

# Educating Illinois

2013–2018

FISCAL YEAR 2018 PROGRESS REPORT

Individualized Attention, Shared Aspirations



**ILLINOIS STATE  
UNIVERSITY**

*Illinois' first public university*

# I am pleased to present

this report chronicling the many accomplishments of Illinois State University in fiscal year 2018. The following pages highlight the work done in the final year of the strategic plan titled *Educating Illinois 2013-2018: Individualized Attention, Shared Aspirations*.



Members of the University community have worked in accordance with this plan to achieve many notable outcomes. The goals and strategies directed campus decisions ranging from expanding academic programs to addressing facility needs and revising recruitment strategies. The extent of our success is showcased in a foreword that provides highlights of accomplishments achieved since the plan's approval in 2013.

The progress has been truly remarkable. Illinois State has risen to a place of prominence among public universities throughout the state, nation, and world. Despite looming statewide economic uncertainty throughout the past five years, the University has remained strong and stable. Students, faculty, and staff have continued to bring forth their best through excellence in teaching and learning, groundbreaking research, and impactful civic engagement.

I am very proud of Illinois State and the good work done by so many. The cumulative effort has placed the University on a positive trajectory. I have no doubt all will look at this era and be Redbird Proud. For me, that pride is best measured by the accomplishments of the faculty and staff, the aspirations of our nearly 21,000 students, and the success of our 214,000 alumni. I truly believe that so many of our most recent achievements arose from the development and implementation of *Educating Illinois*. We celebrate this success as the University embarks on a new strategic plan, *Educate•Connect•Elevate: Illinois State*.

Respectfully submitted on behalf of the Illinois State University community,

A handwritten signature in black ink, reading "Larry H. Dietz". The signature is written in a cursive, flowing style.

**Larry H. Dietz, Ph.D.**

President, Illinois State University



# FOREWORD

Given that *Educating Illinois 2013-2018: Individualized Attention, Shared Aspirations* has come to its conclusion, it is appropriate to reflect on the accomplishments achieved the past five years. There is no question the strategic plan has guided the University in pursuit of its vision, enhancing many aspects of the Redbird experience. Following are a sample of highlights from across campus achieved as a result of pursuing *Educating Illinois* goals and strategies over the last five years.

## Student Success and Support

Enrollment of undergraduate students rose seven percent from 2012 to 2017, due in part to the development of a five-year enrollment management plan that aligned with *Educating Illinois*. The University experienced record enrollments over three consecutive years. Enrollment Management implemented the following initiatives that fulfilled *Educating Illinois* goals:

- Funding added to need-based awards
- Transfer student partnership with Heartland Community College
- Transfer Student Career Conference
- Redbird Honors Day
- Transfer Student Honor Roll recognition

Strategies for student success have been a major focus of *Educating Illinois*. Progress has been made through programs in several areas, including the implementation of the University's Career

Task Force recommendations and subsequent appointment of the University and Academics Career Council, a collaboration between Student Affairs and Academic Affairs. In addition, each division undertook actions in support of student success, including the following:

- Drop-in writing center
- Human Library
- Supplemental funding to support TRIO
- Redbird Care Team
- Dean on Duty

## Internationalization

The University's commitment to increasing diversity on campus through the recruitment of international students, as well as the exchange of students and faculty through sister institutions around the world, remained a priority under *Educating Illinois*. Progress made the past five years includes:

- Partnership with INTO to increase the number of international students enrolled at ISU
- Participation in International Education Generation Study Abroad initiative
- Faculty-led study abroad trips to Japan, Hong Kong, Costa Rica, Russia, and England, among others
- Partnerships established with a number of institutions in countries such as India, Costa Rica, Denmark, Chile, Spain, Japan, China, and Panama





## Diversity/Inclusion

Each iteration of *Educating Illinois* clearly identified the importance of supporting diversity and inclusion across the campus community. One of the most significant examples of progress made in this area was the creation of a Campus Climate Task Force by President Larry Dietz. Short- and long-term recommendations made to strengthen the University in both areas are just one example of progress since 2013. Others include:

- Student Affairs Inclusion Change Team
- Inclusive Community Response Team
- Graduation recognition ceremonies for underrepresented students
- Diversity Coalitions
- LGBTQ conference

## Facilities

*Educating Illinois* underscores that the quality of spaces where students learn, socialize, and gather for recreation affects the quality of instruction and each individual's overall educational experience. More generally, a great university requires an attractive, efficient physical plant. Goals and accomplishments since 2013 were aligned with the University's *Campus Master Plan, 2010-2030*. Included among them are the following:

- Studio Teach
- Turner Hall Culinary Laboratory
- Renovation of space in the Center for the Visual Arts for the arts technology program
- Center for Community Engagement and Service Learning

- Honors Program relocated to Main Street in Normal
- University Galleries relocation and upgrade
- Horticulture Center outdoor classroom
- Bone Student Center revitalization
- Redbird Adventure Center and high-ropes course
- McCormick Hall locker rooms
- Hovey Hall remodel for Financial Aid and Admissions
- All-gender restrooms
- Redbird Plaza
- Watterson Towers' Bird's Eye View
- Renovation of Hancock Stadium
- South Campus Demolition
- Golf Simulation Lab

## Technology

Closely aligned to the need for improved facilities is the equally challenging imperative to keep the campus equipped with current technology. *Educating Illinois* addressed this need and sparked multiple improvement projects, including advancements that allowed services to be streamlined. The wireless initiative provided campus-wide access for students, faculty, and staff, enhancing learning opportunities and organizational effectiveness.

