

November 7, 2011

Dear colleagues,

Our efforts on affordability continue, and the four subcommittees of the Task Force addressing the subject are meeting weekly to explore ways to meet this challenge. Updates on their work can be found at: [www.indstate.edu/affordability](http://www.indstate.edu/affordability).

While I would love to find quick changes that generate significant savings overnight, I realize that most of our efforts will need to be more long-term and systemic in nature. Consistent, incremental changes will make a difference over time, and the compounding effect can be dramatic.

This topic was one of the subjects addressed during last week's meeting of the ISU President's National Advisory Board, a group of leaders in business, government, social services and education. After briefing the group on our tuition roll-back and affordability task force, I asked for their input. I am sure that there are many cost-cutting examples outside of higher education that might be implemented at Indiana State without sacrificing the quality of our students' educational experiences. This information is being compiled and will be shared with the task force and subcommittees.

One of their suggestions was to involve all levels of employees as well as students in this process. The makeup of the Steering Committee and the Subcommittees has been designed to do that but there are probably many other members of the ISU community who have ideas on how the University might cut costs while maintaining quality. I encourage you to share them by sending them to the chair or any member of the subcommittees, to Jack Maynard who is heading up the Steering Committee, or to me at [president@indstate.edu](mailto:president@indstate.edu). I look forward to seeing these suggestions.

One area of great concern is the increasing costs of health care coverage. For 2012, the University is proposing three changes in the ISU prescription drug card program. These proposed changes will require a physician review for a specified quantity of specific drugs to ensure that individuals are not taking more than recommended dosages. In some cases, certain criteria may also need to be met in order for a prescription to be covered. For 2012, each prescription will be screened for safety considerations (drug interactions, drug allergies and duplication of prescriptions). Also proposed is a change in formulary or approved prescription list. If the drug you take is on the approved formulary list, your coverage on that drug will be the same as now. However, if your drug is not on the approved list, the drug will be covered, but you will pay a higher price to use a non-preferred drug (\$20 plus 50% of any cost over \$20). You can check your drugs to see where they are on the formulary at: [http://www.medcohealth.com/art/corporate/medco\\_formularies.pdf](http://www.medcohealth.com/art/corporate/medco_formularies.pdf). These three proposed changes are projected to save \$400,000 in costs for 2012. There are no proposed changes to the coverage provided by our medical or dental plans.

The average share of the Health/Rx/dental plan premium paid by employees is approximately 25 percent of the total charge. The University budget covers the remaining 75 percent. The

Board of Trustees has directed that the premium share paid by employees be increased to approximately one-third of the total cost which is the approximate cost share for State of Indiana employees. In an effort to accomplish this directive while minimizing effects to employees' take-home pay, the University has proposed distributing the increase in premiums over the next five years.

For 2012, the employee share will be 26.6% of the total cost. Increases range from \$4.50 per bi-weekly pay (\$9 per month) to \$16.50 per bi-weekly pay (\$33 per month). *(NOTE: It is important to understand that the percentage increases in health benefits premiums are based on the premium total while the percentage increases for salaries are based on total salaries. Therefore, it is better to compare the actual dollar impact to fully understand the bottom line effect on take-home pay.)* During 2012, the Employee Health Benefits Advisory Group will be reviewing options to lower claims without shifting costs to employees.

More information on these changes is available on the Staff Benefits website at:

<http://www.indstate.edu/humres/Benefits.htm>.

Encouraging employees to maintain healthy lifestyles is central to keeping our health benefits costs under control. I have decided to include a health tip in each of my emails to assist with employee awareness. This week, I would like to remind our full-time, benefits-eligible faculty and staff that they have free membership to the Student Recreation Center and its vast array of equipment. Exercising each day, even in small amounts will lead to better sleep, weight loss, increased strength and stamina and overall better health. Cheri and I try to make it to the Rec Center at least three times a week. If you happen to be there at 6 a.m., be sure to say hello.

