

September 29, 2014

Dear colleagues,

I would like to thank everyone who attended my Fall Address on Wednesday. The title was “Getting Happy, Celebrating Progress, and Collaborating for a Stronger Future.” Getting happy and celebrating progress are inextricably linked as our university family has many reasons to celebrate and be happy. Both the PowerPoint and a video of the address are available on the Office of the President website at: www.indstate.edu/president. If you weren’t able to attend, I hope you can review this information, if nothing more than to remind you of all the good things going on at Indiana State.

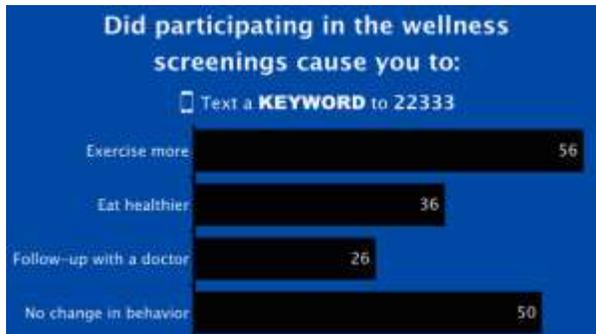
A book entitled “Get Happy” by Malachy Doyle and illustrated by Caroline Uff provided some worthwhile messages throughout the address. (*Permission was granted from the publisher to use this information.*) Beth Whitaker and some of our future teachers gave me a copy of this book earlier this year, and I was intrigued by the relevance of its advice to our daily lives.

Our tremendous enrollment growth, the recent upswing in retention (both overall and among African-American students), the top ranking earned two years in a row for the community service performed by our students, and our Victory Bell win over Ball State are only a few of the many achievements of our faculty, staff and students during the past year recognized in this year’s address.

Announcements made during the speech included:

- **Gensler and Associates** has been hired to work with a team of faculty and staff to conduct a study of our classroom learning environments. The goal of the project is to develop a long-range plan that will look at several aspects including teaching configurations and orientation, environmental quality, activity zones within surrounding classrooms, and technology. The team will be co-chaired by **Jack Maynard** and **Diann McKee** and will include **Beth Whitaker**, three additional faculty members to be determined, **Kevin Runion**, **Mark Green**, and **Lisa Spence**. The consultants will visit campus next month to meet with the team and tour representative classrooms. On their second visit later this fall, the consultants will be conducting focus groups with a variety of campus constituents to gather input.
- An integrated communications project led by **Lisa Spence** will begin with a pilot this fall followed by major infrastructure upgrades over the next few years. The upgraded system will incorporate new voice technologies including allowing voice mail to be sent to your email, email to be read to you by a text to voice system, and allowing you to set up your office extension to identify specific callers whose calls should be sent to your cell phone. It will also expand capabilities for offices that experience high-volume call situations.
- A strategic planning initiative led by **Josh Powers** will work to increase persistence to graduation of third and fourth year students as well as students who have gone beyond the fourth year and have yet to graduate. This initiative should help boost on-time degree completion and overall degree production.
- Another strategic planning initiative will focus on dramatically increasing enrollment in degree completion and distance-delivered programs. **Ken Brauchle** will lead an integrated team that will include academic affairs, information technology, and enrollment management, marketing and communications. Most of our future enrollment growth will come from distance programs, and the university needs to be prepared to offer more programs online and have a system in place to effectively market them.

- A new campus-wide award will be created to recognize individuals and areas for collaborative efforts that address a university issue or problem. The first award will be made next spring. A group will be assembled to determine the criteria for the award, and the process for selection. It will be impossible to earn this recognition without engaging others so I encourage everyone to think about ways they can collaborate to improve our university.

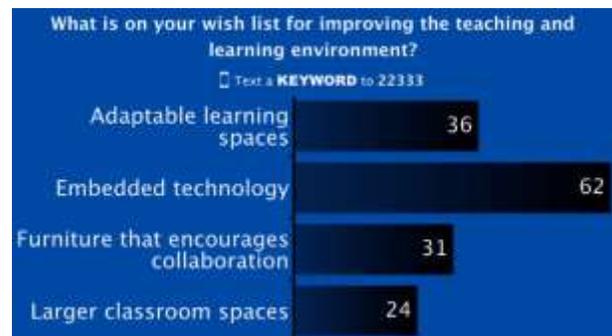


To make the address more interactive, audience members were asked to text in responses to three questions. The first question pertained to our wellness program and the impact it has had on our employees' behavior.

