

Educating Illinois

2013–2018

FISCAL YEAR 2016 PROGRESS REPORT

Individualized Attention, Shared Aspirations



ILLINOIS STATE
UNIVERSITY

Illinois' first public university

I am pleased to present

this report demonstrating the vast achievements of Illinois State University in fiscal year 2016, the third year in implementing *Educating Illinois 2013-2018: Individualized Attention, Shared Aspirations*. Together we live out the University's core values—



Pursuit of Learning and Scholarship, Individualized Attention, Diversity, Integrity, and Civic Engagement—while providing supportive and student-centered educational experiences for high-achieving, diverse, and motivated students.

Illinois State has once again proven its position as a strong and stable university, despite the challenges it faces with state funding.

The faculty, staff, and students of Illinois State remain focused on providing excellence in teaching, research, and public service and in preserving the University as a first-choice institution for high-achieving students.

I am proud of the University—a community that embraces *Educating Illinois* in its daily mission. This report provides just a sampling of this year's accomplishments. I encourage you to join me in celebrating these accomplishments and the faculty, staff, and students who made them possible.

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 style with a large, stylized "L" and "D".

Larry H. Dietz

President, Illinois State University



INTRODUCTION

Illinois State University has completed the third year of implementing the goals and strategies in Educating Illinois 2013–2018: Individualized Attention, Shared Aspirations. This report illustrates a broad range of accomplishments from fiscal year 2016, demonstrating the University has operated from a position of strength and stability during a time of great uncertainty about state funding.

Highlights from 2015–2016

- Earned full reaccreditation from the Higher Learning Commission of the North Central Association of Colleges and Schools
- Enrolled a strong, quality first time in college class and increased the percentage of students from underrepresented populations
- Increased the graduation rate to a historic high of 73.4 percent and within the top 10 percent nationally
- Received high national rankings as a University as well as in academic colleges and programs
- Recognized as a Great College to Work For by *The Chronicle of Higher Education*
- Developed numerous partnerships relating to teaching, research, and public service
- Modernized technology through further development of the new student information system, mobile technologies, and expansion of wireless availability
- Addressed high priority deferred maintenance needs and advanced planning to enhance facilities
- Secured over \$21 million in total fundraising productivity, the second-best fundraising year in the University's history

Looking forward

- Continue focus on recruiting and enrolling strong first time in college and transfer students
- Continue development of the Center for Civic Engagement
- Strengthen commitment to inclusion in response to the findings of the Campus Climate Assessment
- Continue expansion of activities to enhance globalization of the University
- Increase the culture of philanthropy throughout the University community
- Work to enhance College of Fine Arts facilities, the Bone Student Center, and Milner Library



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.*

Strong first time in college class

For the second consecutive year, Illinois State enrolled a strong first time in college (FTIC) fall 2015 cohort of 3,632 students, making it the University's largest FTIC cohort in over 25 years. The academic quality of this year's FTIC cohort remained strong, with an average high school GPA of 3.4 on a 4.0 scale and an average ACT score of 23.6. Additionally, more than 200 enrolled FTIC students achieved an ACT score of 30 or higher.

U.S. News Top 100 Public University

Illinois State is ranked the 79th best public university in the nation, according to *U.S. News & World Report*. The University demonstrated its level of excellence in subcategories such as retention and graduation rates, class size, and quality of incoming students.

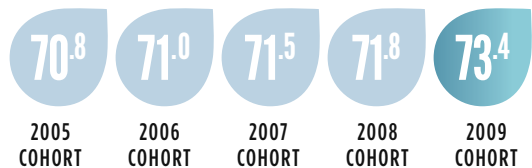
Best Bang for the Buck

Illinois State is ranked fourth among the Best Bang for the Buck Colleges in the Midwest in *Washington Monthly's* 2015 rankings. Illinois State is the only university from Illinois ranked in the top five.

Transfer Honor Roll

Illinois State is one of only 40 schools in the U.S. to be included in Phi Theta Kappa's inaugural Excellence in Community College Transfer Honor

6-YEAR GRADUATION RATES OF FIRST TIME IN COLLEGE STUDENTS



Roll. The honor identifies four-year colleges and universities that offer exemplary support for community college transfers.

Academic colleges join Welcome Week

Each academic college participated in the Welcome Week BBQ festivities prior to the start of the fall semester. During the BBQ new students connected with college deans, faculty, and staff and engaged in discussions about the college's majors. Students learned more about their declared major, and the event opened the door for undeclared students to discover potential majors.

Hovey remodel

Remodeling of the second floor of Hovey Hall, which houses the Admissions office, provides a more inviting space to share information about Illinois State with prospective students and their families. The redesigned area communicates professionalism and Redbird pride while supporting more efficient recruitment activities.

RECRUITMENT INITIATIVES

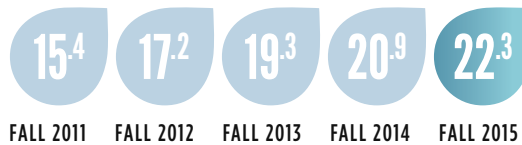
Redbird Honors Day

Enrollment Management and Academic Services launched a recruitment event to strengthen future enrollment of academically talented students. The students invited to attend Redbird Honors Day represented academically talented, Honors Program-eligible students who did not qualify for the University's highest scholarship competition, Presidential Scholars.

Diversity recruitment initiatives

- The Chicago Higher Education Compact and the Phoenix Pact are collaborations with Chicago-based schools that introduce Illinois State to students early in their high school careers. Local organizations in Chicago serve as college enrollment advocates for the students.

PERCENT OF UNDERGRADUATE STUDENTS FROM UNDERREPRESENTED GROUPS



- Illinois State hosted two on-campus admissions programs delivered in Spanish, attracting more than 100 attendees.
- The Illinois State University Foundation's downtown Chicago office hosted multiple programs targeting potential underrepresented students.