Other items I would to share:

- Improving the retention and graduation rates of our students remains a top priority. As a first step to tackling the retention issue, Provost Maynard and I have asked the University's faculty to review the grading policy and the freshman dismissal policy. An open forum for all faculty members on these issues will be conducted on Thursday (Nov. 10) at 4 p.m. in HMSU Dede III. I encourage your participation.
- Several groups of ISU students have recently helped demonstrate why the University is becoming known for its community service. More than 130 members of ISU's nine Panhellenic sororities participated in a day of service from 9 a.m. to 4 p.m. The women volunteered at several locations throughout the community including helping with projects at the Terre Haute Children's Museum, doing community cleanup with Trees, Inc. around Ben Franklin School, doing yard work at the Lighthouse Mission, completing various projects at the Vigo County Public Library, playing bingo with residents of the Westridge Health Care Center and the Southwood Health and Rehabilitation Center, making blankets for children in hospitals as part of Project Linus and writing letters to brighten the lives of U.S. soldiers on active duty. ISU student athletes also helped with the weekend's Goose Poop run and with another cleanup project along the riverfront. The collective efforts of just one weekend are significant. Thanks to everyone who is helping our community. (Make sure to share your efforts with the Center for Community Engagement so that they can track them!)

- Our fall tour of Indiana communities got underway last month with a trip to Jasper and Evansville. In addition to hosting alumni receptions in both communities, I was able to meet with legislators, members of the media, the new superintendent of schools in Evansville and other alumni, donors and friends. The tour will continue next week with presentations to Rotary Clubs in Columbus and Bloomington and additional meetings with legislators, donors, school officials, media and business leaders. I am pleased to share the story of Indiana State University with these constituent groups, and it is gratifying to hear many positive impressions about ISU from them. The work you are doing is gaining recognition and is helping to advance Indiana State's reputation among these important stakeholders.
- Students, faculty and staff at three of our university partners in Thailand are suffering due to the recent flooding. While the campuses of Rajabhat Maha Sarakham University, Suan Sunandha Rajabhat University and Pibulsongkram Rajabhat University are safe, the surrounding areas where students, faculty and staff live have been inundated by flood waters. A group of ISU faculty and administrators have set up a fund with the ISU Foundation. If you would like to provide financial support to our Thai friends, please donate to the Thailand Flood Relief Fund by: delivering your gift (check, cash or credit card) to the ISU Foundation office located at Fifth and Cherry, mailing a check to the Foundation at 30 N. Fifth Street, Terre Haute, IN 47809 (please write Thailand Flood Relief Fund on the memo line) or call the Foundation at 812-514-8516 to make a gift by credit card only. Thank you for your kind thoughts and support during this difficult time.
- President Emeritus John Moore will discuss "Lessons Learned from Exemplary Servant Leaders" during the keynote address for the November 17 Servant Leadership in Action seminar sponsored by the ISU Alliance for Servant Leadership. The program will kick off with a luncheon at 11:30 a.m., John's keynote at 12:30 p.m. followed by a panel discussion at 1:45 p.m. Trustee Bob Baesler and Vigo County School Superintendent Danny Tanoos will join ISU's Priscilla Wolfe, Rhonda Impink and graduate student Rachel Barrett for the panel discussion. There will also be round-table discussions at 3 p.m. Registration information is available at: <http://www.indstate.edu/asl/>.
- Ayanna Sykes, a freshman from Terre Haute, was selected as Miss Indiana State University 2012 on October 29. She will serve as an ambassador for the university and welcomes opportunities to interact with students, faculty, staff, alumni and community members. She also will be raising funds for the Children's Miracle Network and will promote her personal platform of "Respecting Others Differences." Ayanna is the 29<sup>th</sup> winner of the Miss ISU Scholarship Program and will receive a \$1,500 scholarship. Scholarships are provided by the ISU Foundation and Barnes and Noble Bookstore @ ISU for the winner and to Catherine Fitzek, first runner-up; Kelsie Noble, second runner-up; Alanna Mossell, third runner-up and Ashley Dickens, fourth runner-up. Ayanna will compete in the Miss Indiana pageant in June 2012 in Zionsville. If you are interested in having Ayanna appear at an event, contact Freda Luers at [Freda.luers@indstate.edu](mailto:Freda.luers@indstate.edu).
- President Emeritus Lloyd Benjamin has been invited to participate in a presentation of a jubilee book entitled *Commissioned: Sixty Years of the Percent for Art Programme* and a

