has tenure or whose term appointment has not expired, the appropriate administrative officers will ordinarily discuss the matter with him/her in an individual meeting. The matter may be resolved by mutual agreement at any point.

146.3.3.1.1 Causes Giving Rise to Discipline. Matters giving rise to a cause for discipline of a regular faculty member may include: 1) a failure to perform a duty described in Section 310.2) the violation of or refusal to follow a properly established policy of the University (without regard to the listing of such policy in the Policy Library), or 3) abandonment of teaching responsibilities.

146.3.3.1.1.1 Purposeful Abandonment of Teaching Responsibilities.

In the event that the Provost reasonably believes that a faculty member has abandoned their responsibilities for teaching, the Provost may present a recommendation to the Executive Committee of the Faculty Senate that the faculty member be terminated. The Provost's recommendation shall include or describe clear evidence of attempts by the Provost or the Provost's Designee to communicate with the faculty member in question and the faculty member's failure to adequately respond. The Executive Committee shall respond to the Provost's recommendation within ten (10) working days of receiving it, and in doing so shall communicate its decision of whether (a) to accept the Provost's recommendation, (b) to propose a different course of action, or (c) to reject the Provost's recommendation and to require formal disciplinary and dismissal proceedings. If the Executive Committee accepts the Provost's recommendation or proposes a different course of action, the Provost may take the course of action approved or recommended by the

Executive Committee, and may do so immediately, without further proceedings. If the Executive Committee rejects the Provost's recommendation, the Provost may only take termination-related action by means of the formal proceedings described below in Sections 146.3.3.3 through 146.3.3.10. This provision shall not limit the Provost's ability to impose measures short of termination during the time of the faculty member's abandonment, including but not limited to paid or unpaid leave.

~~**146.3.3.1.1 Potential Failures.** The relevant circumstances for an accusation must be established as either: 1) a failure to perform a duty described in Section 310, 2) the violation of a properly established policy through an explicit act, or 3) the refusal to follow a properly established policy of the University (not necessarily established in the Policy Library).~~

~~**146.3.3.1.1.1 Purposeful Abandonment of Teaching Responsibilities.**~~

~~In the event that the Provost believes the faculty member has purposefully abandoned their responsibilities regarding teaching, the Provost may take that recommendation to the officers of the Faculty Senate with unambiguous evidence of attempts to communicate with the faculty member. If the officers of the Faculty Senate agree with the Provost that the faculty member has purposefully abandoned their teaching responsibilities, the Provost may move to terminate the faculty member (without regard to tenure status) and without proceeding in the manner described in Sections 146.3.3.2 and beyond.~~

~~**146.3.3.1.1.1.1 Exclusions.** This explicitly excludes circumstances where the faculty member has a reasonable dispute regarding their personal safety in a classroom or where there is a medical explanation for the faculty member's inability to teach a class. This also explicitly excludes circumstances where the faculty member has been detained/arrested where the charge has not been adjudicated.~~

146.3.3.2 Faculty Reassignment/Suspension. The Provost may invoke the authority described in 501.2 regarding the reassignment/suspension of a faculty member (with pay and benefits) at any point in this process.

146.3.3.3 Initiation of Preliminary Proceedings. If the matter is not resolved through mutual agreement at the individual meeting(s), the Provost shall request initiation of formal discipline and dismissal proceedings if the concerned faculty member desires that a proceeding be undertaken or if the Provost, after considering a recommendation of the appropriate administrative officer(s), expresses the conviction that a proceeding should be undertaken.

146.3.3.3.1 Initiation of Formal Discipline and Dismissal proceedings. The Provost will initiate discipline and dismissal proceedings within fifteen (15) working days after the individual meeting(s). The Provost will send to the Chairperson of the Faculty Senate, the charge within the scope of 146.3.3.1.1, a complete set of documentary evidence, the name of the independent investigator, and the name of the Provost's designee who will present the case to the appropriate bodies when called upon to do so.

146.3.3.3.2 Independent Investigation. The Provost will arrange for an internal or external, independent and impartial investigator. Without regard to a suspension of the faculty member under section 501.2, the faculty member may communicate with the investigator and provide documents to the investigator. The investigator will draw no conclusions in any report but will report relevant witness statements and documentary evidence gathered to all parties. After the report is provided, further facts gathered by the investigator will be provided to all parties as they are gathered. The investigator shall report all relevant facts to the University Attorney within the fifteen (15) working days (146.3.3.3.1) but leaving sufficient time for the Provost to initiate formal proceedings within those fifteen (15) working days.

146.3.3.3.2.1 Redaction During the fifteen (15) working days, the University Attorney may redact any portion of the report that is not potentially exculpatory.

146.3.3.3.3 Roles

146.3.3.3.3.1 Role of the Chairperson of the Faculty Senate. The Chairperson of the Faculty Senate shall immediately advise the charged faculty member and seek (directly or through a faculty intermediary) a resolution. If no resolution results in two working days, the Chairperson shall, at its next meeting, have the Executive Committee determine whether there is cause to empanel a Discipline and Dismissal Hearing Committee.

146.3.3.3.3.2 Role of Executive Committee. The Executive Committee of the University Faculty Senate shall be presented the case by the Provost's designee and determine whether there is cause to empanel a Discipline and Dismissal Hearing Committee. If the Executive Committee of the University Faculty Senate recommends that such proceedings should be initiated, or if the Provost, even after considering a recommendation of the Executive Committee of the University Faculty Senate favorable to the faculty member, expresses the conviction that a proceeding should be undertaken, or if the concerned faculty member desires that a proceeding be undertaken, action shall be commenced under the procedures that follow. Except where there is disagreement, a statement with reasonable particularity of the grounds proposed for the discipline or dismissal shall then be jointly formulated by the Provost and the Executive Committee of the University Faculty Senate. If there is disagreement, the Provost shall formulate the statement.

146.3.3.3.3.3 Role of the Provost. The Provost may commence formal proceedings (146.3.3.4), but shall have no further formal role in the proceedings until the Hearing Committee presents its report.

146.3.3.3.3.3.1 Unrelated Matters or Mutual Agreements
Nothing in this policy constrains the Provost from engaging in direct or indirect discussions with the faculty member as long as the purpose of those discussions is wholly unrelated to the matter or related to affecting a resolution.

146.3.3.4 Commencement of Formal Proceedings. The formal proceedings shall be commenced by a communication addressed to the faculty member by the Provost. This communication will include the statement detailing the grounds for the proposed discipline or dismissal and information that, if so requested, a hearing to determine whether they should be removed from their faculty position on the grounds stated will be conducted by the Faculty Discipline and Dismissal Hearing Committee at a specified time and place.

146.3.3.4.1 Procedural Rights. The faculty member shall have the additional procedural rights set forth in the 1940 A.A.U.P. Statement on Principles of Academic Freedom and Tenure (as amended) and shall have the aid of the Hearing Committee, when needed, in securing the attendance of witnesses.

