

June 11, 2010

Dear colleagues,

Earlier today, University of Southern Indiana President Linda Bennett and I provided an update on the Voluntary System of Accountability's College Portrait to the Indiana Commission for Higher Education during its meeting on our campus. President Bennett and I both serve on the VSA board and firmly believe in the value of the data reflected in these reports. (To view ISU's College Portrait information, go to <http://www.collegeportraits.org/IN/ISU>.) Utilizing data collected by the National Student Data Clearinghouse, the College Portrait also provides a more accurate depiction of student success for those who transfer and then graduate from another institution. A copy of the presentation is available at: www.indstate.edu/president/docs/vsaupdate.pdf.

I also gave a brief update to the Commission on Indiana State's efforts to improve the retention and graduation rates of our students. Goal one of our strategic plan (increase enrollment and student success) dovetails with the Commission's goals to improve graduation rates, broaden college participation and significantly increase the number of bachelor's degrees awarded in our state. This presentation can be downloaded at: www.indstate.edu/president/docs/20100611-PRESENTATION-ICHE.pdf.

Another goal of our strategic plan addresses the need to attract and retain great employees. Improving the diversity of our faculty and staff is an important part of this goal.

On Wednesday, the cabinet, deans and other senior campus leaders participated in a half-day retreat with **Evangeline Weiss**, a diversity consultant from Open Source. Evangeline reported on the results of the study her firm conducted of our faculty and administrative search processes to see if there are ways they could be improved. One recommendation that will be implemented immediately is that all searches will be required to utilize the Applicant Tracking System available through our Human Resources Office. In addition to providing an efficient method of sharing information among search committee members, the ATS system allows the institution to review and track data related to the composition of candidate pools and search committees. This is essential to advancing our goal of further diversifying our faculty and staff.

Evangeline also led the group through a series of exercises designed to help build an awareness and understanding of the challenges, opportunities and benefits of creating a more diverse pool of employees. I would like to share the list of gifts that diversity can provide that was developed by one of the ISU groups during Wednesday's session:

The Gifts of Diversity include:

- Increased creativity
- More diverse group of role models for all of our students
- Better reflection of the society in which we live
- Expanded base of experiences of the ISU community
- Increased potential for academic success of all students

- Expanded range of expectations for the campus community
- More welcoming environment for newcomers
- Opportunities for exposure to other cultures
- Improved problem solving ability
- Broadened scholarship
- Enriched curriculum
- Lessening of fear of the unknown or unfamiliar
- Facilitates engagement with the external community
- Models the future
- Better prepared students for the environments in which they will work
- Broadened range of co-curricular activities
- Strengthened connections with a broad range of interest groups

This list illustrates the powerful impact that achieving this goal could have on our campus. It is everyone's job to create an environment of understanding and acceptance coupled with the healthy discourse and debate of issues that are an important part of higher education. Along these lines, I would like to share a column on civility written by ISU Foundation Board member Larry Boulet. It appeared in the May 29th issue of the *Indianapolis Business Journal*. The column, which makes several excellent points, can be found at: <http://www.ibj.com/boulet-has-civility-become-a-quaint-and-obsolete-concept/PARAMS/article/20225>

Other updates I would to share:

- Indiana State had four athletes advance to the 2010 NCAA Outdoor Track and Field Championship which are currently underway in Eugene, Oregon. Senior **Kylie Hutson** will be attempting to win her second straight NCAA Outdoor Championship. Kylie set a new Indiana State and Missouri Valley Conference record with a jump of 14'-9.5" at the Billy Hayes Invitational last month. That jump gave her the number one ranking in the nation this season. A hand injury forced her to miss the MVC Outdoor Championship but she was able to come back to qualify for the national finals. A graduate of Terre Haute North High School, Kylie has been named the 2010 Division I Outdoor Track and Field Women's Field Athlete of the Year for the Great Lakes Region, an honor she also received for the 2010 Indoor Track and Field season.

Senior **Erica Moore** competed in the first heat in the 400 meter hurdles Wednesday night and qualified for the finals with a time of 57.25, the sixth fastest. She set a new ISU record of 56.21 in winning the 2010 MVC Outdoor Championship. The finals take place this evening.

Senior **Lauren Martin** competed in last night's triple jump garnering the 13th best performance in the nation with a distance of 42' (12.80 meters).

Junior **Major Clay** will be competing in his second straight NCAA Outdoor Track and Field Championship in the men's high jump competition this evening. The winner of two straight MVC Outdoor Championships, Major was one of 14 athletes who cleared 7'-1" (2.16 meters) to qualify for the finals.

Good luck and congratulations to these outstanding student-athletes.

- Also on the athletics front, Indiana State Senior **Scott Keeney** has received two prestigious awards from the Missouri Valley Conference to add to a lengthy list of honors accrued during the past four years. A three-time team captain and two-time MVP award recipient, the cross country athlete has received the 2010 Dr. Charlotte West Scholar-Athlete Award and the 2010 Missouri Valley Conference male postgraduate “Emerson Excellence Award.” Selected for his academic achievements, athletics excellence, service and leadership, Scott is the first cross-country athlete at ISU to earn first-team, all Missouri Valley Conference recognition four years in a row. He has led Indiana State to two MVC team championships and also garnered Academic All-American and MVC Scholar-Athlete recognition. A math major with a minor in chemistry, Scott has a 3.96 cumulative grade point average. The 2008 ISU Scholar-Athlete of the Year is also a volunteer at St. Ann’s Clinic. Congratulations!
- The ISU Music Department received noteworthy attention last month during the National Memorial Day Choral Festival. **Dr. Scott Buchanan**, director of choral activities and associate professor of music, was selected as the artistic director and conducted a concert at the John F. Kennedy Center for the Performing Arts in Washington, D.C. The festival chorus included members of the ISU Concert Choir and several other choral organizations. Dr. Buchanan also selected two ISU graduate students, **Emily Midgett** and **Michael Dean**, as soloists for the concert. In addition to performing in one of the nation’s most well-known venues, the singers also participated in performance events on Memorial Day. I would like to commend Dr. Buchanan and his students for helping our nation pay tribute to those who died while serving our country.
- New students and their parents have been descending upon campus for the summer orientation program which began on Monday. There are 16 orientation programs for new students scheduled this summer. Currently, 2,360 admitted students have made reservations to attend the two-day sessions. There are also special programs for parents and guests. In the three sessions this week, 387 students were hosted. Positive comments have been received from parents and students and several future Sycamores have posted their comments on the Class of 2014 Facebook page at <http://www.facebook.com/ISU.Class.Of.2014>. The student leaders who are assisting with orientation are doing a wonderful job, and the entire campus has come together to provide a meaningful and productive experience for these new students and their families. Thanks to all of the faculty, staff and students who are involved.

Have a great summer.

Sincerely,

Daniel J. Bradley
President