

December 3, 2010

Dear colleagues,

As the semester's end rapidly approaches, I hope that each of you will pause to reflect on the many accomplishments shared by our colleagues this fall. Much progress has been made toward the strategic goals announced last year, and much more work is underway. I appreciate the enthusiasm and dedication displayed by our faculty and staff as you shepherd these plans into reality. It is hard work and very time consuming, and I recognize that it often is in addition to many other responsibilities. Your efforts are making a difference that will truly benefit the University and those we serve.

Most notably, our recruitment activities continue to bear fruit. The latest reports show freshmen admits for fall 2011 up 14.9 percent from last fall while transfer admissions have also grown by 12.5 percent. As noted by the Faculty Senate Student Affairs Committee in a unanimous resolution passed earlier this semester, many administrators, faculty, staff and students have expended time and energy in increasing enrollment and promoting retention, and all who have contributed should be commended. Helping students attain their educational goals is the primary reason for our University's existence, and it remains our top priority.

Increasing the number of students who earn degrees was one of the topics discussed by a panel I was honored to participate in Thursday during the Bingham McHale Legislative Conference. Sen. Mike Delph, Indiana Commissioner of Higher Education Teresa Lubbers, Indiana University East Chancellor Nassar Paydar and I were asked to address "College Completion – To What Degree Should Funding Matter?" I am a strong believer in accountability and understand the importance of recognizing the various missions among our state institutions and how variances in the students we serve will impact certain performance measures. The socio-economic background of a large portion of our students creates a myriad of roadblocks to on-time graduation and illustrates the important role that federal and state funding can provide in improving access to higher education. Participating in these kinds of policy debates helps reinforce these issues.

Indiana State also played a prominent role in the 2010 Indiana Rural Summit conducted last month in Indianapolis. Brian Hasler, Chris Pfaff and Steve Pontius were involved in the planning for the Summit. Dean Biff Williams along with Sara Snider, Dr. Taihung Duong and Dr. James Buechler led a panel discussion on the Rural Health Innovation Collaborative and how Indiana State and others are working to address the critical shortage of health care workers in rural areas, economic development and neighborhood blight. Dean Brad Balch participated in a discussion of the "Opportunities, Challenges and Innovations in Indiana Rural Education." Lastly, I had the opportunity to briefly outline Indiana State's efforts in addressing rural issues before introducing Lt. Governor Becky Skillman who gave the keynote address.

Other updates I would like to share:

- Congratulations to Trent Miles and the entire Sycamore Football Program for Trent's selection as the Missouri Valley Coach of the Year and for the incredible season the team had. This is an exciting time for our athletics program, and this latest accolade demonstrates the power that leadership, vision, hard work and determination can have.

- Three Indiana State University employees have been invited to participate in the World Innovation Summit for Education in Doha, Qatar next week. President Emeritus Lloyd Benjamin, Professor Karen Liu and Associate Director of International Programs and Services Chaqra El-Houcin are among 1,000 prominent educators, corporate, political and social leaders who will attend the summit.
- Although the weather has turned colder, work on several major construction projects continues. The Holmstedt and Rankin Hall patio projects are expected to be completed prior to the new year. In addition to their aesthetic appeal, both projects should provide better accessibility. Thanks to everyone who has helped our many visitors, new students and employees find their way to various offices, classrooms and events during this construction period.
- This week, Barnes and Noble officially took occupancy of their portion of the new building at Fifth and Cherry streets. They will complete the bookstore area for a projected move in March. The Indiana State University Foundation will be moving into the new building during the first week of February.
- Renovations of the Federal Building to prepare it to become the new home of the Scott College of Business should be underway by mid spring semester with a projected completion date of fall 2012.
- As you celebrate the holidays with your families and friends, please consider making an end-of the-year pledge to the United Way Campus Campaign. The campaign just passed the \$50,000 mark with 206 ISU employees donating for an average pledge of \$244. A gift of any level is deeply appreciated and will assist in providing much-needed services to residents of the Wabash Valley. Pledge forms can be downloaded at: http://www.indstate.edu/unitedway/pledge_form.pdf.
- With the threat of a winter storm this weekend, I would like to remind employees and students to sign up for the RAVE Emergency Text Messaging System to receive notification in the rare instance that campus would close due to inclement weather. This system is also used to send text messages to cell phones and/or email addresses in the event of tornado warnings, campus crime alerts and other occasions. To sign up, go to: <https://www.getrave.com/login/indstate>. Information on weather-related closings will also be made available via the ISU homepage (www.indstate.edu), the Information Line (812-237-7777) and through area media.
- Our groundskeepers and facilities crews are prepared for the winter season and will work diligently to clear our sidewalks and parking lots. Grounds manager Stephanie Krull (steph.krull@indstate.edu) would appreciate receiving an email about any special events or activities planned during the winter months especially those in locations outside of normal meeting areas. This will help them serve our campus community more efficiently.
- Your input on new guidelines that have been drafted to address employee attendance issues is needed. The guidelines, available at www.indstate.edu/president/attendanceguidelines.pdf will provide supervisors with definitions of scheduled, unscheduled and unauthorized absences and

provide information on progressive disciplinary action that may result from excessive occasions of unscheduled absences. Send your feedback to president@indstate.edu.

- The Board of Trustees will be meeting on Friday, December 17, in conjunction with Winter Commencement activities. Among their agenda items will be changes to our health benefits program and employee premiums. For the 2011 calendar year, no changes in the medical or dental plan coverage will be recommended other than those required by the Patient Protection and Affordable Care Act (PPACA) for grandfathered plans. These include:
 - Extension of Dependent Coverage for adult children up to age 26.
 - Prohibition on cancellation of health coverage except for fraud or intentional misrepresentation.
 - Prohibition on pre-existing condition exclusions for children under age 19.
 - Prohibition on lifetime benefit limits.
 - Restrictions on annual benefit limits on essential health benefits as determined by the Secretary of Health and Human Services.

- After a careful review of the claims experience for 2010, projected inflationary trends in health care for 2011, and changes in benefits required by the Patient Protection and Affordable Care Act, it will be recommended to the Board of Trustees that employee premiums increase between \$9 and \$29 per month, depending on salary level and type of coverage.

- In October, the Board asked the University to review instances of noncompliance with the campus smoking policy to determine if existing measures could be utilized to encourage compliance rather than amending the policy to allow for the administration of fines. For spring semester, increased enforcement of existing procedures, which include disciplinary actions for students and employees who violate university policy, will be utilized to improve compliance. Draft guidelines on how this will be handled are available at: www.indstate.edu/president/tobaccopolicyguidelines.pdf.

- Cheri and I hope you will join us at Condit House next Thursday (December 9) for the Faculty and Staff Holiday Open House from 3 to 6 p.m. I would also encourage you to stop by the University Club's annual Holiday Open House on Friday, December 10, from 3:30 to 6 p.m. The University Club is located in the one-story beige and brick building behind the Science Building.

As the end of the semester draws near, I know everyone is looking forward to Winter Recess and the opportunity to enjoy the holidays with family and friends. At its October meeting, the Board addressed an error in the University calendar to add December 23 to Winter Recess. Most University offices, except those operations and offices which must remain open, will close at the end of the business day on December 22 and remain closed until January 3. Best wishes to everyone for a wonderful holiday season.

Sincerely,

Daniel J. Bradley
President