- LEAPForward improved ISU's information technology infrastructure
  - iPeople upgrade
  - Campus Solutions
  - StarRez
- Social Media Strategic Plan
- Social Media Analytics Command Center
- TLE TeachLivE
- Mennonite College of Nursing SimBaby

## Sustainability/Safety

The University made significant progress on sustainability and safety. Efforts throughout the past five years were so successful, Illinois State received the silver rating from the Association for the Advancement of Sustainability in Higher Education. Specific initiatives that supported sustainability or enhanced safety included:

- Emergency Operations Center
- Water refill stations
- Reggie Ride bike-share program
- Electronic door access system in residence halls
- Crime victim interview room
- Fix-it Friday through College of Applied Science and Technology

## Alternative Funding Sources

Given the decrease in state funding and recurring budget delays, the need to secure alternative funding sources has been a consistent goal in *Educating Illinois*. Efforts in this area have added millions to the University's revenue stream, allowing for enhanced and improved academic endeavors across disciplines.

- Grant Awards:
  - \$10 million: Chicago Teacher Education Pipeline
  - \$5 million: U.S. Department of Health and Human Services' Administration for Children and Families grant
  - \$4.6 million: U.S. Department of Education School Leadership grant
  - \$1.8 million: State Farm Insurance Company to the America's Promise Project
  - \$1.2 million: U.S. Department of Education for the Early Learning Visual Impairment Services, Training, and Advancement grant program

- Enhanced Philanthropic Culture
  - Redbirds Rising: The Campaign for Illinois State
  - Giving Tuesday
  - Stewardship initiatives: Thank a Donor Days, Tasty Tour

## Recognition

The accomplishments throughout the past five years have put the University in the national spotlight on many occasions. Praise for specific programs and Illinois State as a whole stand as yet another testimony that *Educating Illinois* served as a roadmap for ISU as new heights were pursued.

- *U.S. News & World Report* Top 100 Public University
- Ranked in *U.S. News & World Report* for the nursing program, part-time MBA, College of Education, and insurance program
- Recognized by *Washington Monthly* as a "Best Bang for the Buck" institution
- College of Business recognized as a top 100 institution by *Bloomberg Businessweek*
- Actuarial Science was honored as one of four programs globally to be awarded the Casualty Actuarial Society University Award for exemplary work in preparing students for property and casualty insurance industry career
- Recognized as a military-friendly school for veterans
- Big Red Marching Machine recognized as the Best Overall Band at international competition

## Student-led initiatives

Numerous campaigns were implemented to help students strengthen their professional skill set. They championed initiatives to improve the lives of fellow Redbirds and the local community. Some programs are highlighted as follows.

### You'll be Fine Wait to Sign

The You'll be Fine Wait to Sign campaign focuses on students pursuing off-campus housing. The program's urges students to be aware of their rights prior to signing apartment leases with local housing management companies. The message is delivered via social media posts on Twitter and Facebook, along with public service videos distributed via YouTube. The series also addresses common myths around apartment lease signing.



### Sustainability Art Show

Students from Residence Hall Area Governments and Diversity Coalitions organized a Sustainability Art Show held in April 2016. Artwork created by students using recycled materials were displayed, with prizes given. The winner donated to ISU his piece, which was displayed at the front desk of Watterson Towers.

### Bras for a Cause

Bras for a Cause increased students' breast cancer awareness. Residents gained education about self-care and prevention of breast cancer. The October 2017 program was offered with assistance from Advocate BroMenn Medical Center staff.

### Black Excellence Expo

A Black Excellence Expo featuring fashion, art, music, and a photo booth was offered in February 2018. Resident Assistants hosted the event with the help of professional ISU staff.



### HerStory

HerStory highlighted famous women in history and accomplishments women have made. Students received T-shirts at the March 2018 event, which included button making, coloring sheets jeopardy, and a Rosie the Riveter themed photo-booth.

## Student-led initiatives, continued

### It's On Us Campaign

Through the efforts of ISU's Student Government Association, the campus participated in the national It's On Us Campaign. Begun in 2014, the campaign is a national movement to recognize and end sexual assault. Students brought to campus the campaign's message to create an environment where sexual assault is not tolerated and survivors are supported.



### It's Just a Period

Student government leaders worked to raise awareness of women's health issues and desensitize conversation about menstrual cycles by distributing free sanitary pads and tampons on campus.

### Textbook Affordability Committee

The Academic Senate approved creation of a Textbook Affordability Committee that was initiated through the Student Government Association. Committee members study textbook costs, recommending to campus administrators options and alternatives to offset the rising prices of required textbooks.

### Fresh FAVs

Family and Consumer Sciences dietetic interns partnered with two Student Affairs units—Event Management, Dining, and Hospitality; Health Promotion and Wellness—to provide the Fresh FAVs Fruits and Vegetables program. It's goal is to increase the availability and consumption of fresh produce on campus. Produce is purchased in bulk and offered at much lower prices than available through grocery stores, creating a cost effective option for faculty, staff, and students to improve their diet.





## GOAL

# ONE

Provide a supportive and student-centered educational experience for high-achieving, diverse, and motivated students that promotes their success.