Transfer student partnership

Illinois State entered into a partnership with Heartland Community College, which places an Office of Admissions staff member on Heartland's campus three days a week to assist with transfer student advising and success.

STATE Your Passion classroom packs

In order to stimulate long-term recruitment of potential future Redbirds throughout the state, Illinois State-branded materials (pennants, pencils, and stickers) are sent to alumni who teach in elementary and secondary schools for distribution upon request.



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

Higher Learning Commission accreditation

Illinois State received full reaccreditation from the Higher Learning Commission of the North Central Association of Colleges and Schools. The accreditation is in place through the 2024–2025 academic year and comes with no concerns or monitoring, the highest level of accreditation a university can receive. Reaccreditation was a two-year process that included cross-university representation to complete a comprehensive self-study.

College Scorecard highlights success

Illinois State received high marks on the U.S. Department of Education's College Scorecard, which provides parents and prospective students key statistics on affordability and student outcomes for every college and university in the country. The report showed Illinois State exceeds the national average in key areas such as retention and graduation rates, alumni salaries, and the repayment of college debt upon graduation.

Graduate School academic workshops

The number of academic workshops to help graduate students build their research and teaching skills, find jobs in higher education and in their profession, and maneuver through the thesis and dissertation process increased from four to 12. The workshops are a partnership among the Graduate School, Milner Library, Center for Teaching, Learning, and Technology, and the Career Center.

Honors badges

In fall 2015 the Honors Program launched a digital badging initiative—the first of its kind in Honors programs across the nation. The initiative allows students to track their progress and show their achievements in an individualized electron-

ic portfolio they develop and manage. Through Honors Learning Experiences, students earn Honors designations and awards, and are able to maximize their learning through experiences that are best suited to them.

Exam excellence

Illinois State students again exceeded national pass rates in licensure and certification exams, such as the National Council Licensure Exam-RN (nursing) and the Registration Examination for Dietitians. The edTPA pass rate for all of teacher education at Illinois State was 99 percent for fall 2015 and 98 percent for spring 2016; the national pass rate was 85 percent, and the statewide pass rate was 94 percent.

Furthermore, students achieved 100 percent pass rates on the following exams:

- Athletic Training Board of Certification
- Child Development: Child Life
- Praxis in School Psychology
- Title II Education Assessment of Professional Teaching
- Title II Education Content Test

Improvisation in the Classroom learning group

Using Improvisation in the Classroom is a new Teaching-Learning Community (TLC) focusing on engaging students using open-ended activities. These activities allow students and instructors to express transformation and develop ideas. The group brings together instructors who have used improvisation in the classroom before and those who may be interested in using it.

Success Week helps students prep for finals

Success Week, a new University policy brought forth by the Student Government Association, was implemented in fall 2015 to provide time for undergraduate students to prepare for final

Recognition ceremonies add to commencement tradition

To create a more inclusive campus environment and make sure all students are recognized and acknowledged for their contributions to the University, staff from Illinois State and the Division of Student Affairs helped plan three special graduation ceremonies this year.

In spring 2016 the University hosted its second annual Lavender Graduation, its first Nuestros Logros, and its fourth Umoja ceremony.

Lavender Graduation creates a safe space for LGBTQ and allied students to celebrate the completion of their degrees and certificates alongside their families, faculty, and staff.

“It made me feel like I belonged to something way bigger than myself. It was an experience I’ll never forget,” said Ryland BeDell ’16, Lavender Graduation participant.

Umoja, the Swahili word for unity, is a celebration born from the hearts and minds of African-American students, faculty, alumni, and staff. The annual tradition serves as a unifying symbol of perseverance in the recognition of a shared socio-cultural, political, and educational history.

To celebrate the accomplishments of Latino/a graduates, the Diversity Advocacy unit, along with a committee of students and staff, this year organized the first Nuestros Logros, which means “our achievements.” Graduates, family, friends, faculty, and staff enjoyed Latino music and cuisine, and celebrated the culture of the students.

Ensuring that graduates feel valued and stay connected to Illinois State are important priorities for the University. These recognition ceremonies help accomplish both.



exams. The policy dedicates the week preceding finals week as one with no major assignments due or tests administered unless scheduled in the syllabus distributed early in the semester.

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

Nursing's SimBaby

The Mennonite College of Nursing (MCN) added a new SimBaby to its simulation lab to replace the previous infant simulator that was aging. The new simulator exposes students to the actual equip-

ment and scenarios they will encounter in the real world. MCN students learn how to care for a sick infant in a safe environment while supervised by their faculty mentors.

ESPN and Missouri Valley team up

Illinois State students worked alongside the Red-bird Productions staff in partnership with ESPN and received hands-on educational opportunities working on live broadcasts of Athletic games. All home and Missouri Valley Conference road games for football, volleyball, men's and women's basketball, soccer, softball, and baseball aired on ESPN3 during the 2015–2016 season.



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

Record graduation rate

Illinois State's graduation rate continues its strong upward trend and now stands at 73.4 percent, the University's highest graduation rate in recent history. Illinois State's graduation rate ranks among the top 10 percent of all U.S. universities. According to the U.S. Department of Education the national average for graduation rates at public universities is 56 percent.

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

Inclusive Community Response Team

Formed in fall 2015, the Inclusive Community Response Team (ICRT) serves students by fostering an open and inclusive campus and responding to instances of hate and bias. ICRT consists of staff representatives from multiple divisions and seeks to provide students with care and assistance when faced with a bias-related incident, by reviewing reported bias-related incidents affecting students and referring to appropriate University and community entities. They also examine the student experience for trends and issues which may affect the campus climate, and build understanding within the campus community about the value of diversity and social justice.

