

Dear colleagues,

It is hard to believe it is nearly November, and the holidays are just around the corner. The period between Homecoming and the holidays is a busy one for our external and constituent relations efforts with several trips around Indiana planned to meet alumni, prospective students, legislators, and others.

Earlier this month, Cheri and I attended an alumni event for area educators in Bloomington hosted by Roger and Ann Fierst at the Showers Inn which they own. Last week, we were in Indianapolis for a few days for meetings with prospective donors and alumni, an alumni/admissions reception, a presentation to the Indianapolis Kiwanis Club, and a stint working the on-air fund drive at WFYI radio. The highlight of this trip was attending the Eugene and Marilyn Glick Indiana Authors Award Dinner where Michael Shelden was recognized with the National Author Award for the five biographies he has written. It was an elegant evening and a great night for both the Shelden family and Indiana State University.

On Tuesday, I spoke to the Terre Haute Rotary Club, and next week I will travel to southern Indiana for several events and meetings including a presentation to the Washington, Indiana, Rotary Club. The Alumni Association and Office of Admissions will also be hosting events in Jasper and Evansville. On November 10th, I will be speaking to the Fort Wayne Rotary Club followed by legislator meetings and another joint alumni and admissions reception.

The various groups and individuals with whom I meet seem impressed with the advances our university is making toward our strategic goals. Our dramatic growth in enrollment, the number one national ranking in community service, and the continued physical improvements in campus facilities receive the most comments. It is great to share the university's progress with others throughout the state.

As I review this progress, it is evident that additional work is needed to advance our goals on graduation rates and the diversification and retention of our faculty and staff. We have started some new initiatives in these areas but undoubtedly more will still be needed.

I enjoyed participating in the recent Student Success Conference, one of the many initiatives the Office of Student Success is utilizing to provide professional development for our faculty and staff on ways to improve student success. At Josh Powers' request, I shared various made-up letters that depicted real-life scenarios, both positive and negative, that I hear regularly from students and parents. This format provided a good method of discussing the many ways our faculty and staff can contribute to a student's success. It also showcased some of the roadblocks that occur at times. Overall, around 150 faculty and staff participated in the conference's sessions. There were also about 200 students who attended the SUCCESSX conference to hear short speeches from alumni, faculty, and staff on how to be successful in college. I appreciate the innovative ways this campus is working to address student success. Materials from both events are available on the Student Success website at:

<http://www.indstate.edu/studentssuccess/>.

Important work is also being done by the Department Success Task Force and the Faculty Senate in defining the role of department chairs, establishing expectations for all faculty, and making recommendations on revisions to policies and procedures. A report on the progress of this work will be given at the December meeting of the Board of Trustees.

Building upon previous strategic planning efforts, I am charging a Diversity Task Force, comprised of University Diversity Officer Elonda Ervin and Deans Kandi Hill-Clarke, Lynn Maurer, Brien Smith, and Jack Turman, to work with an outside consultant and the President's Council on Diversity to advance our efforts related to the diversification of our faculty and staff and the development of a culture of inclusive excellence. Elonda will serve as project manager assisted by Monique Mosely.

An outside consultant will be selected to conduct a qualitative internal and external climate study with specific emphasis on racial/ethnic issues related to faculty and staff success. The consultant will work with the Diversity Task Force and the Council on Diversity to develop an action plan with short-term and long-term strategic initiatives to help foster an inclusive environment at Indiana State. This will include the development of a recruitment and hiring plan to increase the recruitment, retention and promotion of underrepresented minorities. The group will also make recommendations on how to construct a University-wide infrastructure for diversity and inclusion, including a proposed structure for diversity-related offices and functions.

Proposals from prospective consultants are due on Monday. It is anticipated that the selected consultant will begin meeting with the task force and the Council on Diversity the week after Thanksgiving. The work will continue during most of the spring semester with final recommendations due by April 2015. This is an important investment of time and resources. It requires that some of our previous strategic planning initiatives be put on hold for this academic year, but this work should result in creating a university-wide framework that will drive greater progress in the future. I am looking forward to seeing the recommendations that result from this effort.

Relatedly, the results of the Collaborative on Academic Careers in Higher Education (COACHE) survey are available for review by faculty and staff at www.indstate.edu/employeesatisfaction. Forums designed to identify action steps that will help improve the campus working environment will be conducted during the next two weeks. Staff sessions are scheduled on Tuesday, November 4, from 2 to 3 p.m. and Monday, November 10, from 10 to 11 a.m. in HMSU room 421. Faculty sessions will take place from 2 to 3 p.m. on Thursday, November 6, and from 10 to 11 a.m. on Friday, November 14, in HMSU Dede III. Individuals who have ideas but are unable to attend these sessions can submit their comments at: https://indstate.qualtrics.com/SE/?SID=SV_0xs6eNXINwn0nbf. I would like to thank Lindsey Eberman and the Quality of Life Committee for their work on this initiative.

Our efforts on enrollment remain an important goal especially in light of the declines some of our sister institutions are facing. Overall, Hoosier enrollments at Indiana's public higher education institutions have dropped by 9.4% since 2009. At Indiana State, our applications and admissions continue to climb, but it is essential for us to remain aggressive in our recruitment and yield efforts as well as in the growth of distance programs that will help capture more of the adult market.