146.3.3.4.2 Empaneling a Hearing Committee. Hearings will be conducted by a five (5) member committee, drawn from the Discipline and Dismissal pool and chosen by lot by the Faculty Senate Chairperson in the presence of at least one other Executive Committee member.

146.3.3.4.2.1 Method of Random Lot. Each time a Hearing Committee is empaneled, each faculty member in the pool will be assigned an exclusive random number from 1 to 15. Members 1 through 5 will constitute the preliminary committee. Members 6 through 15 will constitute the alternates to be used in that order.

146.3.3.4.2.1.1 Repeat Use of the Committee. When deemed appropriate by the Faculty Senate Executive Committee to retain consistency of perspective of multiple cases of the same character, the committee and alternate order may be used for those cases.

146.3.3.4.2.2 Recusal and Exclusion Process.

146.3.3.4.2.2.1 Mandatory Recusals. If a member of the pool is in the faculty member's department or related to the faculty member, Provost's designee, or a potential witness by birth or marriage, they will be recused and the next alternate (not also subject to a mandatory recusal) will be placed on the preliminary panel.

146.3.3.4.2.2.2 Voluntary Recusals. A member of the committee may request to be removed because of a possible conflict of interest. The Chairperson of the Faculty Senate will determine whether to honor the request. The next alternate (not also subject to a mandatory recusal) will be placed on the preliminary panel.

146.3.3.4.2.2.3 Exclusions. The Senate Chairperson will notify both the Provost's designee and the faculty member that the process of constructing the Discipline and Dismissal Committee has begun and will provide the names of the currently composed committee (but not the alternate pool). The faculty member and the Provost's designee may exclude a member of the panel and

(an) alternate(s) (not also subject to a mandatory recusal) will be placed on the final panel.

146.3.3.4.2.3 Hearing Committee Officer Selection. Once the Hearing Committee has been empaneled it will immediately convene to select a Chairperson, Vice Chairperson, and Secretary. Neither the faculty member nor the Provost's designee will be present. The committee will review the Discipline and Dismissal Procedures Document.

146.3.3.4.3 Response by Faculty Member. The Chairperson of the Hearing Committee shall promptly inform the faculty member of the procedural rights that will be accorded to them and shall provide the faculty member with the Discipline and Dismissal Procedures Document. The faculty member shall then be allowed five (5) working days to prepare their response. The faculty member's reply shall be in writing, addressed to the Provost's designee and the Chairperson of the Hearing Committee. It should state in the reply whether they: will be accompanied by an advisor, request a hearing, request that hearing be public, and require assistance garnering evidence or witnesses.

146.3.3.4.3.1 Time for Hearing. At least five (5) working days must pass between the receipt of the response and the hearing. The Chairperson of the Hearing Committee shall promptly inform the faculty member of the date, time, and place of the hearing once such matters have been decided by the Hearing Committee.

146.3.3.4.3.2 No Response or a Declination of a Hearing. If the faculty member fails to respond or declines a hearing, the Committee shall consider and make a recommendation on the case on the basis of the information provided. It may call the Provost's designee to present the case.

146.3.3.4.5 Roles in Prior to a Hearing.

146.3.3.4.5.1 Hearing Committee Chairperson. The Chairperson of the Committee will, if requested, inform potential witnesses of the hearing and the importance of their testimony. The Chairperson will communicate to the University Attorney and the Provost's designee circumstances where witnesses decline to testify or where University offices refuse to provide relevant information to the faculty member. The Chairperson will convey to the committee the success or failure in garnering requested witnesses and documentation.

146.3.3.4.5.2 University Attorney. The University Attorney will make appropriate judgements regarding the requests for documents and witnesses and will report decisions and actions regarding the requests to the committee Chairperson.

146.3.3.4.5.3 Provost's Designee. The designee is wholly and solely responsible for gathering the administration's evidence, as well as assembling, presenting and defending it.

146.3.3.4.5.4 The Faculty Member. The faculty member is responsible for making efforts to arrange for an advisor, gathering evidence, making requests for assistance in gathering evidence, and communicating with the committee chairperson.

146.3.3.4.5.5 The Hearing Committee. Other than the role described for the Chairperson, the committee will receive the information presented by the Provost's designee and the faculty member. It will not seek to independently investigate, interrogate, or verify information.

146.3.3.5 The Discipline and Dismissal Hearing. The Discipline and Dismissal Hearing will be conducted in accordance with the Discipline and Dismissal Procedures Document that will be contemporaneously housed in the University Attorney's office, The Office of the President and Provost, and the Faculty Senate office. The document may only be changed with the agreement of each party.

146.3.3.5.1 Principles of Due Process. In addition to the aforementioned Procedural Rights, the following principles shall be understood by all parties.

146.3.3.5.1.1 Witnesses. The faculty member or their advisor and the representative designated by the Provost shall have the right, within reasonable limits, to question all witnesses who provide oral testimony. The faculty member shall have the opportunity to be confronted by and question all witnesses. Where unusual and urgent reasons move the Committee to withhold this right, or where the witness cannot appear, the identity of the witness, as well as their statements, shall nevertheless be disclosed to the faculty member. Subject to these safeguards, statements may, when necessary, be taken outside the hearing and reported to it.

146.3.3.5.1.2 Recording of Evidence. All evidence shall be duly recorded and a transcript produced.

146.3.3.5.1.3 Academic Freedom. A faculty member may assert academic freedom as an exculpatory defense or a mitigating circumstance when a policy violates the faculty member's academic freedom and it is that policy which they are accused of violating or failing to comply with. It is a matter for the committee to determine the applicability of that defense.

146.3.3.5.1.4 Oral Arguments. The Committee shall give opportunity to the faculty member or their advisor and the representative designated by the Provost to argue orally before it.

146.3.3.5.1.5 Written Briefs. If written briefs would be helpful, the Committee may request them of both parties prior to the hearing.

146.3.3.5.1.6 Not a Court Proceeding. Unless special circumstances warrant, it will not be necessary to follow formal rules of court procedure.

146.3.3.6 The Discipline and Dismissal Hearing Committee Deliberations.

146.3.3.6.1 Executive Session. The Committee shall reach its decision, in executive session, on the basis of the hearing. The University Attorney may be present.

146.3.3.6.2 Transcript. The Committee may proceed to decision promptly, without having the record of the hearing when it feels that a just decision can be reached by this means; or it may await the availability of a transcript of the hearing if its decision would be aided thereby. Nevertheless, a transcript of the hearing will be produced and provided to the University Attorney.

146.3.3.6.3 Findings and Disciplinary Options. The Committee shall make explicit findings with respect to each of the grounds of discipline or removal presented and will provide its rationale for each. The Committee will also make a recommendation as to the level of discipline to be imposed, including dismissal or non-dismissal discipline. The Committee will forward the report to the faculty member and to the Provost for consideration and determination or recommendation.

