

March 4, 2010

Dear colleagues,

I continue to closely monitor revenue collections for the State of Indiana, which continue to lag projections. We have been assured that further cuts to education will be avoided if at all possible, but it is important that we continue to be very careful with budgets.

The budget that we will have to operate the University in FY2011, beginning July 1, 2010, is the result of a number of events, including the reduced appropriation passed by the legislature in June 2009, the tuition and fees set by the Board of Trustees in June 2009, and the reductions announced in December. As a result of the 2009 budget cut for adjunct faculty (\$865,000) and searches currently underway for tenure track faculty (\$604,000), the dollars available for adjunct faculty will decrease from \$3.17 million in academic year 2009-10 to \$1.65 million in 2010-11. (It should be noted that the adjunct dollars are independent of the Corrections Education Program and the budget for summer school.)

This has added to everyone's anxiety with regards to staffing levels for next year and adds complexity to our planning scenarios. In that light, I approved of the Provost's decision to suspend most sabbaticals for next year and to encourage Deans and Chairs to work with faculty to improve instructional productivity. This can be accomplished in a number of ways but practically it means fewer sections overall and/or fewer sections staffed with part-time employees. It does not mean that people will necessarily be working harder or that students will have a more difficult time achieving their goals. Careful planning about what courses need to be taught, when they need to be taught and the appropriate size of sections should ensure that we will be able to meet our students' needs without overloading our faculty and staff.

The budget reductions that we announced last month are sufficient to make up for the cuts that have been imposed by the state. The retirement incentive program is designed to give us flexibility as we structure our operations to align with the strategic plan. Until the last day to apply for the plan, it is not possible to know how many will choose to participate, and therefore what short-term staffing problems will be created or the total cost of the severance payments. I anticipate, however, that we will have sufficient resources to both pay the direct costs associated with the departures and to meet the needs for adjuncts that result.

Other items I would like to share:

- GO BIG BLUE! Help cheer on the Sycamore basketball squads as they move into conference tournament play. The men will face Illinois State on Friday night at 9:35

p.m. at the Scottrade Center in St. Louis in the quarterfinals of the Missouri Valley Tournament. Earlier this week, senior Harry Marshall was named an All-Missouri Valley Conference Second Team selection as well as a member of the MVC's All-Defensive squad. The women's tournament opponent and playing time will be determined after the regular season play concludes this weekend. They face Drake in Des Moines tonight at 8:05 p.m. before heading to Omaha to take on Creighton at 3:05 p.m. Saturday. The Missouri Valley Conference Women's Basketball Championship will take place March 11 through 14 in St. Charles, Missouri. Congratulations to senior Kelsey Luna for becoming ISU's all-time leader in career 3-pointers made. She currently has 258 career threes and is tied for fifth all-time in Missouri Valley Conference history. GO SYCAMORES!

- Don't forget to wear your blue on Friday. Due to Spring Break, this Friday and next (March 5 and 12) are also designated as official Spirit Days. In addition to wearing blue, as is encouraged on all Fridays, staff members are allowed to wear blue jeans on the Spirit Days unless events and responsibilities make that inappropriate.
- Music Professor Brian Kilp is being conferred with an Honorary Doctorate of Liberal Arts by the Suan Sunandha Rajabhat University in Thailand. The honor will be celebrated Friday during the university's Commencement ceremony in Bangkok. Dr. Kilp has assisted the Thailand university with its fine arts education programs since 2003. Congratulations!
- Work on building enrollments for this fall continues, and I would like to thank everyone who helped make the recent Experience ISU! program a success. More than 450 students and family members attended the event. Several faculty members volunteered their time to present mini classes aimed at introducing these prospective students to the academic experiences our campus offers. I would like to thank Aaron Morales, Darlene Hantzis, Brad Brubaker, Marilyn Bisch, Michael Jackson and Steve Stofferahn for doing this. Others who provided assistance in the resource fair and college meetings that were a part of the day are: Bruce McLaren, Jerry Boyd, Greg Bierly, Xiaolong Li, James Smallwood, Bruce Welsh, Todd Alberts, Judy Sheese, Jason Winkle, Jennifer Boothby, Linda Maule, Lynn Foster, Stephanie Davis, Susan Johnson, Holly Hobough, Melissa Froderman, and Michelle Fowler-Sands. Thanks to everyone who is helping with the recruitment process.
- Students are currently being asked to participate in the National Survey on Student Engagement (NSSE). This survey is an important part of our data collection regarding student participation in internships, community engagement, study abroad and other experiences. Students completing the survey will be eligible for a drawing for an Apple

I-Pad and other prizes. Please encourage them to complete the survey by the mid-April deadline.