New Code of Student Conduct

The new Code of Student Conduct, effective July 2015, includes significant changes with a focus on conflict resolution, student rights and responsibilities, and the creation of a Dean's Appeal Board to address appeals involving the non-discrimination and anti-harassment policy (Title IX). The new Code of Student Conduct also provides for quicker response time for staff to address student behavior. Students, faculty, and staff are now more involved in the discipline process with the inclusion of conduct consultants and student conflict specialists.

Redbird Care Team

The Redbird Care Team (RCT) is a working group of Illinois State professionals who identify and, when deemed necessary, recommend an appropriate response to students who display unhealthy or dangerous behaviors. The goal of the RCT is to intervene and assist students before a regular pattern of behavior develops and the level of concern reaches a crisis level.

CAREER CENTER INITIATIVES

Transfer Student Career Conference

The Transfer Student Career Conference provided workshops to help transfer students explore majors as well as professions. The workshops also provided students with resources and strategies to help them prepare for future careers.

InstaCareer

InstaCareer was designed by the Career Center to help students learn the skills necessary to be successful when meeting potential employers or professional contacts.



Diversity E2

The Diversity Employer Expo, or Diversity E2, was an opportunity for students to learn about companies' diversity initiatives. Diversity E2 provided students a chance to network with alumni from diverse backgrounds and employers seeking diverse candidates.

Grad school workshops

Students or alumni thinking about enrolling in graduate school were invited to attend a series of workshops at the Career Center geared just for them. These workshops addressed issues such as how to finance graduate school, an introduction to the Graduate Record Exam, test-taking strategies, and tips on applying to graduate school and writing a personal statement.



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.*

NATIONAL RECOGNITION

Top 75 business school

The college is ranked 75th among *Bloomberg Businessweek's* Best Undergraduate Business Schools for 2016, up 20 positions from its previous ranking

in 2014. This marks the sixth time in a row that the College of Business has been ranked by *Bloomberg Businessweek*. Illinois State is the second highest ranked public university in Illinois.

Educator preparation leaders

The college was recognized as a national leader in educator preparation by College Factual in its 2015 rankings. The rankings placed the College of Education as the seventh best in the Top Colleges for Education and 11th best in the Top Colleges for Special Education categories. The University's entire educator preparation program, a collaborative effort engaging five colleges, garnered the No. 9 spot in the Teacher Education and Development, Specific Subjects, category.

Best online nursing program

Illinois State's online nursing program is ranked as one of the best in the country, according to *U.S. News & World Report*. This is the second year the online nursing systems administration program has been ranked.

New analytics focus puts College of Business ahead of the curve

All over the world, businesses are swimming in customer data—who they are, what they are buying, even what they are saying to their friends on social media about their purchases.

The glut of data requires an army of analysts trained to unlock the answers hidden inside. To meet that growing demand, Illinois State's College of Business launched a new analytics minor and sequence that is teaching students from across campus how to make data-driven decisions.

"We're training students to not only ask the right business questions, but also to be able work with the data to generate answers and useful insights for decision making," said Horace Melton, incoming interim chair of the Department of Marketing, who last fall taught one of two new courses being offered, Introduction to Marketing Analytics (MKT 245).

So far, 27 students are enrolled in the analytics minor (for any student) or sequence (for marketing majors), which formally launched in 2015. Like the faculty who spearheaded the new curriculum, those students know there is a demand; a study from McKinsey & Co. found that by 2018, the U.S. will face a shortage of 1.5 million managers who can use data to shape business decisions.

Illinois State is one of only a few universities offering analytics education at the undergraduate level.

"That's a big point of differentiation for us moving forward," said Peter Kaufman, an associate professor of marketing who helped create the new curriculum.

Though the Department of Marketing is ground zero for the new curriculum, students can also take courses in the School of Information Technology and Department of Geography-Geology. The Department of Marketing teamed up with the School of Communication for their second Social Media Bootcamp. The event is hosted in Illinois State's Social Media Analytics and Command Center.



Associate Professor Chiharu Ishida, right, at the Social Media Bootcamp.

New Foods Lab

A new Foods Lab for the College of Applied Science and Technology opened in Turner Hall in fall 2015. The new lab includes commercial-quality stoves, dishwashing area, and state-of-the-art cameras so instructors can display stations for all students to see on a large screen. The space offers equipment students would see in a large-scale restaurant, health-care facility, or hospital.

Graduate School Advisory Council

The Graduate School Advisory Council launched in fall 2015. The council has 14 student members with representation from each college and includes domestic and international students enrolled in master's and doctoral programs. The group meets about once a month to discuss graduate student issues and provide a student voice to help shape Graduate School priorities and practices.

Research shines in new *Redbird Scholar* magazine

Illinois State University launched *Redbird Scholar*, a new magazine focused on the research, scholarship, and creative expression of faculty, staff, and students.

The biannual magazine publishes each fall and spring. It features stories, profiles, and Q&As on the most interesting and impactful researchers at the University. Other sections highlight research grants procured by the University, and books and recordings produced by Illinois State faculty. Readers can interact with the magazine by submitting serious or silly questions to faculty experts.

Redbird Scholar is a rebirth of the *Illinois State Scholar*. The University's former research magazine last published in 2002 after a 12-year run. The new magazine is produced by University Marketing and Communications in cooperation with Illinois State's Federal Government Relations, the Graduate School, Media Relations, Provost's Office, Research and Sponsored Programs, and State Governmental Relations.

"This inaugural issue of *Redbird Scholar* is our first step in revealing the secrets that are research and graduate studies at Illinois State," wrote Associate Vice President for Research and Graduate Studies John Baur, a magazine board member, in an introductory letter for the magazine. "The stories highlighted in this issue represent an introduction to the rich and ever-changing story of research, scholarship, and creative activities on campus. Every six months, with each new issue, we will add another chapter to the story."