146.3.3.6.3.1 Options for Non-Dismissal Discipline. Non-dismissal discipline may include suspension for up to 16 weeks without pay or reduction in rank with a commensurate reduction in salary. Non-dismissal discipline must include a specific, measurable, attainable, and time-bound remediation plan to be monitored by the faculty member's direct supervisor.

146.3.3.7 Faculty Member Response. The faculty member will be permitted to submit a written response to the Committee's report to the Provost within five (5) business days.

146.3.3.8 Determination by Provost. Within ten (10) business days of the receipt of the report, the Provost shall consider the report provided by the Faculty Discipline and Dismissal Hearing Committee and determine whether to accept, reject, or modify the recommendation of the committee as to both findings and level of discipline. The Provost's recommendation and an accompanying rationale will be provided promptly to the faculty member.

146.3.3.9 Process for Senior Instructors, Instructors, and Pre-Tenure Faculty Members

146.3.3.9.1 Determination of Non-Dismissal Discipline or Dismissal of Senior Instructors, Instructors, and Pre-Tenure Faculty Members. If the Provost determines that non-dismissal discipline or dismissal is warranted for a senior instructor, an instructor or a pre-tenure faculty member, the Provost will provide the rationale for the determination as it relates to both findings and level of discipline or dismissal to the President. A copy of the Provost's recommendation will also be provided to the faculty member.

146.3.3.9.2 Right to ~~Appeal~~ Respond. The faculty member may provide a written response to the determination of the Provost to appeal the decision to the President. Appeals must be submitted to the Office of the President within ten (10) business days of notification to the faculty member of the determination of the Provost. The President shall consider the Committee's report, the

determination of the Provost, and the ~~appeal-response~~ submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for their decision. ~~the appeal decision.~~ If the President determines that discipline or dismissal of a non-tenured faculty member is appropriate, the discipline will be enforced and the matter will end.

146.3.3.10 Process for Tenured Faculty Members

146.3.3.10.1 Dismissal or Reduction in Rank of a Tenured Faculty

Member. If the Provost determines that dismissal or reduction in rank is warranted for a tenured faculty member, the Provost will forward a written recommendation and accompanying rationale, along with the Committee's report, to the President. A copy of the Provost's recommendation will also be provided to the faculty member.

146.3.3.10.1.1 Right to Respond. The faculty member may provide a written response to the determination of the Provost to the President. Responses must be submitted to the Office of the President within ten (10) business days of notification to the faculty member of the determination of the Provost.~~**Faculty Member Response.** The faculty member will be permitted to submit a written response to the Committee's report to the Provost within five (5) business days.~~

146.3.3.10.1.2 President's Recommendation. The President shall consider the Provost's recommendation, the Committee's report, and any response(s) from the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the recommendation of the Provost. In all cases, the President will provide a clear rationale for the decision. If the President agrees with the recommendation of dismissal or reduction in rank, the matter will proceed to the Board of Trustees. If the President determines that another form of non-dismissal discipline (146.3.3.10.2) is warranted or that no further action be taken, the appropriate steps will be taken and the matter will end.

146.3.3.10.1.3 Board of Trustees Decision. If the President recommends dismissal or reduction in rank of a tenured faculty member, either as the result of a recommendation by the Provost or a determination of the President~~upon an appeal to the President by the faculty member~~ under 146.3.3.10.2.1, the President will transmit a letter of recommendation to the Board of Trustees. The letter of recommendation should include the Committee's report, the recommendation or determination of the Provost, and any response ~~or appeal~~ documentation from the faculty member. In the letter of recommendation, the President shall set forth the rationale for dismissal or reduction in rank. The faculty member will receive a copy of the entirety of the submission to the Board of Trustees and will be permitted to submit a written response for the consideration of the Board of Trustees within ten (10) business days of the faculty member's receipt of a copy of the submission to the Board of Trustees. The Board of Trustees

may choose to accept or reject the President's recommendation. If the Board of Trustees accepts the President's recommendation, the matter will end. If the Board of Trustees rejects the President's recommendation, the matter may be addressed through other non-dismissal discipline (146.3.3.10.2). This process is exempted from the advance timing requirements of policy 126.2.2.

146.3.3.10.2 Other Non-Dissmissal Discipline. If the Provost determines that non-dismissal discipline other than reduction in rank is warranted for a tenured faculty member, the Provost will provide the rationale for the determination as it relates to both findings and level of discipline to the President. A copy of the Provost's recommendation will also be provided to the faculty member.

146.3.3.10.2.1 Right to Respond. The faculty member may provide a written response to the determination of the Provost to the President. Responses must be submitted to the Office of the President within ten (10) business days of notification to the faculty member of the determination of the Provost. The President shall consider the Committee's report, the determination of the Provost, and the response submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for their decision.
~~**Right to Appeal.** The faculty member may appeal the decision to the President. Appeals must be submitted to the Office of the President within ten (10) business days of notification to the faculty member. The President shall consider the Committee's report, the determination of the Provost, and the appeal submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for the appeal decision.~~ If the President determines that another form of non-dismissal discipline is warranted or that no further action be taken, the appropriate steps will be taken and the matter will end. If the President determines that dismissal or reduction in rank is warranted, the matter will proceed to the Board of Trustees in accordance with 146.3.3.10.1.3.

146.3.3.11 Publicity.

146.3.3.11.1 During the Proceedings. Except for simple announcements as may be required covering the time of the hearing and similar matters, public statements shall be avoided until the proceedings have been completed except where authorized by the President.

146.3.3.11.2 Final Decision. Announcement of the final decision shall include a statement of the Committee's original action, if this has not previously been made known.

146.3.3.11.3 Release to Public. Any release of information to the public shall be made through the Office of the President and shall take into consideration ISU policies and procedures and federal and state laws regarding personnel records.

146.3.3.12 Personnel File. The entirety of the record, including the transcript of the hearing, will be placed in the personnel file of the faculty member.

146.3.3.13 Summative Report. The Hearing Committee may elect to advise the Faculty Senate Chairperson of procedural recommendations that result from the hearing. Any written report shall avoid using the identities of the accuser, accused, or that of witnesses without their written consent.

Recommendation: Approval of the modifications to Policy 146 Bylaws of the Faculty Senate, Section 146.3 Faculty Discipline and Dismissal Proceedings.

Motion made by: Robert Casey

Motion seconded by: Troy Woodruff

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2c2 Removal of Policy 890 Non-Profit Website Hosting

Rationale: The Office of Information Technology (OIT) feels this policy is no longer needed. This policy was necessary when OIT was being asked to host sites for non-profit organizations as part of an effort to defray costs for some groups that did not have the money to buy hosted services. Costs for these hosted services decreased to the extent it is more cost effective for non-profits to go through managed/commercial cloud hosting rather than OIT.