**STRATEGY 1:** *Recruit, enroll and retain high-achieving, diverse, and motivated students.*

### National Rankings

Illinois State University moved up in *U.S. News & World Report's* 2019 edition of Best Graduate Schools rankings.

The College of Education ranked 108th compared to 120th in 2018. The College of Business part-time MBA program moved from 143rd to 92nd. Mennonite College of Nursing ranked 98th

in the master's rankings in nursing, up 17 places from last year. For the first time, MCN was included in the Doctor of Nursing Practice category, with a ranking of 105.

ISU's insurance school ranked among the best programs in the nation for insurance career preparation. Illinois State was one of only four universities recognized as Top Performers by *A.M. Best's* insurance news magazine.

### Military-Friendly Tradition

Illinois State's tradition of excellent service to veterans was reaffirmed. The University was recognized with a silver award from Victory Media, which named ISU a military-friendly school. *College Factual's* 2018 rankings placed Illinois State in the top 100 Best Schools for Veterans in the U.S. and second in Illinois. In addition, *The Military Advanced Education & Transition Guide to Colleges and Universities* named ISU a top school in 2018 based in part on financial assistance and a military-friendly culture.



## Retention Analytics Tool

The Enterprise Data and Analytics Department created a first-time in college retention analytics model to predict students who are at risk of ending enrollment. The model enables university administrators and advisors to make program modifications and increase support for students-at-risk.

## Freshman Induction Ceremony

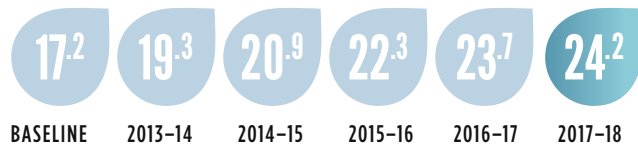
A new addition to Welcome Week, the Freshman Induction Ceremony, a collaboration between the Dean of Students Office and University College, welcomed to campus first-year and transfer students from diverse cultural backgrounds. Students networked with each other and faculty, while learning about campus cultural organizations.

## Prospective Student Meal Vouchers

Event Management, Dining, and Hospitality collaborated with the Office of Admissions to provide complimentary meal vouchers for prospective students and their families while visiting campus.



## PERCENTAGE OF FRESHMEN FROM UNDERREPRESENTED GROUPS



## Housing Participation in Recruitment

The addition of more theme days by the Office of Admissions played a significant role in increasing the number of students touring campus and the residence halls. Residence hall tours are now an essential part of a prospective student's experience when visiting campus. Hall tours are available from one to three hours for each event.

**STRATEGY 2:** *Strengthen the University's commitment to continuous improvement of educational effectiveness as reflected in student learning outcomes.*

## Thriving in College, Career, and Beyond

University College and the Career Center collaborated in designing a course to assist first-year students with transitioning to college and to begin exploring career options. The course encourages academic growth through the development of key skills and strategies to reach college and career goals.

## IMPACT Community Building Model

IMPACT encourages student learning outside the classroom. The model empowers Resident Assistants and Community Assistants to reach out the first six weeks of the fall semester and help students interact with others in their living area. The model emphasizes development of community standards and social programming throughout the academic year covering areas of independence, civic engagement, diversity, and academic success.

## Culture of Assessment

A campus culture of assessment and continuous improvement is institutionalized through the University's Program Review process. Numerous programs are updated or revised annually. Languages, Literatures, and Cultures, for example, restructured its master's program and developed a European Studies option. Chemistry Education revitalized an online master's program, with enrollment increasing as a result.

## Licensure and Certification

Illinois State students again exceeded national pass rates in licensure and certification exams across disciplines. Examples include Mennonite College of Nursing Students and the National Council Licensure Exam-RN, the Registered Health Information Administrator exam, and the Therapeutic Recreation exam. Students achieved 100 percent pass rates on the following exams:

- Athletic Training Board of Certification
- Child Development: Child Life
- EdTPA for Teacher Education
- Family Nurse Practitioner Certification
- Praxis in Audiology
- Praxis in School Psychology
- Praxis in Speech Language Pathology

**STRATEGY 3:** *Increase opportunities for students to engage in high quality, high-impact educational experiences.*

## Power to the People: Learning and Leading for the Democratic Ideals

Diversity Advocacy partnered with the Department of Educational Administration and Foundations to offer students a powerful activism program as a weekend retreat. Participants critically analyzed issues and perceptions that give rise to student activism.



## Leadership Academy

Mennonite College of Nursing piloted a Leadership Academy for seniors. The 25-hour professional development program covered topics including fundamentals of team, business, and strengths-based leadership.

## Student Employment Experience Program

Created by Administrative Technologies, the Student Employment Experience Program strengthens core competencies students need for workplace success. The program offers knowledge in the field of information technology, and ensures students advance with professional experiences that prepare them for their future careers.

## Ready Record Studio

Milner Library's Ready Record Studio enables individuals to record quality digital video projects. The studio is a user-friendly space available to practice presentations, complete a class assignment in a creative format, or record a one-on-one interview.

