

May 8, 2009

Dear Colleagues,

The culminating event of the year is upon us, and I hope to see many of you at tomorrow's celebration of our students' success in attaining their educational goals. I am looking forward to hearing from our alumni speaker, Roger Schmelzer, as well as our student commencement speaker, Sadie Davis.

Roger, the president and chief executive officer of the National Conference of Insurance Guaranty Funds, has had a distinguished career in government and financial services since graduating from Indiana State with his bachelor's degree in 1979 and a master's degree in 1981, and earning a law degree from Indiana University. He credits his time at Indiana State as being instrumental to his success.

One of our top 2009 graduates, Sadie Davis, will provide the student perspective to our commencement ceremony. A political science and pre-law major, Sadie will enter a dual graduate degree program in international relations and public relations at the Maxwell School at Syracuse University this fall. A President's Scholar, Sadie has been very active on campus, embracing a multitude of opportunities that came her way.

As we recognize our graduating students, let us also please remember missing ISU student Gerald Smith. Cheri and I are keeping Gerald and his family in our thoughts and prayers, and I am extremely grateful for the continued support demonstrated by so many members of the ISU family and the local community through their involvement in the searches, donations to the reward fund established by the Indiana State University Foundation, and through the care and concern they have shown for Gerald's family and friends.

Updates will continue to be posted to www.indstate.edu/geraldsmith/, and I encourage anyone with any information related to Gerald's disappearance to contact the ISU Office of Public Safety at (812) 237-5555 or Crimestoppers at (812) 238-STOP.

Other news items I would like to share:

- **PROFESSIONAL SERVICE AWARD: Dr. Frederica Kramer** was recently presented the **Professional Service Award** by the Indiana Division of Family and Consumer Sciences for her dedication and contributions to the family and consumer sciences profession. In addition to her 20 years as department chair and professor at Indiana State University, Freddie was recognized for being an exemplary role model for FACS teachers across the state. Congratulations, Freddie!
- **NATIONAL SEARCH FOR AACC DIRECTOR TO BE LAUNCHED:** With 36 years of service to Indiana State University, Charles Brown has announced his retirement plans. Charlie began his full-time employment at ISU in November of 1973 as assistant to the director of the Upward Bound Program. In February of 1979, he assumed

responsibilities as Director of the African-American Cultural Center, a position he has held to date. Charlie has been a pioneer in his field, providing a “home away from home” environment and support for thousands of African American students and alumni. Charlie has been a tremendous asset to our university and will continue to serve us until his retirement in December 2010 by working on projects and initiatives within the Division of Student Affairs while also lending special assistance to the Office of Alumni Affairs. A national search is being launched to identify candidates capable of sustaining the tradition of service, education and leadership.

- **PHASED RETIREMENT PROGRAM PROPOSED:** A proposed phased retirement program is currently under consideration. The proposed program would be available to benefits-eligible employees beginning at age 55. To be eligible, employees must have at least five years of full-time service at the time the request to participate is made. If the proposal is approved, employees whose requests are granted would be able to reduce their workload to .33 FTE and maintain a base salary equal to 1/3 of the individual’s salary at the time the Phased Retirement Program begins for a maximum period not to exceed three years. Additional details regarding benefits and other aspects of the program are available in the proposal at: www.indstate.edu/president/Newsletters/phasedretirementprogram.pdf.
- **ON-LINE EVALUATION PROCESS:** The on-line evaluation process is moving along, and I would like to encourage all support staff and EAP to complete their personal evaluation and submit it electronically to their immediate supervisor by the end of next week. Tutorials on the new system are available at:
Support staff: <http://www.indstate.edu/humres/docs/TutorialSupportStaff.pdf>
EAP: <http://www.indstate.edu/humres/docs/TutorialEAP.pdf>
Questions should be directed to Human Resources at extension 4114.

Best wishes to all of you for a great summer.

Sincerely,

Daniel J. Bradley
President