890 Non-Profit Website Hosting

Last updated on: February 01, 2011

Authority: Approved by the Board of Trustees

890.1 Purpose

Indiana State University has limited resources available to meet its computing and communication needs, and bandwidth and maintenance requirements for labor, software, and hardware increase with each website hosted. The purpose of this policy is to preserve these limited resources for support of the University's academic and administrative programs.

890.2 Applicability

This policy applies to all faculty, staff, and students who use the Indiana State University network and systems. This policy is applicable to departmental servers as well as OIT servers.

890.3 Statement of Policy

Indiana State University systems shall not be used to host a non-profit organization's website on a permanent basis, except in cases that meet the standards noted in the Permanent Hosting section below.

890.3.1 Temporary Hosting. Temporary hosting is allowed in the course of developing and testing a website for a non-profit organization as part of an academic assignment. The non-profit organization must also release the University from any liability associated with the hosting before the site is placed on the server. A copy of the current form to be used for this agreement will be posted on the OIT website.

890.3.1.1 Time for Temporary Hosting. Hosting will stop within 60 days of the website's completion. Completion is defined as the time at which ISU student involvement, as a requirement of the course, ceases.

890.3.1.2 End of Hosting Period. At the end of the development and testing cycle, all ISU web servers are to be cleaned of any draft, test, or final components of the website. Components may include but are not limited to HTML files, graphics, video, sound files, scripts, forms, databases, etc. It is the responsibility of the developers to ensure this is done.

890.3.1.3 Long-term Hosting. The permanent hosting of the website and all of its associated components shall be the sole responsibility of the non-profit organization. Long-term hosting issues must be defined and resolved before any ISU website development effort is complete.

890.3.2 Permanent Hosting. Provided the site activity will not unduly impact services, permanent hosting may be granted for those non-profit organizations that have entered into a relationship with ISU that directly benefits the University or one of its programs. That such a relationship exists must be acknowledged by the Chief Information Officer (CIO) before the website hosting is established. Any site existing as of the date of approval of this policy must either verify such relationship through the process below or be removed within 60 days of the approval. Domain names that may indicate a commercial enterprise (e.g. “.com”, “.biz”) will not be approved.

890.3.2.1 Process for Approval. To obtain approval for permanent hosting, the sponsoring ISU department must submit the following to the CIO.

890.3.2.1.1 Statement of Purpose. Statement explaining how the site’s use relates to and benefits the University. Include the name of the ISU employee that will serve as the official liaison to the organization.

890.3.2.1.2 Technical Plan. Technical plan for the website, including name, technical requirements, support requirements, anticipated traffic volume (hits per day, maximum hits in the peak hour, size of files being delivered), and security provisions. The site homepage must include acknowledgment of the University hosting.

890.3.2.1.3 Content Plan. Content plan for website, including domain name and general content.

890.3.2.1.4 Web Hosting Agreement. Signed ISU website hosting agreement. A copy of the current form to be used for this agreement will be posted on the OIT website.

890.3.3 Employee Professional Development. ISU faculty and staff should be permitted web space for professional development or personal purposes. This can include temporary not-for-profit development sites for organizations in which they have an affiliation. Such temporary sites will follow the guidelines in paragraph 3.A with the addition that hosting will be limited to no more than one year. Not-for-profit sites that are to be permanently hosted must be approved as specified in paragraph 3.B. Appropriate agreements must be executed in either case. When the employee leaves the University, all temporary and permanent pages must be deleted unless responsibility is transferred to another ISU employee. Requests for such transfer of responsibility will be submitted to the CIO for approval.

890.4 No Exceptions

There are no exceptions to this policy.

Recommendation: Approval of the removal of Policy 890 Non-profit Website Hosting from the Policy Library.

Motion made by: Robert Casey

Motion seconded by: Kimmie Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2c3 Modifications to Policy 146 Bylaws of the Faculty Senate

Section 146.2.1.5 University Faculty Affairs Committee

Rationale: The Faculty Senate proposed modifications to Policy 146.2.1.5 to recognize Faculty Affinity Groups and incorporate a subcommittee on Minoritized Faculty. This modification was approved by the Faculty Senate on April 27, 2023.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

146.2.1.5 University Faculty Affairs Committee

146.2.1.5.1 Membership.

146.2.1.5.1.1 Faculty Representation. Seven (7).

146.2.1.5.1.2 Administrative Representation. University President and Provost and Vice President for Academic Affairs or their designees.

146.2.1.5.1.3 Ex officio Members. A temporary faculty advocate, to be appointed by the Executive Committee in consultation with Academic Affairs. ~~The Chairperson of A liaison from the Subcommittee for Minoritized Faculty.~~

146.2.1.5.2 Duties. The Committee will formulate policies and procedures pertaining to the University Faculty, particularly in these areas:

146.2.1.5.2.1 Appointment, retention, and tenure. Ordinarily, these policies and procedures will be formulated by the colleges/library acting under the autonomy provision of the Constitution, Policy 145 Constitution of the Faculty of Indiana State University, Section 8.3, but subject to review by the University Faculty Affairs Committee.

146.2.1.5.2.2 Promotion. (See Policy 305 Faculty Appointment, Promotion, and Tenure).

146.2.1.5.2.3 Facilitation of teaching and research, including teaching load.

146.2.1.5.2.4 Leaves of absence.

146.2.1.5.2.5 Freedom of expression and academic freedom.

146.2.1.5.2.6 Faculty conduct and discipline.

146.2.1.5.2.7 Professional ethics.

146.2.1.5.2.8 Professional growth.

146.2.1.5.2.9 Retirement.

146.2.1.5.2.10 Populating of Subcommittees.

146.2.1.5.2.11 Recognition of Faculty Affinity Groups. To be recognized by FAC, Faculty Affinity Group membership shall: include only regular faculty when

electing/nominating a representative to faculty bodies; be open to all faculty who identify with that group; and be associated with a population that is significantly underrepresented in the faculty or from a group that has been historically/societally discriminated against.

146.2.1.5.3 Subcommittee for Minoritized Faculty

146.2.1.5.3.1 Membership

FAC will populate the subcommittee with seven members at the conclusion of an academic year to serve the next academic year and in doing so each Recognized Faculty Affinity Group will have the option of selecting up to two nominees from the list of volunteers provided by the Faculty Senate officers. FAC will consider the affinity group recommendations when populating the subcommittee.

146.2.1.5.3.2 Duties

All aspects of 146.2.1.5.2 that have a demonstrated or likely disproportionate potential impact on faculty from underrepresented groups.

146.2.1.5.3.3 Privileged Recommendations

FAC will respond to recommendations from the subcommittee with its own recommendation. In all cases, when the two recommendations differ, the Subcommittee recommendation and the FAC recommendation will both be forwarded to the Executive Committee of the Faculty Senate.

Recommendation: This proposed modification is provided to the Board of Trustees for information only. The administration plans to request approval of the policy modifications at the October 2023 meeting of the ISU Board of Trustees.