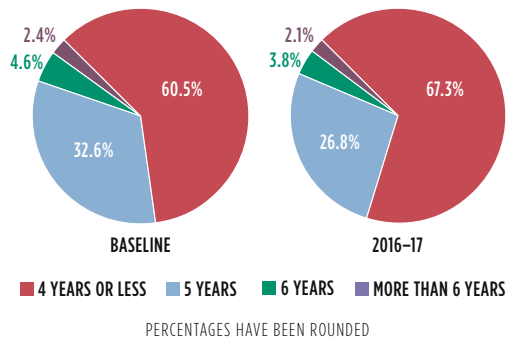
**STRATEGY 4:** *Identify steps that can be taken to shorten degree time.*

## Accelerated Master's Degrees

The departments of Family and Consumer Sciences and Sociology/Anthropology established several accelerated sequences to reduce time to a

master's degree. Students in select undergraduate programs may apply for acceptance into the accelerated sequence during their junior year. Those accepted may take up to 12 credit hours that count toward both their undergraduate program and an associated master's degree.

### Average Time to Earn Degree



### Streamlined Programs

School of Information Technology and sociology programs were restructured to streamline curricular requirements, facilitating students' ability to make timely progress toward degree completion.

**STRATEGY 5:** *Provide integrated and holistic services that support students' individual needs.*

### Project Rebound

Project Rebound is a resiliency program offered by Health Promotion and Wellness. The free, four-week series teaches students life skills for managing and overcoming setbacks and disappointments. Topics include learning to reframe perceived failures, productively managing stress, and how to choose attitudes and reactions in adverse situations.

### Dean of Students Case Management Coordinator

A coordinator of case management position was added to the Dean of Students department. The

coordinator provides intervention and support resources for students whose behavior has raised a campus concern.

### #DietitianTakeover

Event Management, Dining, and Hospitality's dietitian utilized social media messages to empower students in making wise food choices. The department plans to continue using social media to engage students, and use their feedback to promote health and wellness.

### Residence Halls Changes

University Housing Services worked in collaboration with students and campus partners to provide gender-neutral residence hall rooms and modified technology to allow students in these rooms an opportunity to choose roommates, regardless of gender. Housing also added lockable doors to the showers in Watterson Towers for privacy.



### Sport Club Leadership Series

Campus Recreation introduced the Sport Club Leadership Series to further develop students. Club leaders participated in high-impact activities that established a foundation for professional effectiveness by learning how to increase productivity, restore balance, and develop maturity and responsibility. Placeholder Alt text pie figure.

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GOAL

TWO

Provide rigorous, innovative, and high-impact undergraduate and graduate programs that prepare students to excel in a globally competitive, culturally diverse, and changing environment.

**STRATEGY 1:** *Enhance and support rigorous and innovative undergraduate and graduate programs.*

### Cybersecurity Program

A \$3 million gift from State Farm Insurance Company established an endowed chair position in the School of Information Technology to provide leadership for the newly created cybersecurity

major. The gift provided funds for program enhancements and renovations to strengthen the learning environment.

### Certificate of Specialized Instruction in SoTL

The Certificate of Specialized Instruction in the Scholarship of Teaching and Learning mentors graduate students on approaches to scholarly teaching, and the design of teaching and learning research. It provides a valuable credential to those contemplating a teaching career.

### Singular Exceptional Endeavor of Discovery (SEED) grant

The Research Corporation for Science Advancement named two ISU professors as top physics scholars in the country, awarding them the Singular Exceptional Endeavor of Discovery (SEED) grant. The \$50,000 grant will bolster research in the Intense Laser Physics Theory Unit, which explores how an extremely focused laser can reveal the moment when energy transforms into mass.



**STRATEGY ②:** *Promote sustainable, mission-consistent growth in research enterprise.*

### The Center for Collaborative Studies in Mathematical Biology

The interdisciplinary work of biology, mathematics, and computer science continues through The Center for Collaborative Studies in Mathematical Biology: Intercollegiate Biomathematics Alliance at Illinois State, which was approved by the Illinois Board of Higher Education.

### Laboratory for Environmental Analysis

The Laboratory for Environmental Analysis (LEA) opened in 2017, providing scientific analysis of water quality and soil for external clients and scientific research. The LEA supports and coordinates the work of research teams conducting projects that provide learning opportunities for students and have positive public impact while advancing scientific knowledge.

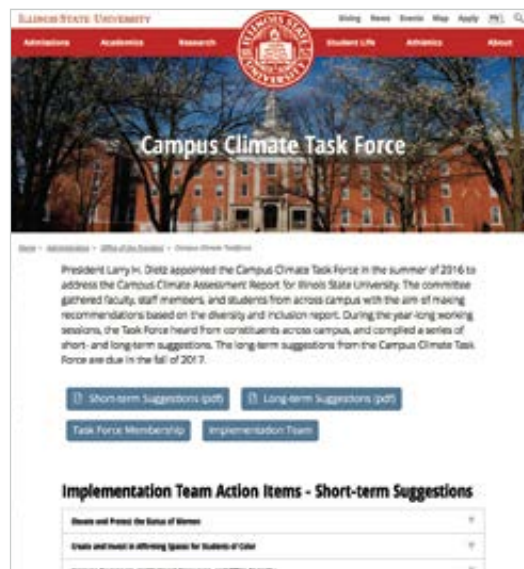
### Fulbright Initiative

The Office of International Studies and Programs began sponsorship of a Fulbright initiative, celebrating faculty and staff who are alumni of Fulbright programs. ISU's program encourages increased participation by students, faculty, and staff in the many international exchange opportunities provided by the U.S. Department of State under the Fulbright aegis. Faculty liaisons have been identified to connect with and support students, faculty, and staff interested in Fulbright awards. The University hosted the assistant director of outreach for Fulbright Scholars during a kickoff and networking event.