Redbird Scholar editor Kevin Bersett, left, with Associate Vice President for Research and Graduate Studies John Baur.

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

Grant helps visually impaired children

Two College of Education faculty received a \$1.2 million grant from the U.S. Department of Education to address a shortage of professionals trained in early intervention services for visually impaired children. The Early Learning Visual Impairment Services, Training, and Advancement grant program will train credentialed providers how to deliver services for children up to 3 years old through a cohort-based model situated in areas of need across central, western, and southern Illinois.

Partnership to enhance research and innovation

Illinois State and the University of Illinois at Urbana-Champaign (UIUC) formed a partnership to enhance research-based innovation. UIUC will provide services to Illinois State's Office of Research and Sponsored Programs to help identify, patent, and license new intellectual property developed by Illinois State faculty. UIUC will also provide workshops, seminars, and educational materials to promote awareness of research opportunities and interest among Illinois State faculty.

Faculty research support

The Office of Research and Graduate Studies initiated a new support program providing startup funding for 35 faculty members in their first or second year of employment to help them advance their scholarly work. This funding supplements the support faculty already receive from colleges, departments, and schools.

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

Great College to Work For

Illinois State was named a Great College to Work For by *The Chronicle of Higher Education*. This program recognizes institutions that create exceptional work environments. Illinois State earned

the honor in the category of Teaching Environment, which looks at innovative and high-quality teaching. The University was also honored for its clarity in the tenure process. Illinois State was the only public university in Illinois recognized.

HUMAN RESOURCES RECRUITMENT TOOLS

Vitae Career Hub

Illinois State's Human Resources team is using a new online tool, *The Chronicle of Higher Education's* Vitae Career Hub, to search for and connect with qualified candidates for open positions. Human Resources began using the tool for hard-to-fill administrative, civil service, and faculty positions with positive results and anticipates expanding its use toward all national searches.

Illinois State helps at-risk youth using \$5 million grant

Illinois State was awarded a nearly \$5 million grant from the U.S. Department of Health and Human Services' Administration for Children and Families to provide resources for at-risk youth in Champaign.

The funding will assist with the creation of the Champaign Area Relationship Education for Youth (CARE4U) program.

"Research indicates how growing up in poverty can place youth at risk for multiple adverse emotional, behavioral, academic, and occupational outcomes," said University Professor and Department of Family and Consumer Sciences Chair Ani Yazedjian, the grant's principal investigator. "Programs like CARE4U are critical, since one in five children and youth in Champaign County live in poverty."

The program will be delivered to at-risk youth, ages 15-24, in sites throughout Champaign County. CARE4U sessions will cover a variety of topics, such as healthy relationships, communication skills, conflict resolution strategies, job readiness skills, and financial literacy. The program will also include a component for subsidized, summer youth employment, or community college tuition reimbursement.

"Creating programs like CARE4U demonstrates the real-world impact studies and research can have," said Illinois State Provost Janet Krejci.

"Dr. Yazedjian's work can help countless young people and strengthen communities," she said. "CARE4U is in great alignment with the University's core values of providing individualized attention to foster academic and personal growth. Her efforts are not only a blueprint for groups across the nation, but will also have a direct effect on our communities."



Expanded job postings

Human Resources partnered with HigherEdJobs.com and InsideHigherEd.com to obtain unlimited postings on their websites. Posting on InsideHigherEd also results in placement on several national job search engines, including Indeed, Juju, and Simply Hired.

Diverse candidates

To find diverse candidates, Human Resources promotes and assists with the placement of job advertisements within the *Chronicle's* Diversity Network, *Diverse Issues in Higher Education*, *Journal of Blacks in Higher Education*, *Hispanic Outlook in Higher Education*, *Women in Higher Education*, National Association of Asian American Professionals, and the NAACP.

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

MASAI partners with American Democracy Project

The Mentoring and Academic Success Achievement Initiative (MASAI) is a highly selective peer mentoring and retention program focused on supporting first-year students of color, first-generation college students, and students with an economic need with their transition to Illinois State. This year MASAI partnered with the American Democracy Project to intentionally weave in civic engagement to the MASAI experience by assisting the Town of Normal with the Worldwide Day of Play children's bike rodeo.

Normal Town Council Meet and Greet

The Normal Town Council Meet and Greet, coordinated by the Dean of Students Office and co-sponsored by the Student Government Association, introduced 110 Illinois State students to the

Normal mayor and council members. The event was designed to maximize the students' opportunities to mix and mingle with government officials while learning how they can become engaged members of the community.

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

Language teacher program honored

Illinois State's language teacher education program was recognized for global engagement by the American Council on the Teaching of Foreign Languages (ACTFL). ACTFL recently featured the Department of Languages, Literatures and Cultures' teacher education program in its inaugural Global Engagement Initiative, which honors programs that actively engaged students in using language beyond the classroom. Only 11 programs in the nation were recognized.

Study abroad scholarships

Illinois State received funding from the Institute of International Education's Generation Study Abroad initiative to support scholarships. The Generation Study Abroad scholarships help make international education opportunities accessible to all students, especially those from underrepresented groups.

TOP 10 COUNTRIES ISU STUDENTS STUDY ABROAD IN

COUNTRY	# OF STUDENTS ABROAD
UNITED KINGDOM	86
SPAIN	58
ITALY	41
IRELAND	40
FRANCE	32
PERU	28
AUSTRALIA/NEW ZEALAND	20
COSTA RICA	17
NETHERLANDS	13
CZECH REPUBLIC	9

National hub for State of the Union watch party

Hundreds of students packed Bone Student Center's Brown Ballroom in January as Illinois State's American Democracy Project (ADP) hosted a national social media watch party for President Barack Obama's final State of the Union (SOTU).