2c4 Policy 147 Foundational Studies

Rationale: Policy 147 Foundational Studies is introduced to create successor organizations to manage Foundational Studies with the closure of University College. This policy was approved by the Curriculum and Academic Affairs Committee on April 6, 2023 and by the Senate Executive Committee on April 18, 2023. It was approved by the Faculty Senate on April 27, 2023.

147 Foundational Studies

The Foundational Studies Program is the single undergraduate program completed by every undergraduate student in some form, with courses spanning all academic colleges, with requirements to meet the Indiana College Core and facilitate transfer credits, as well as assessment obligations for the Higher Learning Commission. The program is administered through the Office of Foundational Studies by the Foundational Studies Council.

147.1 Office of Foundational Studies

The Office of Foundational Studies (OFS) will house the Coordinator of the Foundational Studies Program and the Foundational Studies Council. The OFS will be the administrative office that carries out the administrative tasks and responsibilities required by the Foundational Studies Council (FSC) for managing the Foundational Studies Program (FS Program) at Indiana State University.

147.1.1 Coordinator of Foundational Studies

147.1.1.1 Appointment. The Coordinator shall be appointed by the Provost, following a campus-wide search and consultation with the FSC. The appointment will be for 3 years with the possibility of continuation.

147.1.1.2 Qualifications. The Coordinator must be a member of the Foundational Studies faculty, having taught or teaching at least one course per year in the FS Program., as prescribed by 147.2.1.

147.1.1.3 Duties. The Coordinator shall be responsible for the following administrative duties in support of the FS Program. Chair the FSC (see Procedures for duties of the chair of FSC), oversee the transfer of credit to the FS Program, ensure the integrity and the delivery of the academic program, support faculty who teach in the FS Program, ensure the Assessment Plan of the FS Program is carried out, facilitate communication to the University from the OFS about the FS Program.

147.1.2 Ex-Officio Representation of the Council. The Coordinator will represent the FS Program and FSC at the following committees. Faculty Senate, CAAC, Provost's Advisory Committee, and other committees as deemed necessary by Academic Affairs to the effectiveness of the FSC.

147.2 Foundational Studies Council

The Foundational Studies Council (FSC) has oversight of curriculum and assessment in the Foundational Studies Program and in matters related to the teaching of the Foundational Studies Program curriculum.

147.2.1 Membership. All regular faculty at Indiana State University who teach at least one Foundational Studies course annually, or who are charged with oversight of Foundational Studies courses, shall constitute the faculty of the FS Program and are eligible to be nominated to serve on the Council. Two undergraduate students appointed by the Student Government Association will also be members.

147.2.2 Voting Members. The FSC will be constituted by one regular faculty member who has taught or supervised at least one course in the category in the past year, elected to represent each of the curricular categories that comprise the FS Program from the FS Program faculty and as many elected faculty members at-large needed to ensure that each of the academic colleges and the library is represented on the FSC by a voting member. In addition, the Student Government Association will appoint two undergraduate students who will serve as voting members of the FSC. The Coordinator of Foundational Studies shall serve as the Chair of the FSC and will be a voting member of the FSC.

147.2.3 Ex Officio Members. The Dean (or designee) of each of the academic colleges, the FSC liaison to Academic Affairs, the person charged with oversight of university academic advising, the Director of the Faculty Center for Teaching Excellence, the Chair of Faculty Senate (or designee), and the Registrar (or designee) shall serve as ex officio members of the Council.

147.2.4 Nomination and Election. The Executive Committee of the FSC will conduct elections annually in accordance with the terms stipulated in the procedures of the FSC.

147.2.5 Terms. Voting members of the FSC (with the exception of the Coordinator of FS, the at-large members, and the student members) will serve 2-year terms. At-large and student members serve 1-year terms (as described in the Procedures).

147.2.6 Leadership and Oversight. An Executive Committee composed of the Foundational Studies Coordinator as chair, a vice-chairperson, a secretary, and two additional members elected from the voting members of the Council will direct and facilitate the work of the FSC.

147.2.7 Reporting. The FSC reports to the Provost and Vice President for Academic Affairs and will provide an annual report to the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year. The FSC will also provide an Assessment Report annually to the Provost and the University Assessment Council.

Recommendation: Proposed Policy 147 Foundational Studies is being presented to the ISU Board of Trustees for information. The administration plans to ask for approval at the October 2023 meeting of the ISU Board of Trustees.

2d New Program Gender and the Workplace Certificate

The 12-credit hour, undergraduate certificate “Gender and the Workplace” provides students with a credential that immediately signifies an advanced understanding of gender as related to work, broadly defined. The certificate’s courses provide students with a deep understanding of the ways in which the intersections between gender, sexuality, class, and race affect people not only at work but impact their career options, aspirations, their work-life balance, etc.

Recommendation: Approval of the Gender and the Workplace Certificate. Final approval will be pending approval by the Indiana Commission of Higher Education.

Motion made by: Kimmie Collins

Motion seconded by: Cynthia Powers

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2e New Program Graduate Certificate in Advanced English Teaching

High school language arts teachers in Indiana need 18 credits of graduate coursework to be able to teach dual-credit courses. This certificate would fulfill that need and provide these teachers with a real credential after 18 credits. Offering this certificate in an online format would increase accessibility for working professionals who cannot easily attend courses on campus.

Recommendation: Approval of the Graduate Certificate in Advanced English Teaching. Final approval will be needed by the Indiana Commission of Higher Education.

Motion made by: Cynthia Powers

Motion seconded by: Troy Woodruff

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes via conference call

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2f New Program Non-degree Endorsement School Psychology

There is a substantial shortage of school psychologists within Indiana and across the nation. Occasionally, individuals who have completed a majority of the training necessary for school psychology licensure are denied a license by the Indiana Department of Education. Currently, there is no non-degree option in Indiana for these individuals to fulfill their remaining requirements and qualify for licensure. This proposal was developed in cooperation with individuals from the Indiana Department of Education and Indiana Association of School Psychologists to provide a non-degree endorsement option based entirely upon existing coursework within our degree programs.

Recommendation: Approval of the Non-degree Endorsement in School Psychology.

Motion made by: Kimmie Collins

Motion seconded by: John Pratt

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, abstention

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2g New Program Special Education Transition to Teach

The Special Education Transition to Teach program is a graduate-level, non-degree licensure program designed to meet the needs of post-baccalaureate candidates who wish to expedite their training. Successful completion of the 24-credit hour program and passing scores on all applicable licensing tests are required in order to be recommended for an Indiana instructional license. The program will be completed through a series of sequential courses based on the Indiana Exceptional Needs - Mild Intervention Standards and the Council for Exceptional Children Standards.

Recommendation: Approval of the non-degree program for Special Education Transition to Teach.

Motion made by: Kimmie Collins

Motion seconded by: Troy Woodruff

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, abstention

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2h New Program Non-degree, Mild Intervention Graduate Licensure Program

This licensure program is an 18-credit hour program that will lead to P-12 license in Exceptional Needs: Mild Intervention. This program is designed for teachers who currently have an active teaching license and are now seeking an additional licensure in special education.