**STRATEGY ③:** *Recruit and retain high quality, diverse faculty and staff.*

### Campus Climate Initiative website

A new page on the Office of the President's website allows individuals to follow the Campus Climate Task Force's progress. The site includes Task Force suggestions, responses from the Implementation Team, and next steps identified for continued improvements.



### Cultural Resources

A cultural resources list was developed and shared through recruitment materials and on the Human Resources' website for access by current and prospective employees. The list includes information about Safe Zone, employee affinity groups, and links to area civic and charitable organizations.

# International Partnerships

## Chinese Collaboration

President Dietz led an Illinois State University delegation in October 2017 to two partner universities in China—Shanghai Normal University Tianhua College (Tianhua College) and Southwest University (SWU).

Sixty students from Tianhua College were recruited for a new 3+1 graphic design transfer program. They complete their first three years of coursework in China, finishing the last 36 hours at Illinois State.

President Dietz signed two official agreements with Southwest University. The first enables Illinois State's Department of Agriculture and the Department

of Geography, Geology, and the Environment to accept qualified visiting students from SWU. The second agreement will bring 25 SWU faculty members to Illinois State for a bilingual development program.



Representatives from Illinois State met with the delegation from Shanghai Normal University Tianhua College.

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## Cultural Series: Seeing the Unseen

Sponsored by the Division of Student Affairs, the series provided staff with professional development opportunities. They learned more about the impact of invisible struggles such as trauma, grief, depression, eating disorders, and body image in the workplace. Participants learned how to recognize cues, confront preconceptions, and lend support in appropriate ways.

## Black Minds Matter Series

Members of the Division of Student Affairs participated in a public course designed to raise the national consciousness about issues facing Black youth and men in education. The course addressed the pervasive undervaluing and criminalization of Black minds, and offered tangible solutions for promoting Black males' learning, development, and success.

## Taking Control of Your Workday: Support Staff Edition

Support staff are vital to the successful operation of each department. This special lunch-and-learn

supported staff professional development through networking, sharing of expertise, and discussion of best practices.

## Culturally Responsive Learning Grants

The Center for Teaching, Learning, and Technology partnered with the Provost's Office and the Office of International Studies to offer Culturally Responsive Learning Grants and Global Engagement Learning Grants. The grant funds reimburse faculty for expenses directly related to course-based activities or projects that develop students' cultural awareness. The funding allows for programs that help students prepare to excel in a globally competitive, culturally diverse, and rapidly changing environment.

## Family Climbs

Campus Recreation collaborated with Health Promotion and Wellness to include climbing events at the Student Fitness Center climbing wall during scheduled family swims.

# Civic Engagement

## Center for Civic Engagement and Service Learning

The University's commitment to tie learning and teaching to community action resulted in creation of the Center for Community Engagement and Service Learning, which began in 2016. A ribbon cutting for the center's home at Fell Avenue and North Street was held in September 2017. The center fulfills the call from President Dietz for a coordinated campus approach to civic engagement. The center supports and enhances service learning and community engagement through partnerships that help faculty and students find initiatives. Civic education co-curricular programming has been developed, and a new service project titled *Serving Those Who Served* created. Community needs have been assessed, and a process for collecting student community engagement efforts established. Outreach efforts have included campus and community presentations, as well as publication of a magazine titled *Redbird Impact*.



Mennonite College of Nursing students interact with children through America's Promise Schools Project, which combines civic engagement with real-world training.

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**STRATEGY 4:** *Strengthen the University's commitment to civic engagement.*

### **Redbird Impact Magazine**

ISU launched *Redbird Impact*, a magazine highlighting community engagement and service learning of faculty, staff, and students. The biannual publication showcases interesting and important examples of civic engagement at the University.

### **AmeriSchool Recognition**

Illinois State was recognized by AmeriCorps as an AmeriSchool member, which means AmeriCorps members are eligible for an education award after successful completion of a service term. The University is one of only three Illinois institutions named AmeriSchool, exemplifying ISU's values of public service and civic engagement.

### **Civic Engagement in the University Classroom**

The Center for Teaching, Learning, and Technology established a Teaching-Learning Community focused on civic engagement for small groups of faculty and staff. Participants focused on modifying curriculum to implement aspects of civic engagement, service learning, and community engagement.

### **Pass-it-on**

Pass-it-On programs encourage students to donate clothing, non-perishable food, and furniture to local entities in the community. University Housing Services partners with ROTC and local agencies to donate the items.

**STRATEGY 5:** *Develop a university-wide plan that enhances internationalization of the campus and the curriculum.*

### Illinois State University and INTO partner for international success

ISU and INTO University Partnerships signed a long-term agreement to enhance campus diversity and increase international enrollment. The partnership supports Illinois State’s goal of increasing the international student population on campus from 2 percent of overall enrollment to 10 percent within 10 years.



International students shared in panel discussions their experiences at Illinois State University as a way to improve understanding across cultures.



### International Student Series

This series assisted international students with career development and readiness. Offered through a collaboration of the Career Center and Office of International Studies, the series focused on helping international students interact with employers and adjust to U.S. employer expectations. Participants also received fine dining and business etiquette training.