As the collegiate hub for the national ADP's State of the Union coverage, Illinois State's School of Communication produced a live webcast pushed out to almost 500 campuses across the country. Illinois State partnered with the American Association of State Colleges and Universities' (AASCU) ADP, The Democracy Commitment (TDC), and iCitizen to produce the live-streamed event.

The event featured interactive polling, live tweeting, and pre- and post-speech coverage designed entirely around advancing the nonpartisan political engagement of students. The School of Communication's Social Media Analytics and Command Center (SMACC) used data visualizations to help students understand how people were reacting to the president's speech.

"The 2016 SOTU event was an astonishing success for the School of Communication and University," said School Director Steve Hunt. "We managed to pack the Brown Ballroom with nearly 1,000 students on the second day of the semester, the webcast went out to ADP-affiliated campuses across the nation, and, according to analytics conducted by the SMACC, the 'Tweet-Up' reached over a million social media accounts."

The American Democracy Project at Illinois State is a cooperative effort by students, faculty, staff, and administration. The goal of ADP is to promote civic engagement, in many different forms, on the part of students, now and in the future. It serves as a catalyst for programmatic changes that will ensure all Illinois State students are fully prepared to assume a responsible role as contributors to civic society.



Worldwide Campus Fund

The College of Arts and Sciences' Worldwide Campus Fund provides student scholarships that empower students to study abroad, accept internship opportunities, pursue research opportunities, or attend conferences related to their field of study—all to expand their knowledge and experiences in a global world.

Memorandum of understanding with Chandigarh University

Illinois State signed a memorandum of understanding (MOU) with Chandigarh University in

India. The MOU is yet another step taken to help the University develop relationships with people throughout the world.

Fell Hall remodeling

The second floor of Fell Hall was remodeled to accommodate the Office of International Studies and Programs (OISP) and its classes. Remodeling allowed for the consolidation of OISP units into one location with dedicated classrooms for hosting English Language Institute classes and other OISP programs.



GOAL

THREE

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.*

Program bridges communication gap in health

The Mennonite College of Nursing and Department of Communication Sciences and Disorders started an innovative pilot project that brought together Honors students in nursing and speech-language pathology. The project introduced students to each other's discipline medical terminology and scope of practice, as well as provided collaborative learning simulation experiences.

Forefront of biomathematics

Illinois State has gained national prominence in the area of biomathematics, a discipline that crosses between mathematics, computer science, and natural science. Illinois State's scholarly journal, *Letters in Biomathematics*, is making international headway, and Illinois State hosted the largest biomathematics conference in the nation in fall 2015. The University is also part of a growing consortium of universities dedicated to advancing the science, benefiting the University's faculty and staff.

Joint faculty appointment

Beginning in fall 2015, a new joint faculty appointment was created in the Department of Sociology and Anthropology and the women's and gender studies program. The appointment will focus on queer studies at the University.

Networking Live

Alumni Relations and the Career Center teamed up for an event that helps students learn how to network with finesse. Tapping into ISU's network

Cross-campus partnership leads to late-night research

It turns out that 11 o'clock on a Friday night is the perfect time to do some research.

Student, staff, and faculty researchers asked those who attended Illinois State's Up Late at State events all sorts of questions: Why did you come? If you skipped it, would you be drinking instead? Did you consume alcohol after the event?

Their answers—in surveys, interviews, and focus groups—are the foundation of ongoing research into the effectiveness of the Up Late alcohol alternative program. That research, which is attracting national attention, is also winning praise because it is a collaboration between faculty and their colleagues in the Division of Student Affairs, which oversees student life and programming such as Up Late.

Students and faculty from the Department of Health Sciences partnered with project co-leader Julia Broskey, the student activities and involvement specialist in the Dean of Students Office who oversees Up Late. Up Late launched in 2011, and the Dean of Students Office wanted to know if it was working.

Among their many findings so far: Of the 5,000 students who attended Up Late events in spring 2014 and fall 2015 and were tracked, only four were cited with an alcohol violation by 6 a.m. the following day.

"That number of violations is extremely low," said Broskey. "We're seeing that it's been very successful."

Meanwhile, the partnership between Student Affairs staff and their academic colleagues grows. Health Sciences faculty have completed or started work on separate studies into Family Weekend attendees and the sleep habits of on-campus residents.

"That has been one of the biggest outcomes, knowing there are opportunities to collaborate with Student Affairs," said Health Sciences Assistant Professor Jackie Lanier '96. "It can be a win-win for everyone involved."



of professional alumni eager to help their alma mater, students learn many skills, including how to introduce themselves using a 30-second commercial, and even how to hold a glass and a plate of food while networking.

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

Illinois State traditions

A cross-campus team of University staff conducted an extensive exploration of Illinois State's traditions. A new website, Traditions.IllinoisState.edu,

was launched using quick facts, photos, videos, and stories to cement 15 core traditions of Illinois State culture, including the origins of Homecoming, the Redbirds, the ISU Fight Song, and other traditions.

Inspiring women in business

The Business Week team in the College of Business (COB) partnered with Women in Business, a registered student organization, to host a conference called INSPIRE: Women's Exchange of Knowledge. The conference included a keynote speaker as well as small group mentoring sessions. Distinguished COB alumnae shared their profes-



sional experiences and discussed topics concerning gender dynamics in the workplace as well as current issues women are facing in the professional world.