Recommendation: This item is presented for information only.

2i Nominating Committee Report and Election of Officers

The nominating committee met at 9:30 a.m. today June 15, 2023 to develop a recommended slate of officers for 2023-2024 election including the chair, vice chair, secretary, and assistant secretary. The committee also recommends the appointment of the University Treasurer.

The recommended slate is:

Chair: Robert Casey

Vice Chair: John Pratt

Secretary: Cynthia Powers

Assistant Secretary: vacant

University Treasurer: Diann McKee (recommend appointment)

Recommendation: Approve the slate of Board of Trustees officers and the appointment of the University Treasurer for 2023-24, effective July 1, 2023.

Nominating Chair Trustee Randy Minas recommends the slate for vote.

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, abstention

Randall Minas, yes

Cynthia Powers, yes via conference call

John Pratt, yes

Kimberly Smith, yes

Troy Woodruff, yes

The recommendation was approved.

2j Reaffirmation of Fiscal Year 2024 Meeting Dates and Approval of Fiscal Year 2025 Meeting Dates

At its May 6, 2022 organizational meeting, the Board of Trustees approved meeting dates through fiscal year 2024. In keeping with a two-year schedule of meeting dates, the Board is being asked to reaffirm its meeting dates for fiscal year 2024 and approve meeting dates for fiscal year 2025.

Board of Trustees Meeting Dates Fiscal Year 2024*

July 27-28, 2023 (Thursday-Friday)	Board of Trustees Retreat
October 20, 2023 (Friday)	Homecoming – October 21, 2023
December 15, 2023 (Friday)	Winter Commencement – December 16, 2023
February 15-16, 2024 (Thursday-Friday)	
May 10, 2024 (Friday)	Annual Organizational Meeting, Spring Commencement – May 11, 2024

Board of Trustees Meeting Dates Fiscal Year 2025*

July 25-26, 2024 (Thursday-Friday)	Board of Trustees Retreat
October 18, 2024 (Friday)	Homecoming – October 19, 2024
December 13, 2024 (Friday)	Winter Commencement – December 14, 2024
February 20-21, 2025 (Thursday-Friday)	
May 9, 2025 (Friday)	Spring Commencement – May 10, 2025
June 12, 2025 (Thursday)	Annual Organizational Meeting

*Dates subject to change.

Recommendation: Reaffirm the Fiscal Year 2024 meeting dates and approve the Fiscal Year 2025 meeting dates.

Motion made by: Cynthia Powers
Motion seconded by: Robert Casey

Roll Call Vote:
Kathleen Cabello, yes
Robert Casey, yes
Kimberly Collins, yes
Robert Lowe, abstention
Randall Minas, yes
Cynthia Powers, yes via conference call
John Pratt, yes
Kimberly Smith, yes
Troy Woodruff, yes

The recommendation was approved.

Remarks from President Deborah Curtis

First and foremost, I want to thank Kathy Cabello for her service as Board of Trustee Chair. She has served in a remarkably capable fashion for the last two years and we give her our huge thanks. Would you join me in thanking her? Applause.

Unfortunately, I end with a piece of information that I regret to have to share. Another faculty member Dr. Larry Tinermann has passed away today. He is Associate Professor in teaching in learning the Bayh College of Education for the past 16 years. He earned a bachelorette of arts degree in psychology from Edinboro State College in 1975, a master's in education from Edinboro University in 2003 and an EDD in curriculum and instruction from Indiana University of Pennsylvania in 2007. Our thoughts and our prayers are with his family, his friends and his colleagues.

3a Faculty Personnel

FACULTY

Appointments

Andrea Forcum; Assistant Professor, Department of Teaching and Learning; M.A., Grand Canyon University; salary \$58,000 per academic year; effective August 1, 2023.

Roy Reynolds; Assistant Professor, Department of Art and Design; Ed.D., Indiana University; salary \$60,000 per academic year; effective August 1, 2023.

Instructor Appointments of 2-5 years – 2023-2024 Academic Year

David Bolk; Senior Instructor, Department of Political Science; salary \$51,605 per academic year; effective August 1, 2023.

Change of Status and/or Pay Rate

Andrea Arrington; from Associate Professor, Department of History, to Associate Professor and Faculty Fellow for Admissions, Department of History; stipend of \$2,500 per semester for the spring semester of the 2022-2023 academic year.

Emily Cannon; from Associate Professor, School of Nursing, to Associate Professor and Faculty Fellow for Admissions, School of Nursing; stipend of \$2,500 per semester for the spring semester of the 2022-2023 academic year.

Kara Harris; from Professor, Department of Applied Engineering and Technology Management to Professor and Faculty Fellow for Admissions, Department of Applied Engineering and Technology Management; stipend of \$2,500 per semester for the spring semester of the 2022-2023 academic year.

Jason James; from Assistant Professor, School of Criminology and Security Studies, to Assistant Professor and Faculty Fellow for Admissions, School of Criminology and Security Studies; stipend of \$2,500 per semester for the spring semester of the 2022-2023 academic year.

Jennifer Mullen; from Senior Instructor, Department of Communication, to Senior Instructor, Department of Marketing and Operations; salary \$57,000 per academic year; effective August 1, 2023.

Melissa Nail; from Professor, Department of Teaching and Learning, to Professor and Faculty Fellow for Admissions, Department of Teaching and Learning; stipend of \$2,500 per semester for the spring semester of the 2022-2023 academic year.

Leave of Absence with Pay

Brock Bailey; Instructor, Department of Applied Medicine and Rehabilitation; effective April 21, 2023 through July 31, 2023.

Separations

Adeyemi Doss; Assistant Professor, Department of Multidisciplinary Studies; effective May 31, 2023.

John Ferguson; Assistant Professor, Department of Marketing and Operations; effective May 31, 2023.

Debra Howe; Full-Time Lecturer, Department of Educational Leadership; effective May 31, 2023.

Paula Jarrard; Associate Professor, Department of Applied Medicine and Rehabilitation; effective May 15, 2023.

David Vogel; Assistant Professor, Department of Theater; effective May 31, 2023.

Stephen Wolf; Professor, Department of Chemistry; effective April 24, 2023.

3b Other Personnel

NON-EXEMPT

Appointments

Charles Conner; Grounds Equipment Operator, Grounds; \$12.90 per hour; effective April 17, 2023.

Dalton Daley; Steam Plant Mechanic, Power Plant; \$19.00 per hour; effective April 24, 2023.

Nathanael Lynch; Custodian II, Student Rec Center; \$13.00 per hour; effective April 17, 2023.

Brenton Monday; Admissions Processing Spec, Admissions and High Schl Relations; \$14.33 per hour; effective May 1, 2023.

Leah Myers; Dean of Students Off Coord, Dean of Students; \$18.00 per hour; effective May 8, 2023.