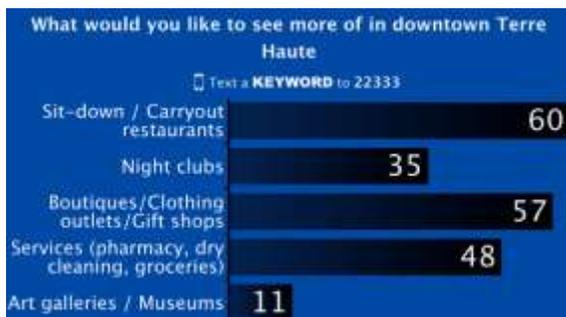
Fifty-six (33%) of the respondents indicated they are exercising more, 36 (21%) said they are eating healthier, and 26 (15%) said they had

a follow up appointment with the doctor as a result of participating in the health screenings. For nearly 30 percent of those responding (50 people), however, it didn't cause any change in behavior. As we move into the second year of the program, it would be great to see a higher level of impact.

The second question was designed to help inform the classroom project I mentioned above. It dealt with things on our faculty members' wish lists for improving the teaching and learning environment. More embedded technology was clearly the top choice with 62 votes, followed by more adaptable learning spaces with 36, furniture that encourages collaboration with 31 and larger classroom spaces with 24.



The last question was related to our new downtown student housing project and the impact it could have on downtown revitalization. Audience members were asked to indicate what types



of things they would like to see more of in downtown Terre Haute. This question generated the most responses, and the selected answers were much more balanced. Sixty respondents indicated they would like to see more restaurants, 57 want more boutiques and gift shops, 48 would like more services such as pharmacy, groceries and dry cleaning, and 11 would like more museums and art galleries.

While these questions had multiple choice answers, I also provided a "homework" opportunity for the campus to provide more in-depth feedback on three questions:

- *What do you think needs to be changed to improve the teaching and learning environment at Indiana State?*
- *What barriers exist to fostering collaboration between units?*
- *What more could ISU do to improve the health and wellness of its employees?*

You may provide your input on these issues by emailing president@instate.edu. If you prefer to remain anonymous, there is a link on my website (www.instate.edu/president) that has a webform that can be used. Click on the feedback link at the bottom of the home page.

The biennial budget process has started, and our first presentation was made to the **Commission for Higher Education** on September 11. While the university has made good progress on the majority of the Commission's performance-based funding metrics, we are falling behind in on-time degree completion and overall degree production. It is important that we work together to turn these areas around as our performance will have a direct impact on our state appropriation. The Commission has not yet made its recommendations but it is clear that we have a challenging budget process ahead. The process continues through the end of April. I will keep you posted as it progresses.

The last portion of my address dealt with how we need to work differently to improve student success and continue to advance our goals. I recognize how hard everyone across campus is working and understand that an increase in productivity cannot be achieved by increasing individual workloads. It must be achieved by changing the way we operate to increase the collaboration across units. A definition of collaboration that I came across sums it up as the process of finding solutions together. There are some good examples of existing and growing collaborations that are helping to fill the gaps in our services to students including a stronger relationship between financial aid and student accounts; the connectivity between University College advisors, resident assistants and academic peer advocates; the use of MapWorks to keep residential life, faculty, and advisors informed about students potentially at-risk; and the physical and virtual features of Sycamore Express which provide students more services in one place.

Through your hard work, the University is making great progress. We have a difficult job, but it is one that can have a dramatic impact. Thank you for your dedication.

Lastly, if you missed the **Staff Council's "Happy" video** which was played at the end of my address, you will want to check it out at: <http://www.instate.edu/president/docs/Happy.mp4>. I discovered some hidden talents among our staff! It will definitely put a smile on your face and probably make you want to bust a move.

Other items I would like to share:

- The search committee for the **Provost** position is nearly complete. I will be meeting with the committee, which is chaired by **Diann McKee**, on October 6 to begin the search process. The search committee for the **Vice President for Student Affairs** has been finalized. **John Beacon** is chairing the committee which also includes: **Tracy Osborne, Craig Enyeart, Joe Newport, Debra Jeffries, Brian McGowan, Lisa Decker, Connie McLaren, Lauren Karcher, Amanda Knerr, and Ellen Malito**. The Academic Search firm has been selected to assist with the search. The group will begin meeting in late October.
- Thanks to our strong enrollment numbers this fall, faculty and staff hired on or before June 30, 2014, will receive a 2.5% across-the-board **pay raise** this year. Staff members had to participate in the evaluation process and have achieved a minimum of good performance to be eligible for the increase. Faculty members who qualified for a standard increase as a result of the biennial faculty review process last year and, where necessary, developed an improvement plan, will receive the raise this year. The raises will go into effect on November 1 for faculty and exempt

staff (reflected in December 1 paychecks) and the October 25 pay period for non-exempt employees (reflected in November 14 paychecks).