- Two students were recognized with the President's Award for Civic and Community Engagement at the annual Center for Public Service and Community Engagement Banquet on Tuesday. J.D. Miller, who lost a courageous battle against cancer in December, was honored posthumously for his leadership in local, state and national education organizations. He participated in numerous campus activities and worked tirelessly to raise funds to support cancer research and treatment. Matthew Huckleby was honored for his participation in several service learning trips and for his leadership in coordinating Donaghy Day and the freshman class legacy service project. He has also served in a variety of leadership roles in student government and as student member of the ISU Board of Trustees. Also during the banquet, St. Mary-of-the-Woods College received the university's Community Partner Award, and Outstanding Service Awards were presented to ISU Facilities Management and Patricia Weaver. Candace Florence was recognized as the Outstanding AmeriCorps Member, and Amanda Parkins of the 14th and Chestnut Community Center received the Outstanding AmeriCorps Site Supervisor Award.
- Research by Steve Lima, professor of biology, has been featured in a number of scientific journals and general publications recently. Professor Lima's research, conducted with his former student Jonathan Storm, now an assistant professor at the University of South Carolina Upstate, determined that pregnant crickets can somehow "warn" their unborn offspring about potential predator threats. The research involved placing the crickets in an enclosure with wolf spiders whose fangs were covered with wax so the spiders could stalk the crickets but not kill them. Originally published in the research journal *American Naturalist*, the research has also been reported in the *New York Times*, *Science Daily* and several other publications.
- Professor Mary Howard-Hamilton has been invited to present a paper later this month at the 20th annual Oxford Round Table at the University of Oxford in England. This year's conference takes place March 14-19 and focuses on "Women at Work: Benefits and Barriers." Mary's research focuses on women of color in higher education. Her paper is titled, "Women of Color in the American Higher Education System: Promises, Perils, and Pitfalls."
- Twenty-three faculty and staff and Artists Reception sponsored by Cunningham Memorial Library last week. Those honored were: Michael Elkins, assistant professor of communication; Thomas Sawyer, professor of recreation and sport management; David Worley, chair of the communication department and professor of

communication; Debra Worley, professor of communication; Jay Gatrell, dean of graduate programs; Charles Roberts, professor of mathematics and computer science; Qihao Weng, professor of geography and geology; Feng-Qi Lai, associate professor of curriculum, instruction and media technology; Todd Whitaker, professor of education leadership, administration and foundations; Ann Chirhart, associate professor of history; Robert Guell, professor of economics; Isaac Land, assistant professor of history; Barbara Skinner, assistant professor of history; Matt Brennan, professor of English; Kit Kincade, associate professor of English; Robert Perrin, chair of the English department and professor of English; Michael Shelden, professor of English; David Vancil, chair of the Cunningham Memorial Library's special collections department; David Polizzi, assistant professor of criminology and criminal justice; Ray Chen, assistant professor of art; Glenn Dunlap, professor of art; Fran Lattanzio, professor of art; and Sala Wong, assistant professor of art. The annual reception also recognized two students with the Bakerman Student Research Award. Shawn Hunter, a criminology and criminal justice graduate student, received \$1,500 for his paper. Laurie-Ann Curry, an anthropology major, won the undergraduate award of \$1,000. Bobby Lee, a junior professional aviation flight technology major, won the first-place award of \$1,000 in the REEL Big Video Contest sponsored by the library while Chad Fedler, a junior electronic media major, won \$500 for second place. Thanks to Cunningham Memorial Library for paying tribute to a tremendous amount of scholarly work.

- College of Technology students Ronald Larrowe, Cricket Pardes and Wesley Teicher recently placed second in the State HR Games and will be competing in the Regional HR Games next month. The competition is sponsored by the Society for Human Resource Management and covers a variety of subjects related to human resource management such as strategic management, workforce planning, development, labor relations and risk management. The faculty advisor for the team is Cindy Crowder, assistant professor of human resource management in the College of Technology.

Have a great weekend and safe travels to all those heading out on Spring Break.

Sincerely,

Daniel J. Bradley  
President