Daizha Smith; Custodian I, Custodians; \$12.50 per hour; effective April 17, 2023.

Leah Tetidrick; Registration & Records Coord, Office of the Registrar; \$16.58 per hour; effective April 3, 2023.

Promotions / Transfers

Billie Dill; from Budget Coordinator to Travel Account Specialist, Assoc VP University Controller; \$21.15 per hour; effective April 29, 2023.

Kimberly McCleary-Beams; from Accounting and Auditing Assc to ProCard Administrator, Assoc VP University Controller; \$18.57 per hour; effective April 29, 2023.

Samantha Miles; from Administrative Assistant II to Administrative Assistant III, Career Center; \$17.69 per hour; effective April 29, 2023.

Nathan Roe; from Lead Events Setup Technician to Events Setup Technician I, HMSU-Operations; \$12.50 per hour; effective May 7, 2023.

Yvonne Russell; from Dean's Assistant, College of Grad & Professional Stds to Admin and Budget Asst, President's Office; \$20.99 per hour; effective April 29, 2023.

Retirements

Robert Hill; Custodian I, Custodians; effective May 12, 2023.

Stacey McCallister; Administrative Assistant III, HMSU-Operations; effective April 28, 2023.

Separations

Ariah Bigler; Custodian I, Reeve Hall Housing; effective May 11, 2023.

Carol Carpenter; Mail Services Assistant, Mail Room; effective April 10, 2023.

Calee Casmer; Custodian I, Custodians; , ; \$12.50 per hour; effective May 5, 2023.

Tina Compton; Lead Custodian, Sycamore Housing; , ; \$14.65 per hour; effective May 12, 2023.

CiCerly Majors; Custodian I, Custodians; , ; \$12.69 per hour; effective May 4, 2023.

Shari Manning; Custodian I, Reeve Hall Housing; , ; \$12.69 per hour; effective May 11, 2023.

Skyler Vogleman; Police Officer, Public Safety Department; , ; \$22.00 per hour; effective May 4, 2023.

NON-EXEMPT PROFESSIONAL

Appointments

Reece Hutchinson; Financial Aid Counselor, Student Financial Aid; B.S., Indiana State University; \$16.58 per hour; effective May 1, 2023.

Promotions / Transfers

Christina Cotner; from Admissions Processing Spec to Cred Coord and Immig Adv, Admissions and High Schl Relations; B.S., St Mary-of-the-Woods College; \$20.12 per hour; effective April 15, 2023.

Mary Koenig; from Assistant to General Counsel to Legal Project Manager, Office of General Counsel; B.S., Indiana State University; \$21.59 per hour; effective April 1, 2023.

Separations

Adam Bahun; Asst to VP/Constit Srvs Board, VP for Development; effective April 28, 2023.

Ethan Eitutis; Financial Aid Counselor, Student Financial Aid; effective May 12, 2023.

EXEMPT

Appointments

Bryan Leturgez; Corpora and Found Devel Dir, Advancement; B.S., Indiana State University; salary \$75,500 per fiscal year; effective May 1, 2023.

Alexander McDaniel; Occupational Safety Specialist, Environmental Safety; A.S., Lincoln Trail College; salary \$50,000 per fiscal year; effective May 15, 2023.

Brooklyn Navarre; Strat Init Project Manager, VP Enrollment Management Office; M.S., Embry-Riddle Aeronautical Univ; salary \$59,260.50 per fiscal year; effective May 1, 2023.

Adetomiwa Opafola; Systems Integrator, Office of Information Technology; B.S., Yaba College of Technology; salary \$62,000 per fiscal year; effective April 17, 2023.

Temporary Appointments

Richard Carle; Syc Care Coord - Req Reappt, Dean of Students; salary \$40,000 per fiscal year; effective May 6, 2023 through May 31, 2023.

Ronald Prince; Business Advisor, ISU/Wabash Vally Small Bus Devel Ct; B.S., Appalachian State University; salary \$51,000 per fiscal year; effective April 11, 2023 through June 30, 2023.

Promotions / Transfers

Alison Angermeier; from Travel Account Specialist to Financial Analyst - Budget, Assoc VP University Controller; B.S., Montana State Univ-Bozeman; salary \$50,000 per fiscal year; effective April 15, 2023.

Katelunn Duby; from Advising Administration Dir to Stud Suc and Adv Ctr Exec Dir, Dean University College; salary \$75,000 per fiscal year; effective May 1, 2023.

Shauna Lehman; from Asst Dean Coll Gra Pro Studies, College of Grad & Professional Stds to Adm Asst Dir - Grad Recruit, Admissions and High Schl Relations; salary \$60,060 per fiscal year; effective July 1, 2023.

Carrie Lutz; from Int Career Exe Dir/Bus Eng Dir, Business Engagement Center to Career Services Exec Director, Career Center; salary \$96,000 per fiscal year; effective May 1, 2023.

Colleen Magnuson; from Administrative Assistant II to Student Employment Prog Coord, Career Center; B.S., Ind Univ Purdue Univ FW; salary \$40,443 per fiscal year; effective April 15, 2023.

Craig Morin; from Financial Analyst to Senior Financial Analyst, Assoc VP University Controller; salary \$61,000 per fiscal year; effective April 1, 2023.

Susan Powers; from Asst VP Academic Affairs to Vice Provost Acad, Acad Af, VP and Provost Office; salary \$165,000 per fiscal year; effective April 1, 2023.

Ezequiel Torres; from Steward Mkt and Comm Coord, Advancement to Assoc Dir of Univ Comm, University Communications; salary \$49,000 per fiscal year; effective April 10, 2023.

Title Changes

Darby Scism; from Career Services Asst Director to Career Services Asst Director, Career Center; effective May 1, 2023.

Stipends

Kristie Bigler; Sti Asst Web Migrtn Proj Mgr, Office of Information Technology; \$416.67 per month; effective April 17, 2023 through April 17, 2024.

Marlene Burns; Sti Intrm Dir Ofc Spons Progs, Office of Sponsored Programs; \$1,000 per month; effective May 1, 2023 through June 30, 2024.

Carrie Lutz; Sti Intrm Career Cntr Exec Dir, Business Engagement Center; early end to stipend; effective April 30, 2023.

Micheal Moore; Sti Web Migration Proj Mgr, Office of Information Technology; \$1,250 per month; effective April 17, 2023 through April 17, 2024.

Stacey Rice; Sti Additional Duties, Assoc VP University Controller; early end to stipend; effective April 30, 2023.

Amber Stinson; Sti Additional Duties, Advancement; \$750 per month; effective March 1, 2023 through September 30, 2023.

Changes in Status / Pay Rate

Dustin Bryant; Career Services Coordinator, Career Center; salary \$47,495 per fiscal year; reclassification; effective May 1, 2023.

Laura David; University Bursar, Assoc VP Finance Asst Treasurer; salary \$82,000 per fiscal year; salary adjustment; effective April 1, 2023.