- **Arthur Feinsod's** play, *Coming to See Aunt Sophie*, had a highly successful response in Chicago a week ago at the Chopin Theatre. The amazing true story of a man who tried to spread awareness of the Holocaust throughout Europe continues to receive ovations and interest in possible future productions as far away as Australia. The Chicago production was made possible with support from **John Murray** and the College of Arts and Sciences. Actors **Julie Dixon** and **Brad Venable** were able to travel to Chicago to perform despite their demanding schedules. ISU student **Jessica Masner** served as Stage Manager, and Theater Chair **Chris Berchild** made the trip to emcee a pre-show talk before the final performance. It is amazing to see the opportunities that this creative work has generated. Congratulations to all involved.
- **Family Day** took place this past weekend, and the campus welcomed more than 500 families to campus. Thanks to all the departments that helped develop a comprehensive array of activities and programs. I think they had a great time!
- The **Charles E. Brown African American Cultural Center's Academic Achievement Awards Luncheon** also drew a full house this weekend. **State Senator Lonnie Randolph** from Lake County served as the keynote speaker for this luncheon recognizing African American students who have achieved at least a 3.3 grade point average in the past year.
- Indiana State has been named one of **Sierra Club's top 100 "Cool Schools."** This ranking looks at a variety of topics related to sustainability including co-curricular activities, energy usage, purchasing, waste reduction, innovation and planning. Indiana State is also one of 105 sustainable campuses featured in the Association for the Advancement of Sustainability in Higher Education's STARS 2014 Annual Review. The publication highlights best practices in sustainability from higher education institutions around the world. Indiana State is featured on page 36 of the pdf which is available at: <https://stars.aashe.org/pages/about/stars-annual-review-2014.html>.
- If you are on the University's health benefits plan, please consider signing up for the annual **wellness screenings**. Individual employees who participate will receive a \$30 per month discount. Spouses who are on the university's health coverage are also required to participate this year for the employee to be eligible to receive a \$50 per month discount. More details are available on the Staff Benefits webpage at: <http://www.indstate.edu/humres/staff-benefits/index.htm>.
- The campus **United Way** campaign, led by Lisa Spence and Beverly Grubb kicks off October 1 at the fountain. This year's goal is \$80,000 and 450 donors. United Way is a great organization that impacts our community dramatically through its support of non-profit agencies which serve the Wabash Valley. I hope that you will consider making a donation of any level. You can also purchase a button for \$10 in the Center for Community Engagement that will allow you to wear jeans to work on Wednesdays (with your supervisor's approval). Cheri and I will be serving breakfast to all of the campaign units that have a participation of 50 percent or more.
- **WZIS 90.7**, our new student radio station, has officially launched. **WISU, 89.7**, is now simulcasting the NPR, BBC and other public affairs programming of WFYI in Indianapolis. Stay tuned for the development of local programming on both stations in the coming months. The promos I played for both stations during my fall address are available at: www.indstate.edu/president.

- The **2014 ISU Student Success Conference** will take place from 9 a.m. to 5 p.m. on Thursday, October 16. The keynote speaker is Mary Murphy, principal investigator for the College Transition Consortium. Indiana State has recently joined the consortium, a national group run out of Stanford University designed to help understand the impact that academic mindset can have on persistence and graduation. The featured speaker is James Lang, associate professor of English and Director of the Center for Teaching Excellence at Assumption College. He will be discussing his book, “Cheating Lessons: Learning from Academic Dishonesty” and how faculty can create learning environments that improve student performance and reduce academic dishonesty.
- **Homecoming** is just around the corner, and I would encourage you and your families to participate. In addition to a variety of activities for our students, here are some of the other main activities:
 - Thursday, October 9:
 - **Athletics Hall of Fame Dinner**, 6 p.m., Sycamore Banquet Center (tickets required) -- Four individuals will be inducted into the Athletics Hall of Fame. They are: **Alpha Cleary, Angie Menser Lansing, Reggie Allen,** and **Steve Parker**. The dinner is \$40 per person, and reservations can be made by calling 812-237-3047.
 - Friday, October 10:
 - **Tricycle Derby**, 4 p.m., Michael Simmons Activity Center, Recreation East
 - **Distinguished Alumni Award Reception**, 7 p.m., Sycamore Banquet Center (reservations required). This year’s Distinguished Alumni Award recipients are: **Tom and Debbie Bareford, Charles E. Brown,** and **Krishna Pendyala**.
 - **WISU 50th Anniversary Celebration**, 7 to 10 p.m., Dede I. The cost is \$25 per person. Reservations can be made at: <https://events.r20.constantcontact.com/register/eventReg?llr=fzwob4pab&oei=dk=a07e9nq14qk94fcac28>
 - Saturday, October 11:
 - **Blue and White Parade**, 9 a.m., Wabash Avenue. Coach John McNichols will serve as grand marshal of the Blue and White Parade.
 - **Tent City**, 11 a.m., Memorial Stadium
 - **Football game against Illinois State**, 3:05 p.m., Memorial Stadium
 - **Miss Ebony Scholarship Pageant**, 7 p.m., Tilson Auditorium

Go Sycamores!

Sincerely,

Daniel J. Bradley
President