### Bachelor of Science in International Business

ISU’s bachelor of science in international business was offered onsite in Panama through a partnership with Quality Leadership University located in Panama City. Structured exactly as if offered on campus, the program is delivered in executive format by ISU faculty on site in Panama. General education courses are offered in collaboration with the University of Louisville.





GOAL

Foster an engaged community and enhance the University's outreach and partnerships both internally and externally.

**STRATEGY 1:** *Enhance cross-divisional and cross-departmental collaboration.*

### What it Means to be a Redbird Convocation

The Dean of Students Office partnered with the School of Theatre to teach students how their life as a Redbird will be defined by their choices and actions. Actors shared Redbird characteristics and community expectations.

### Inclusive Classroom Seating

Furniture upgrades in four McCormick Hall classrooms reflected students' need for more inclusivity in seating, and improved technology support in teaching spaces. The School of Kinesiology and Recreation, Campus Recreation, and Facilities offices collaborated to identify a furniture standard, secure funding, and provide support for faculty teaching.

### Milner and TV-10 Collaboration

Milner Library and TV-10 partnered to create an educational video that helps America's Promise nursing students navigate the library's Teaching Materials Center. The video replaces the need for Milner faculty to walk students through a lecture on how to find resources.



Opportunities available through Greek life are showcased at the start of each fall semester during Festival ISU. The Quad event also highlights ISU's registered student organizations.

## Fraternity and Sorority Leadership

### The Four Pillars for Life and Greek Areté

The Fraternity and Sorority Life unit of the Dean of Students Office developed core principles for ISU's Greek organizations. The Four Pillars for Life involve academics, philanthropy and service, leadership, and brotherhood and sisterhood. The program provides opportunities for students to develop skills in leadership, civic engagement, and global perspectives.

Supporting the leadership pillar, the Greek Areté fund was established as a multi-year major gift com-

mitment from ISU alumni Eric '90 and Karin (Struck) Burwell '90, M.S. '94. Greek Areté—meaning “excellence” in Greek—will provide resources to increase educational programming, leadership development, and alumni engagement within the Greek community. It will also create opportunities for students to engage in Greek leadership training during the summer, and participate in leadership development opportunities such as retreats and conferences throughout the academic year.

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**STRATEGY 2:** *Increase pride, engagement, and sense of community among university stakeholders.*

### Growth of Engagement in Homecoming

Regional alumni networks hosted Homecoming To Go watch parties across the nation, and celebrated an Illinois State football win over the South Dakota Coyotes. Watch parties were held in Atlanta, Cleveland, Denver, Indianapolis, Lexington, Milwaukee, Nashville, New York City, and Seattle. Prior to kickoff, more than 11,000 alumni and friends viewed the Homecoming parade online through Facebook Live streaming video.

### Student Social Media Influencer Team

The Division of Student Affairs created an innovative and diverse marketing team of six students

to spread messages to the student body through popular social applications. The initiative provided learning opportunities for the six, while increasing student and alumni engagement on social media platforms such as Facebook, Instagram, and Twitter.

### Illinois State Campus Recreation Alumni Event

Campus Recreation hosted an event for all of its alumni and former faculty/staff at the NIRSA: Leaders in Collegiate Recreation Annual Conference. Representatives from the School of Kinesiology and Recreation and Campus Recreation shared information about current and future campus activities.



### Missouri Valley Conference Track and Field Champions

For the first time since 1997, the Illinois State men’s and women’s track and field teams both captured the Indoor Missouri Valley Conference Championship. The women’s team also placed first in the Outdoor Missouri Valley Conference Championship.

**STRATEGY 3:** *Develop partnerships with business, educational, and government entities that provide learning, financial and mutually beneficial opportunities.*

### BN Advantage

Illinois State administration and staff partnered with local government and business leaders on a regional economic development initiative. Their goal was to advance McLean County’s vitality, fostering growth by building on its reputation as an employment and lifestyle destination. Volunteers representing more than 35 public and private organizations, businesses, and institutions collaborated on multiple task forces focused on expanding the region’s future workforce, encouraging entrepreneurship, and increasing the community’s quality of life.



### Carson and Iris Varner International Business Institute

Longtime faculty members Carson and Iris Varner gave a \$1 million gift to the College of Business International Business Institute. Renamed the Carson and Iris Varner International Business Institute, it will expand opportunities for students and



faculty to engage in the study of global business practices through international internships and study abroad.

### Black and Latinx Summit

To more fully examine areas impacting Black and Latino communities, this conference widened its reach to include the public—specifically high school students from neighboring areas, and students from other colleges and universities. Separate tracks were created for college and high school students. An environment of camaraderie allowed for discussion of issues and development of concrete steps to empower students as they make a difference in their community.



## Faculty-Community Partner Applied Research Teams

The Center for Community Engagement and Service Learning (CESL) facilitates collaborative applied research that benefits community partners. The center focuses on increasing opportunities for students to work at internships, gain professional development, experience on-the-job training, and complete projects that meet community needs. The center has:

- Consulted with the Sociology Undergraduate Curriculum Committee on incorporating community-based research into Sociology 300
- Facilitated a relationship between School of Communication Public Relations program and Prairie Aviation Museum to establish an internship
- Established a relationship with the Career Center internship manager for future collaboration and planning
- Provided information to department internship coordinators on internships targeting community engagement and CESL resources

## Transgender Voice Services

The Eckelmann-Taylor Speech and Hearing Clinic welcomed individuals seeking transgender voice therapy services. Services also address physical and emotional health, as well as physical safety.