Stacey Rice; Assistant Controller, Assoc VP University Controller; salary \$75,000 per fiscal year; salary adjustment; effective May 1, 2023.

Jerami Wheeler; Admissions Assc Dir-Operations, Admissions and High Schl Relations; salary \$60,060 per fiscal year; salary adjustment; effective April 1, 2023.

Alex Whitmore; Community Engagement Asst Dir, Center for Community Engagement; salary \$50,234 per fiscal year; reclassification; effective May 1, 2023.

Separations

Kyle Harris; Career Services Asst Director, Career Center; effective May 5, 2023.

Amie Harvey; Univ College Adviser Proj Succ, Dean University College; effective May 31, 2023.

Allison Ramsey; Student Success Program Coord, Center for Student Success; effective May 5, 2023.

Michelle Reeson; Profession Devel Prog Asst Dir, Networks-Student Scholarship; effective May 31, 2023.

Chelsy Schnabel; Dev Math & Math Tutor Asst Dir, Mathematics & Computer Science; effective May 12, 2023.

Marci Shaw; OLLI Assistant Director, Center for Community Engagement; effective May 8, 2023.

Susan Williams; Asst to Pres-State Govt Rel, Governmental Relations; effective May 12, 2023.

ATHLETICS

Temporary Appointments

Antone Gray; Asst Coach, Men's Basketball, Athletics-Mens Basketball; B.A., Rhode Island College; salary \$100,000 per fiscal year; effective April 19, 2023.

Changes in Status / Pay Rate

Brett Putz; Basketball Operations Director, Athletics-Mens Basketball; salary \$54,556 per fiscal year; salary adjustment; effective April 4, 2023.

Separations

Richard Kidd; Athletic Sponsorship Devel Dir, Athletics-Administration; effective May 19, 2023.

Kenisha Malone; Asst Coach, Women's Basketball, Athletics-Womens Basketball; effective May 5, 2023.

Brett Putz; Basketball Operations Director, Athletics-Mens Basketball; effective May 22, 2023.

3c Grants and Contracts

1. Duke Energy Foundation, Fund No. 549507, Proposal 23-041
An agreement in the amount of \$40,000.00 has been received from Duke Energy Foundation for the project entitled, "Power of Reading and Power of Math Summits," under the direction of Judith Sheese, Dean's Office, Bayh College of Education, for the period April 1, 2023 through March 31, 2024.
2. Indiana Economic Development Corporation, Fund No. 549492, Proposal No. 23-011
An agreement in the amount of \$94,680.61 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-Federal," under the direction of Courtney Richey-Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2023 through December 31, 2023.
3. Indiana Economic Development Corporation, Fund No. 549493, Proposal No. 23-011
An agreement in the amount of \$288,700.55 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-State," under the direction of Courtney Richey-Chipol, West Central Indiana Small Business Development Center, for the period January 1, 2023 through December 31, 2023.
4. Indiana Department of Education, Fund No. 549487, Proposal 22-064
An agreement in the amount of \$4,642,400.00 has been received from Indiana Department of Education for the project entitled, "Individualized Education Program Technical Assistance Center (IEP TA Center)", under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2022 through September 30, 2024.

3d Agreements

Document Title	Document description	Signature date
Northwestern Memorial Healthcare	Clinical Affiliation Agreement	04/24/23
Physicians Rehab Solution	Clinical Affiliation Agreement	04/24/23
Providence Medical Group	Clinical Affiliation Agreement	04/27/23
Whiting_ISU Student Teaching Agreement	Education Affiliation Agreement	04/28/23
Indiana University Health, Inc.	Clinical Affiliation Agreement	04/28/23
Duneland_ISU Student Teaching Agreement	Education Affiliation Agreement	04/29/23
Southwest Schools_ISU Student Teaching Agreement	Education Affiliation Agreement	04/29/23
Rochester_ISU Student Teaching Agreement	Education Affiliation Agreement	04/29/23
NESC_ISU Student Teaching Agreement	Education Affiliation Agreement	04/29/23
Mitchell Community Schools_ISU Student Teaching Agreement	Education Affiliation Agreement	04/29/23
Gibault_ISU Clinical Affiliate Agreement	Clinical Affiliation Agreement	04/29/23
Munster School District_ISU Student Teaching Agreement	Education Affiliation Agreement	05/09/23
Lutheran Medical Group, LLC	Clinical Affiliation Agreement	05/10/23
FSA Counseling_ISU Clinical Affiliation Agreement CMHC	Clinical Affiliation Agreement	05/15/23
Clay Community Schools_ISU Clinical Affiliation Agreement SC	Clinical Affiliation Agreement	05/15/23
Cummins Behavioral Health Systems_ISU Clinical Affiliation Agreement CMHC	Clinical Affiliation Agreement	05/16/23
Encompass Health Rehabilitation Hospital_ISU Clinical Agreement	Clinical Affiliation Agreement	05/16/23
Zionsville Community Schools_ISU Student Teaching Agreement	Education Affiliation Agreement	05/22/23
Boston University	Preferred Partners Agreement	05/22/23

3e Board Representation at University Events

Events Requiring Board Representation

July 27-28, 2023	Board of Trustees Retreat
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Optional Events

June 20, 2023, 11:30 am	Engage Indiana Series Sponsored by Indiana Economic Development, Hulman Center
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If you are planning to attend any of these events, please contact Kay Ponsot at (812)237-7768 or kay.ponsot@indstate.edu so that the appropriate arrangements can be made.

3f In Memoriam

IN MEMORIAM: Dr. Uwe Hansen

WHEREAS, Dr. Uwe Hansen, retired Assc Professor in the Department of Physics, died on the 28th day of March two thousand and twenty-three; and

WHEREAS, Dr. Uwe Hansen, had given loyal and devoted service to Indiana State University for 31 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.

IN MEMORIAM: Dr. Sarah Clevenger

WHEREAS, Dr. Sarah Clevenger, a retired Professor from the Life Sciences Department of Indiana State University, died on the 6th day of April two thousand and twenty-three;

WHEREAS, Dr. Sarah Clevenger had given loyal and devoted service to Indiana State University for 22 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.

IN MEMORIAM: Dr. Mary DeMarr

WHEREAS, Dr. Mary DeMarr, a retired Professor from the English Department of Indiana State University, died on the 22nd day of April two thousand and twenty-three;

WHEREAS, Dr. Mary DeMarr had given loyal and devoted service to Indiana State University for 30 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.

IN MEMORIAM: Dr. Eldon Rebhorn

WHEREAS, Dr. Eldon Rebhorn, retired Professor in the Department of Industrial & Mechanical Tech, died on the 12th day of May two thousand and twenty-three; and

WHEREAS, Dr. Eldon Rebhorn, had given loyal and devoted service to Indiana State University for 30 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.

5 Old Business

None.

Adjournment

The meeting was adjourned at 11:27 am.