On the personnel front, the Vice President for Student Affairs search is now underway. Tom Fitch, vice president and senior consultant for Academic Search, has been on campus Wednesday and today to meet with the search committee and a variety of stakeholders to receive input on the position profile. It will be distributed to campus once it is finalized in mid-November along with a call for nominations.

Nominations are still being sought for the Provost and Vice President for Academic Affairs. Please submit the names of any candidates you would recommend to Ryan Crawford, Parker Executive Search, at rcrawford@parkersearch.com as soon as possible. The search firm will contact those who were nominated to gauge their interest and encourage them to submit their application materials. Applications will be due by December 22.

Other items I would like to share:

- Saturday is **Faculty/Staff Appreciation Day** at Memorial Stadium as the Sycamores take on Missouri State. Faculty and staff will receive a free ticket with a valid university ID. Guests will cost \$5. Tickets can be obtained through the Hulman Center Ticket Office prior to the game or at Memorial Stadium on game day. Kickoff is at 1 p.m. Our team is having a great season and needs your support to add another victory to its record.

- **Indiana State's MBA program** has been named to the Princeton Review's list of top MBA programs for the 10th year in a row. It also made the Inaugural Financial Engineer's MBA program ranking for 2015. Congratulations to Jeff Harper, Brien Smith and their colleagues in the Scott College of Business!
- The University Speakers Series welcomes former U.S. Secretary of Energy **Steven Chu** on November 5. His presentation, which is free and open to the public, will begin at 7 p.m. in Tilson Auditorium. Dr. Chu is a distinguished physicist, professor and the first Nobel laureate to serve as the Secretary of Energy. He will discuss how advances in science are the key to solving our most confounding global issues and provide insight on our energy future.
- Comedian, activist and health enthusiast **Dick Gregory** will speak at Indiana State at 3:15 p.m. on November 7 in Tilson Auditorium. He is visiting as part of the biennial reunion of The Incorporated Gathering, an alumni group of African-Americans who graduated in 1975 and before. The event is free and open to the public. The event is sponsored by The Incorporated Gathering, the Center for Public Service and Community Engagement, College of Arts and Sciences, Office of Diversity, the African-American Alumni Council and the departments of history, political science and psychology.
- The Performing Arts Series will present **Black Violin** featuring Wilner "Wil B" Baptiste and Kevin "Kev Marcus" Sylvester on Friday, November 14, at 7:30 p.m. in Tilson Auditorium. The classically trained South Florida duo will perform a blend of classical, hip-hop, rock, R&B, and bluegrass music. Tickets are available through the Hulman Center Ticket Office.
- The Department of Theater, in conjunction with Side Show Musical Theater Workshop, the Office of Diversity, and the Department of History, will present **The Color Purple: A New Musical** at 7:30 p.m. November 13 through 15 and at 4 p.m. on November 16 in the Dreiser Theater. Tickets will go on sale November 10 from noon to 4:30 p.m. at the New Theater Box Office.
- Congratulations to **Debra Israel, Barbara Eversole** and others who helped plan a comprehensive program for the two-day **Work-Life Integration Conference** conducted earlier this week at Cunningham Memorial Library. The packed agenda included 13 sessions addressing a variety of issues related to work-life balance.
- Priority registration for spring 2015 and summer 2015 begins at 6:30 a.m. on Monday, November 3 and runs through November 28. **Registration Frenzies** are planned to assist student with the online registration process from 6:30 to 8 a.m. on November 3rd in the lower level of Pickler Hall, November 10th on the first floor of Sandison, November 6th in Heritage Ballroom, and November 13th in Cromwell Hall. These sessions include breakfast. University College advisors and representatives from Admissions, Registration and Records, and Financial Aid will be present to assist students. Encourage your students to attend.
- The **Alumni Association** and the **Career Center** hosted their first student/alumni networking night on Tuesday. The collaboration provided students with an opportunity to meet alumni and provided the alumni with an opportunity to return to campus and share their experiences since graduation. More than 30 students and 15 alumni participated in this first-time effort.
- Faculty, staff and students are encouraged to participate in the fourth annual **ISU Environmental Survey** to gauge understanding and interest in sustainability issues. The survey is available through tomorrow at: https://indstate.qualtrics.com/SE/?SID=SV_56bYuBfze1WerA1.
- **INTERLINK Language Center**, a program that helps international students improve their English skills before beginning their studies at ISU, is looking for families to host a group of Mexican students during Thanksgiving week, Sunday, November 23, to Sunday, November 30. A small

stipend will be provided to offset the cost. Anyone interested should contact Patrick Lilja at 237-8027 or Patrick.lilja@interlink.edu.

- The **Women's Soccer** team will host its last match of the regular season against the Drake Bulldogs at 7 p.m. tonight at Memorial Stadium. The match is designated as **Domestic Violence Awareness Night** and fans who bring two or more items for the Council on Domestic Abuse will receive admission for \$2. A list of the items, including cleaning and personal items, is available on the soccer team's webpage at gosycamores.com. The team needs a win tonight to receive an automatic bid in the conference tournament.
- Faculty interested in mentoring a **Sycamore Undergraduate Research Fellow (SURF)** may indicate their interest by contacting Tom Steiger in the Center for Student Research and Creativity at thomas.steiger@indstate.edu. More information on the SURF program is available at: www.indstate.edu/scholarships/freshman/surf.htm.

Have a great weekend and root for the Sycamores!

Sincerely,

Daniel J. Bradley
President