Alumni Spectacular exhibition

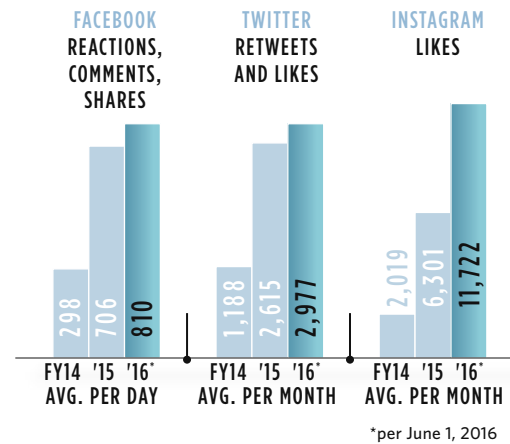
University Galleries hosted an *Alumni Spectacular* exhibit for the first time in five years, featuring artwork from more than 200 School of Art graduates and former students. The expansive show introduced many alumni to the new University Galleries space in Uptown Normal for the first time. The oldest alum to display at Alumni Spectacular graduated in 1964; the youngest graduated in 2014.

Social media growth

Illinois State continues to increase engagement of alumni, students, and friends on social media. Illinois State recently launched its own Snapchat account to reach more current and prospective students. A Twitter feed dedicated to research and

creative expression was created to coincide with the new *Redbird Scholar* magazine. ISU’s Facebook page—the university’s largest channel—now reaches over 325,000 people every month, sharing Points of Pride and other news from campus. The University’s audience size has grown similarly on younger-skewing channels such as Twitter and Instagram.

SOCIAL MEDIA ENGAGEMENT



Stevenson Center partnerships serve students, Illinois communities

Illinois State University is home to a rare find in higher education: a community and economic development entity with a graduate curriculum. Stevenson Center for Community and Economic Development partnerships benefit both students and communities across Illinois.

Derek Conley, a Peace Corps Fellow in applied economics, used his statistical expertise to keep McLean County safe. Conley analyzed data for the local Criminal Justice Coordinating Committee (CJCC) to help policymakers with data-driven decisions. In turn, the CJCC provided an AmeriCorps stipend for Conley.

After serving as a Peace Corps Volunteer in Costa Rica, the close partnership with both Peace Corps and AmeriCorps as well as knowledgeable faculty and staff drew Conley to Illinois State.

“The Stevenson Center has programs that gave me the most opportunities to pursue what I am most passionate about: community and economic development,” Conley said.

Ryan Hebert, an Applied Community and Economic Development Fellow in political science, worked with Housing Action Illinois to protect and expand quality, affordable housing. In addition to providing technical assistance, he helped Housing Action secure and distribute critical funding for organizations assisting low- and moderate-income households.

“That money will directly support housing counselors and allow them to keep providing their much-needed services. That’s a good feeling,” Hebert said.

Hebert served two terms with AmeriCorps before coming to Illinois State for a year of study followed by an 11-month paid internship.

“Through coursework and coordinating my placement with Housing Action Illinois, the Stevenson Center has helped me realize ... a career in community and economic development,” Hebert said.



Derek Conley with his English and tourism class in Costa Rica.

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

Economic impact study

Illinois State faculty researchers studied the impact of the University on the McLean County area economy. Their report indicates spending by Illinois State, its employees, and its students directly

contributes more than \$550 million to the McLean County economy, generating more than \$18 million in tax revenues to the area. Additionally, Illinois State directly or indirectly creates more than 8,900 jobs in McLean County.

Supporting women in economics

Illinois State was one of 20 schools chosen to join a national initiative, Undergraduate Women

in Economics Challenge, to boost the number of women in economics majors across the country. The three-year project will implement strategies for women in introductory economics courses designed to encourage them to stay in the major and include mentoring opportunities for undergraduates with female economics professors and graduate students at Illinois State.

Summit on Changing Academic Libraries

Milner Library hosted over 80 librarians from multiple states at the Summit on Changing Academic Libraries. The summit provided librarians with the opportunity to work together to plan for the future of their libraries within the context of a rapidly changing environment. The summit included preconference activities about the current landscape of libraries, a keynote speaker, and small group work to develop ideas and discuss challenges libraries need to address as they change to meet 21st century learners' needs.

Land exchange with Town of Normal

The University entered into an intergovernmental agreement with the Town of Normal to exchange properties. The current and future acquisitions will allow the University opportunities for future campus developments. The partnership also will lead to a new Town of Normal fire station closer to campus.

Emergency Operations Center and Town of Normal

The University and Town of Normal finalized a memorandum of understanding allowing for reciprocal access to the parties' respective Emergency Operations Centers (EOCs). A tabletop exercise with both parties opening their EOCs was conducted in spring 2016; this was the first opportunity in which both teams interacted with one another using the EOCs in an emergency response training exercise.

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

Online news hub

News.IllinoisState.edu is the University's new one-stop shop for those wanting to know what is happening at Illinois State. The website features content from contributing units across campus. The Illinois State online news hub makes it easier to publish and share stories, photos, and videos about students, faculty, staff, and alumni. The website's design is optimized for readers who use mobile devices to more easily share articles on social media.

Faculty exhibition

The *Faculty Biennial* was held at University Galleries for the first time in Uptown Normal and represented work reflecting a diverse range of studio practices by 35 tenure- and non-tenure track faculty in the School of Art and the arts technology program. The art included works in the areas of studio art, graphic design, art education, and arts technology.

Social media guidelines and training

University Marketing and Communications further developed guidelines for staff and faculty to use as a roadmap when managing university-owned or supported social media accounts. A new monthly workshop series was launched to help University partners hone their online communication skills.



GOAL

FOUR

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.*

Updated faculty experts guide

The revamped Faculty/Staff Resource Guide, located on the Media Relations website, allows users to search for experts in all of the University's colleges, departments, schools, and offices. The

online database is used primarily by journalists looking for sources for interviews, helping to raise Illinois State's profile in local, national, and international media outlets. Faculty and staff can also use the database to look for collaborators or sources on a specific topic.