symposium on government-commissioned art in Amsterdam on November 23, 2011. The invitation came from the Rijksgebouwendienst (Dutch Government Buildings Agency and the Chief Government Architect) in The Hague. Lloyd also was invited to contribute a chapter to the jubilee book entitled "Percentageregeling Beeldende Kunst and the Rijksgebouwendienst: An External View" based upon his seminal 1983 book and exhibition *The Art of Designed Environments in the Netherlands* sponsored by Stichting Kunst en Bedrijf and IBM the Netherlands.

- Fred Clark has been named Director of Hulman Center and Event Services. His supervisory responsibilities include management of the Hulman Center, Tilson Music Hall, University Hall Theater, Conference and Event Services, as well as the University Speakers and Performing Arts Series. Fred joined the Hulman Center staff as Facilities Engineer in 2000. He has served as the Assistant Director for Facilities/Operations for the past several years and served as Interim Director since June 2011. Fred has a B.S. in Recreation and Sport Management from ISU.
- Six music business students were named recipients of Music Products Industry Tuition scholarships, presented by The National Association of Music Merchants (NAMM) Foundation to students enrolled in college music education and business programs. Andre Brousseau, Terre Haute; Jamie Reagin, Lewis; Joshua Taylor, Evansville; Kelsey Marvin, Woodstock, Ill.; Solly Burton, Graysville; and Tisha Kyler, Larwill; were selected to receive \$2500 scholarships. Indiana State students claimed a third of the scholarships awarded. Over a period of three years, NAMM has given more than \$51,000 to Indiana State students in the form of scholarships.
- Take Back the Night, a rally and march to bring awareness to the issue of sexual violence, will take place Tuesday, November 15. Students, faculty and staff are encouraged to wear purple in support of the event and to bring donations to support the Council on Domestic Abuse (<http://www.facebook.com/pages/Council-On-Domestic-Abuse-Inc/216478275056813>) to Dede I during the resource fair and rally. Here is a schedule of what will occur:
  - 4 to 5 p.m. – Joshua Philips will discuss his book, *1800 Miles Striving to End Sexual Violence One Step at a Time*, Library Events Area
  - 5:30 to 6 p.m. – Resource and Information Fair, HMSU Dede I
  - 5 to 6:30 p.m. – Rally – "Fight Like a Girl, Love Like a Boy," HMSU Dede I
  - 6:30 to 7:15 p.m. – March
- The President's Council on Diversity has issued its annual report. The report shows a growth in activities across campus related to diversity issues, as well as progress in hiring more African-American faculty members. I have asked Provost Jack Maynard to put together a group to explore one data point about which I am concerned. The report shows a significant difference in the number of women promoted to full professor versus the number of men receiving the same promotion. While this is not an issue that can be resolved

overnight, it is one where a better understanding is needed of the data and the issues involved. The full report is available at:

[www.indstate.edu/president/docs/2011diversitycouncilreport.pdf](http://www.indstate.edu/president/docs/2011diversitycouncilreport.pdf).