## Enhanced University Outreach

Facilities Management’s innovative use of the Upgrade Foreman Program and the employment of Extra Help building tradespersons to accomplish construction projects has developed into a model for other universities. Facilities managers at other Illinois public universities are learning from Illinois State’s programs to improve operations at their institutions.

## Center for the Study of Education Policy Leadership Grant

The Center for the Study of Education Policy was awarded a three-year, \$12.5 million Supporting Effective Educator Development grant by the U.S. Department of Education. The funds will be used to increase principal effectiveness in performance areas that lead to increases in student achievement, particularly in high-need schools.

**STRATEGY 4:** *Advance the University’s reputation through initiatives that promote the mission of the institution.*

## Law Enforcement Implicit Bias Training

ISU’s police officers serve, protect, and educate with professionalism, respect, integrity, diligence, and equality (PRIDE). In support of these values, all police officers participated in a department-wide implicit bias and procedural justice training conducted by the Illinois State University Police Chief, who serves as a certified instructor for Fair and Impartial Policing.

## New ISU Website

Web and Interactive Communications developed a new mobile-friendly website for the University. Launched in January 2018, the reorganized IllinoisState.edu site caters to the needs of prospective students and the ISU community. Expansive visuals and graphics, combined with user analysis, result in a useful and compelling online university presence.







## Enhance institutional effectiveness by strengthening the organizational operation and enhancing resource development.

**STRATEGY 1:** *Review processes and practices to ensure efficiency and effectiveness in the University's operations.*

### Improve the User Experience

Administrative Technologies' Enterprise Solution Partners worked to improve computer services for users on campus. Focus groups with campus

cohorts were held to identify key issues. Input gathered from these sessions assisted in an overall smoother upgrade to the student information system with regard to the user experience and communication to the campus.

### Strengthen Organizational Operations

Building coordinators within each facility serve as a communication liaison between building occupants and Facilities Management. This improves the scheduling of maintenance or remodeling projects, handling emergencies such as utility outages, and relaying problems.

A vast building inventory database that documents all finishes, furnishings, paint colors, and floor coverings was developed. The system enables quicker repairs and assessment standardization.

The process of recordkeeping, reporting maintenance issues, performing area inspections, and

timely ordering of supplies and materials became more efficient as Building Service Worker foremen began using iPads.

### Student Affairs Assessment Team

The Division of Student Affairs launched an Assessment Team to advance divisional and department efforts. Team members align work to achieve the division’s mission and outcomes, share resources, elevate co-curricular learning, enhance departmental collaboration, and improve assessment practices. The Assessment Team compiled resources to improve learning in student employee positions, and provided templates to assess the learning. Team members will implement the planned Student Affairs Student Learning Domains, Competencies, and Outcomes framework.

**STRATEGY 2:** *Build a modern IT infrastructure that supports the achievements of the University’s mission and goals.*

### Beautiful Quad, Connected Campus

Students and campus visitors enjoy full wireless coverage on the Quad, thanks to Administrative Technologies staff. They designed a system of wireless transmitters that match those already used on the Quad. The transmitters fit within light poles, allowing for wireless coverage while blending in seamlessly with the Quad’s natural beauty.



### Julian Hall Data Center Upgrade

Administrative Technology updated the infrastructure for Illinois State’s on-campus data center to continue supporting campus academic, research, and administrative computing needs. A significant number of college and unit servers once managed by their own teams were moved to the data center, which saves the University space and expense.



### Secure the Bird: Promoting Cybersecurity Awareness

Administrative Technology’s Office of Information Security and the Comptroller’s Office collaborated with numerous departments on a campaign to educate students and staff on common threats such as phishing, bad password habits, mobile device vulnerabilities, and tax fraud. One of the campaign’s results was that there were no incidents of financial fraud during the most recent tax season.

**STRATEGY 3:** *Build a culture of philanthropy throughout the University community.*

### Student Affairs Alumni Ambassador Team

Student Affairs invited 30 alumni to serve as its ambassadors for a three-year term. Ambassadors engage their network of Redbirds to connect, gather, and sustain the work of Student Affairs. By promoting ISU events and news, encouraging participation in annual giving efforts such as Giving Tuesday, and the sharing of time and talent with Student Affairs, ambassadors increase Illinois State's reach with alumni while strengthening the University's philanthropic culture.

### Give Something Back Scholarship Fund

A \$1 million gift from the nonprofit organization Give Something Back will fund tuition and room and board for up to 50 students annually. The fund will help students who have faced significant financial or personal challenges, including having an incarcerated parent or living in foster care.

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## Philanthropy

### Redbirds Rising: The Campaign for Illinois State

Redbirds Rising was publicly launched in September 2017 with a \$150 million goal by June 2020. The campaign will support student and faculty scholarship, leadership programming and experiential learning, as well as innovative technology and workspace improvements across campus. Prior to the public launch, \$102 million had been raised during the campaign's "quiet phase," with an additional million-dollar gift announced at the September kickoff. A Facebook page and website ([RedbirdsRising.IllinoisState.edu](http://RedbirdsRising.IllinoisState.edu)) were created to provide updates and promote giving opportunities. Some notable campaign gifts made this fiscal year include the following.