Electronic research protocol submissions

An electronic research protocol submission system was implemented to streamline the review and tracking process. The system is used by hundreds of researchers who submit protocols to the Institutional Review Board, the Institutional Animal Care and Use Committee, and the Institutional Biosafety Committee. This all-electronic submission system will allow for increased review transparency and faster turnaround times for investigators.

Improving IT support

Illinois State implemented a new technology support software system. All Illinois State information technology (IT) teams collaborated to develop a common process for responding to technology issues and to prepare for the launch of this new software. The software is referred to as the IT Service Management tool, and its implementation was one of the final pieces of the LEAPForward initiative.

Mobile-friendly websites

Web and Interactive Communications (WEB) increased efforts to optimize the user experience of web applications and focused attention on the growing demand for mobile-ready websites. Illinois State now has 100 mobile-optimized websites—up from 30 a year ago—and the University’s homepage and My.IllinoisState.edu portal are now both mobile-friendly. Several recently redesigned sites are now consistently seeing more mobile traffic than desktop, including Campus Dining and Campus Recreation.

Daytime and zone cleaning

Team cleaning was designed by Facilities Management to enhance efficiencies by specializing work types and evenly distributing workloads among building service workers (BSWs). Each BSW team is comprised of four specialists: one each for vacuuming, restrooms, utility, and light duty. Each team member works exclusively in their specialty for one week and then rotates to another specialty for the next week. In several buildings, the schedule for cleaning buildings was changed to daytime hours. This results in BSWs being present when these buildings have greater utilization and allows for reduced lighting levels in the buildings.

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

Campus Solutions

Following the release of all modules in the new academic information environment in fiscal year 2015, work continued in building additional interfaces between Campus Solutions and other systems, in developing additional functionality, and in moving legacy data from the mainframe to the Oracle database environment.

Mainframe decommissioning

Decommissioning of the University’s nearly 40-year-old mainframe environment was completed. Significant work was required in support of this effort, including conversion of some data to new systems (e.g., Campus Solutions, WebTMA, Archibus, StarRez, and Agilon) and development of methods to make historical data available when needed.

Computer-Aided facilities management system

A new facilities management system was implemented to replace the mainframe facilities application. The new system integrates with other new technologies on campus and will provide more robust functionality for planning new facilities as well as managing and reporting space data.

Campuswide wireless upgrades

Wireless upgrades were completed in numerous sites, such as the State Farm Hall of Business, Stevenson Hall, the Student Services Building, the Vidette Building, the Student Accounts Building, the Bill Waller Parking and Transportation Build-

New mobile app launched

What time does my dining center close, and what is on the menu? When is that career fair? What time is kickoff on Saturday?

Every day Illinois State students search for answers to questions like these. Students now have a better way to find what they are looking for, using something that is probably already in their hand—their smart phone.

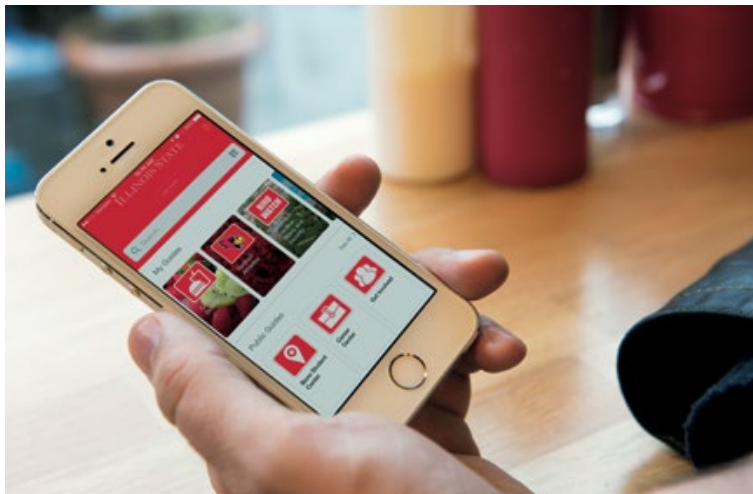
The Illinois State University App launched in summer 2015, available for free from the App Store or Google Play Store. The app, available to all Redbirds, is the latest push toward making Illinois State online resources mobile-friendly.

“We wanted to provide a platform where you’re just two clicks away from the information you need,” said Arturo Ramirez, ’01, M.S. ’07, director of Web and Interactive Communications (WEB), which spearheaded the app.

Once you download the app to your device, you can download “Guides” for topics and events you are interested in, such as a general ISU Guide, Homecoming, Campus Dining, and the Career Center. Athletics launched its own Guide, featuring schedules, ticket information, and more. The Move-In Guide has been among the most popular, with thousands of downloads.

The app, which was built by a vendor, is paid for through cost-sharing among the ISU partners who have their own Guides. One of WEB’s biggest partners has been the Division of Student Affairs.

“Student Affairs is excited to be able to communicate with students on their mobile devices, as they have indicated that this is a preferred method of communication,” said Katy Killian ’92, M.S. ’14, chief of staff for the Division of Student Affairs.



ing, the Southeast Chiller Water Plant, and the Warehouse II building. The upgrades improved Internet speed for users at these locations.

Network upgrade in Watterson Towers

The available Internet bandwidth in Watterson Towers was significantly increased and 600 new wireless access points were added. The increase in bandwidth and wireless access points helped relieve network congestion and improved the overall network experience for students.

New ReggieNet features

To stabilize the ReggieNet course management system, the environment was transitioned to a vendor-hosted cloud solution. The new environment has not only stabilized the system but has allowed for faster upgrades to the underlying application. A new appearance and ease of use were a few of the enhancements for users.