- Mark your calendars for the annual Faculty and Staff Holiday Open House from 3 to 5 p.m. on Wednesday, December 7, at Condit House. Cheri and I hope you will stop by to share this time of celebration with your colleagues.
- Cheri will also be hosting the Women of ISU Holiday Celebration on Thursday, December 1. This year's event will be a Holiday Brunch to accommodate varying work schedules of our employees. (It has normally been a late-afternoon reception.) It will take place from 10:30 a.m. to 1 p.m. in Heritage Ballroom in Tirey Hall. The event is open to all female faculty, staff, spouses of ISU employees, emeriti and volunteer leaders. Attendees are encouraged to bring a wrapped gift (if apparel, label size) that will be donated to Bethany House or the Council on Domestic Abuse to be given to a special woman in need. If you plan to attend, please let Rita Anderson know by calling 237-4000 or [rita.anderson@indstate.edu](mailto:rita.anderson@indstate.edu).
- As another part of our commitment to community engagement and our partnership to the Ryves Neighborhood Association, I would encourage ISU offices to consider donating to the Ryves Hall Holiday Program in place of or in addition to your holiday gift exchanges. There are approximately 250 area students who attend the holiday celebration. For some, this may be the only gifts they receive. The 10 to 17 age bracket is the one most in need of gift donations as Ryves Hall always receives an abundant amount of gifts for the younger children. Items that are appreciated by this age group include age-appropriate toys, sports equipment, fishing gear, make-up kits, prepaid cell phones, DVD players, basic mp3 players, digital cameras and books. If your office participates, please let the Center for Community Engagement know by completing the form available at: [https://indstate.qualtrics.com/SE/?SID=SV\\_3pHUIsq1jtTZ8j2](https://indstate.qualtrics.com/SE/?SID=SV_3pHUIsq1jtTZ8j2). Gifts should NOT be wrapped. There is also a need for extra volunteers to help with set up, gift distribution, clean up, etc. at the December 22 party.
- Thanks to the Staff Council PR Committee for hosting a wonderful Halloween party for the children and grandchildren of our employees. Everyone had a great time. View the photos at: [http://isuphoto.smugmug.com/Events/Staff-Halloween-2011/19869552\\_Nrgsr9#P-9-9](http://isuphoto.smugmug.com/Events/Staff-Halloween-2011/19869552_Nrgsr9#P-9-9).
- Reviews of the Unbounded Possibilities applications are underway by internal, independent and external panels. The members of the external panel are Howard Cohen, chancellor emeritus of Purdue University Calumet; Barbara Burch, provost emeritus of Western Kentucky University; James Votruba, president of Northern Kentucky University; and George Mehaffy, vice president for academic leadership and change at the American Association of State Colleges and Universities. Optional information videos and powerpoints from several of the groups have been posted to the Unbounded Possibilities website along with the full proposals. They can be viewed at:

<http://www.indstate.edu/up/Concept%20Submissions1.htm>. Decisions will be announced by November 30.

- Congratulations to Coach John McNichols and the men's cross country team for threepeating as Missouri Valley Conference Champions and Coach of the Year. John has won so many of these accolades that he is probably looking for a warehouse for all the hardware. Another great season will be capped off with ISU once again hosting the NCAA National Cross Country Championships on November 21 at the Lavern Gibson course. It should be another great event.
- It is difficult to believe that it is already time for basketball but the season is upon us. Both men's and women's teams easily won their exhibition games this weekend. The men's team, picked to finish third in the Missouri Valley Conference pre-season poll, will start their season with a game against Eastern Illinois at 5 p.m. Friday in Hulman Center. The women's team, predicted to finish fifth in the MVC pre-season poll, will kick off the preseason NIT with a game against Detroit at Hulman Center on Friday beginning at 8:05 p.m. Good luck to both teams.
- Don't forget the review of initiatives for the Strategic Plan that will take place November 16 (12:30 to 5 p.m.), 17 (7:30 a.m. to 5 p.m.) and 18 (7:30 a.m. to 4 p.m.) in the State Room. Fact sheets have developed for the initiatives and are available at: <http://irt2.indstate.edu/ir/index.cfm?fuseaction=sp.FSL>.

Enjoy your week.

Sincerely,

Daniel J. Bradley  
President