Corrie (Carr) Nichols '92 presented a \$1 million donation at the public kickoff for Redbirds Rising: The Campaign for Illinois State in September 2017.

### Dobski Conference Room

A gift from local entrepreneurs and philanthropists Bob and Julie Dobski provided funds to update the Bone Student Center East Conference Room. The collaborative space for students, faculty, and staff was renamed the Bob and Julie Dobski Conference Room.

### Redbird Career Portfolio

A gift from Bill '66 and Sue (Conger) Hallinan '68 will support students in the College of Business through activities designed to strengthen interviewing skills and develop the professionalism needed to establish successful careers.

## Philanthropy, continued

### Harmon Recruitment Scholarship

Retired faculty Sandra Harmon, M.A. '70, D.A. '90, and her husband, Paul Harmon Jr., support underrepresented students through the Harmon Recruitment Scholarship. They made an additional leadership gift to bolster operations of the Illinois Shakespeare Festival Endowment, which celebrates 41 years in the 2019 season.

### Matt and Sue Johanson Diversity in Technology Fund

Matt '89 and Sue Johanson established a scholarship fund to support the next generation of technology professionals. Their \$100,000 gift will provide scholarships to School of Information Technology students, with preference given to underrepresented women pursuing an internship for academic credit.

### Thomas Eimermann Professorship

A \$250,000 gift from David Crumbaugh '73 will establish in the Department of Politics and Government a professorship named in honor of Professor Emeritus Tom Eimermann. This historic gift creates the first named professorship in the College of Arts and Sciences.

### DeGarmo 52 Flexible Learning Space

Richard Benson '54, M.S. '55, and his wife, Barbara, have made an indelible mark on the College of Education. Their \$100,000 gift in 2015 provided funding for DeGarmo 52, which is classroom space renovated for collaborative learning. They continue to invest in tomorrow's educators with an additional commitment of \$500,000. The unrestricted funds will empower the college to invest in areas of opportunity.



Alumnus Richard Benson and his wife, Barbara, provided the funds needed to create a collaborative learning space known as DeGarmo 52.

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**STRATEGY 4:** *Continue to promote university planning efforts and ensure all plans are integrated with Educating Illinois.*

### Bone Student Center Revitalization

A revitalization and expansion of Bone Student Center began in fall 2017. The project's three imperatives are to excite students and attract them to the building, create a new front-door entrance to campus, and offer a more open building with a light and transparent design.

### Williams Hall Feasibility Study

Architects are developing a program and conceptual design for Williams Hall renovations that are needed to support academic and/or administrative programs. The project will preserve the 1940s facility for academic use, maintain its structural integrity, and restore the building's architectural significance and grandeur.

### Milner Revitalization

In concert with Milner Library's master plan, the library's public restrooms were renovated this year. Work on the brick facade was completed,





and the fabric drainage canopy removed. The exterior plaza deck that functions as a roof over the library's first floor will be replaced in FY2019, which will provide for further renovation and recapture of approximately 32,000 square-feet of much needed space. Renovation will include the installation of high-density shelving.

### **Purchase and Refinance Cardinal Court**

While building Cardinal Court as a public-private partnership (P3) allowed Illinois State to streamline construction, the debt obligation was significant. ISU purchased the Cardinal Court housing complex and refinanced it in February 2018 at a much lower interest rate. Purchasing and refinancing provided the University with a significantly lower cost to own the property, and greater flexibility in managing and maintaining all development and activities.

### **Cybersecurity Program Renovation**

Planning is underway to develop in the lower level of Julian Hall a dedicated space for the growing cybersecurity program. Classroom, student collaboration labs, and academic administrative space will be constructed. The Board of Trustees approved the funding for architectural and engineering design efforts at the May 2018 meeting.

### **Culinary Support Center**

The Board of Trustees approved plans for a state-of-the-art Culinary Support Center. It will provide centralized production for the entire campus, including residential and retail dining facilities, as well as catering.

### **Redbird Adventure Center**

The Redbird Adventure Center on Gregory Street provides expanded recreational program offerings. Members of the campus community may rent recreational equipment at the facility that has a meeting room. The space allows for training and



organizing, orientation meetings for sponsored trips, and is open to intramural and club sports.

The center's high ropes course is used for recreation and team building exercises. Elevated platforms are interconnected by horizontal rope/cable elements that participants use to traverse the course safely and securely. It is universally accessible.



**STRATEGY 5:** *Promote a safe and environmentally sustainable campus.*

### Recycling Efforts

A new baler was added to the Recycling Center. This allows the University to expand recycling efforts to include Styrofoam, large plastic bags, and shrink-wrap. Doing so keeps them from going to the landfill, as repurposing centers will not buy them if loose.



### Food Recovery Network

ISU collaborated with Home Sweet Home Ministries through the Food Recovery Network. The network reduces waste by donating food to people in need in the Bloomington-Normal community. To date, more than 4,000 pounds of food have been donated.

### Ice Breakers

In an effort to increase community outreach efforts, Illinois State University Police officers provided 400 free “freezy pops” to students on the Quad. Social media tied to the event reached more than 10,000.

### Competitive Sports Head Injury Response

Campus Recreation instituted a new protocol for how student team members respond to head injuries. An educational handout was developed to provide information to individuals who sustain a head injury. The initiative was undertaken through collaboration with Student Health Services, the SMART Clinic, and Environmental Health and Safety.







# EDUCATING ILLINOIS

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