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

Strong fundraising

The University secured over \$21 million in total fundraising productivity, leading to the second-best fundraising year in Illinois State's history. These generous gifts from alumni and friends will impact all areas of campus, including student scholarships, faculty support, and high-impact experiences outside the classroom.

Record-breaking Giving Tuesday

Alumni, students, faculty, staff, and friends came together to support Illinois State scholarships, programs, and the laboratory schools on Giving Tuesday in December 2015. Donors made 1,445 financial gifts totaling \$556,733 in just 24 hours. Gifts were accepted online, and donors were able to designate them to specific departments, programs, the lab schools, and scholarship funds.

NEW STEWARDSHIP EVENTS

Lunch and Learn (Heritage Society)

Donors from Illinois State's Heritage Society, which recognizes those who make a bequest or planned gift to the University, were invited to campus for the inaugural Lunch and Learn. Donors could choose between field testing controlled substances in a chemistry lab or playing guest chefs in the Foods Lab. These experiences allowed donors to learn something new while engaging with the programs and people their philanthropy supports.

Greet Our Grads (1857 Society)

This new event connected donors from Illinois State's 1857 Society with graduating seniors for a day of conversation and mentoring. Thirty students networked with more than 50 donors from the 1857 Society, which recognizes individuals who have made lifetime gifts of more than

Student leaders join national It's On Us campaign

Illinois State's Student Government Association (SGA) joined a national effort to increase education and awareness around preventing sexual violence on college campuses.

SGA is among hundreds of collegiate and corporate partners behind the It's On Us campaign, which empowers, educates, and engages college students to do something—big or small—to prevent sexual assault. The growing campaign launched in 2014 with support from President Barack Obama.

This spring SGA produced a video series featuring students, faculty, and staff encouraging the Redbird community to attack the problem head-on. Featured in the first video were then-Student Body President Ryan Powers, President Larry Dietz, University Police Chief Aaron Woodruff, and Congressman Rodney Davis. A second video starred fraternity and sorority members.

"The video series was a great way to get the word out to students about this serious issue, and also show that students are standing up to sexual assault," said Powers, the incoming student trustee on the Board of Trustees. "SGA looks forward to continuing this campaign next year."

More than 275,000 individuals—including many Redbirds—have taken the It's On Us pledge, a personal commitment to help keep our community safe from sexual assault.

I PLEDGE ...

To RECOGNIZE that nonconsensual sex is sexual assault.

To IDENTIFY situations in which sexual assault may occur.

To INTERVENE in situations where consent has not or cannot be given.

To CREATE an environment in which sexual assault is unacceptable and survivors are supported.



\$50,000 to the University. Donors appreciated the opportunity to interact with the very students they have helped nurture over the past few years.

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

Science education lab

Room 52 in DeGarmo Hall was remodeled to create a flexible science education laboratory to assist future middle school teachers in learning how to teach science classes.

Campus improvement projects

Planning on several projects is underway, including an addition to the Watterson Dining Commons with a dedicated area for a bakery and more food preparation spaces. Other planning projects include the first phase of renovation of the Bone Student Center, development of Redbird Plaza, and demolition of the South Campus residence hall complex. Work currently in progress or that will be initiated in the coming months includes installation of additional chilled water capacity on the east side of campus, an upgrade of mechan-

ical equipment in Old Union, construction of new locker facilities for the University Police, and upgrading the heating system of Felmley Hall.

Addressing deferred maintenance

Several projects were completed in fiscal year 2016 that addressed facility maintenance needs. These included replacement of roofs on several buildings, demolition of Rambo House, remodeling of a number of spaces for greater utilization, parking lot resurfacing, and upgrades to heating, cooling, and lighting.

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

StormReady University

The National Weather Service named Illinois State a StormReady University. The designation recognizes Illinois State’s preparations for severe weather conditions and weather emergencies. To qualify for the StormReady University designation, an institution must demonstrate extensive planning for weather emergencies and have resources in place to monitor local weather conditions and communicate severe weather information to the campus community.

SUSTAINABILITY STARS

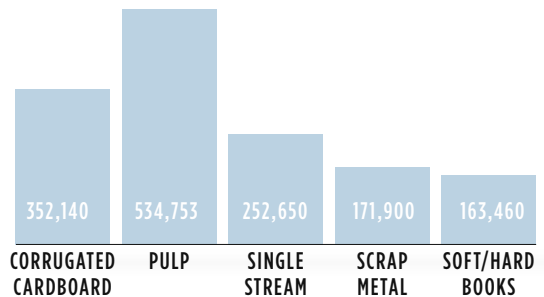
The University advanced this year from a bronze to a silver rating from the Association for the Advancement of Sustainability in Higher Education’s STARS program, a widely recognized framework for publicly reporting comprehensive information on sustainability performance. Institutions report achievements in operations, academics, engagement and planning, and administration.



Social Media Analysis and Response Team

The Social Media Analysis and Response Team (SMART) monitors, analyzes, and posts to social media channels during emergency situations. SMART uses a number of tools and techniques to carry out its charge, and the team is instrumental in helping the Incident Management Team make informed decisions. This team is unique in the higher education community and represents a partnership between Environmental Health and Safety, the Campus Communications Group, School of Communication, and others.

TOP UNIVERSITY RECYCLING COMMODITIES



(in pounds July 1, 2015, through April 30, 2016)

Water conservation

There are number of water conservation efforts underway across campus, including:

- Sink aerators in restrooms, which push air through the faucets and result in decreased water use
- Use of natural berms, or mounds of earth, to help filter water before it returns to the ground
- Permeable concrete, which catches the flow of water and helps wash the water before it heads to storm drains
- Measuring the amount of water that returns to the heating plant to help locate leaks or losses due to pump failures
- Water-bottle hydration stations installed throughout campus



EDUCATING ILLINOIS

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