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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

APRIL 28, 2000

Exhibits

SECTION I

- A. Candidates for Degrees
- B. Faculty Grievance Policy
- C. Agreement with Parkview Hospital, Inc.
Fort Wayne, Indiana
- D. Agreement with St. Mary's Health Care Services,
Evansville, Indiana
- E. Student Health Center Proposed Pricing Increase
for Supplies and Procedures, 2000-02
- F. Athletic Ticket Prices, 2000-01
- G. Disclosure of Interest Summary
- H. In Memoriam: Donald B. Scheick

SECTION III

- A. Support Staff Personnel Report
- B. Employment Agreement - Lloyd W. Benjamin III

Attachments

SECTION IV

- 1. Grants - Information Only
- 2. Vendors Report
- 3. Biennial Budget Parameters
- 4. Personnel Actions - Fiscal year 2000 Updates
and Overview

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

APRIL 28, 2000

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, April 28, 2000, in the State Room, Tirey Hall.

Trustees present: Dr. Benway, Mr. Bonds, Mr. Buttrey, Mr. Dooley, Mrs. House, Mr. Smith, Mr. Wooden and Dr. Zietlow. Trustee absent: Mr. Stelle.

President Moore, Vice Presidents Quatroche, Schafer, Schultz and Wells and Interim Vice President Elsey were present. Also attending were Mr. William Crichfield, Chief Financial Officer and Treasurer, Ms. Melony Sacopulos, General University Counsel, Dr. Blanche Evans, Secretary of the University Faculty Senate, Ms. Wandell Gabey, Chairperson of the Support Staff Council and Ms. Kristin Garing, President of the Student Government Association.

There being a quorum present, Dr. Zietlow called the meeting to order at 9:05 a.m.

SECTION I

A. APPROVAL OF THE MINUTES (Dr. Zietlow)

On a motion by Mr. Smith, seconded by Mr. Dooley, the minutes of the March 17, 2000, meeting were approved as presented.

B. DATES FOR NEXT MEETING (Dr. Zietlow)

The dates for the next meeting are June 15-16, 2000.

Commencement is scheduled for Saturday, May 6, 2000

C. REPORT OF THE BOARD PRESIDENT (Dr. Zietlow)

Dr. Zietlow welcomed Kristin Garing as the new Student Government Association President.

Nominating Committee

Dr. Zietlow appointed a nominating committee and requested the committee to bring forward a slate of possible officers to serve during the 2000-01 year. The committee members are Jerry Dooley (Chairperson), Barbara House, and Bryan Wooden. Vice President Schafer was advised to make the necessary arrangements for the committee to meet. The slate of officers will be presented at the July annual organizational meeting.

Celebrations and Other Activities

Dr. Zietlow recounted the many celebratory events held over the past several weeks including the retirement recognitions for President Moore, the campus reception for Dr. Benjamin, Honors Day, the GTE Scholar Athlete Banquet, and the faculty retirement tea.

D. REPORT OF THE UNIVERSITY PRESIDENT (Dr. Moore)

Dr. Moore expressed his appreciation for the several events held in his honor. He was especially pleased that over \$50,000 was raised for the President's Scholarship Fund.

Special Events

President Moore commented on several of the academic achievement events recently held. He was impressed with the president's scholars banquet, noting there are now approximately 65 president's scholars. These students along with their families and faculty mentors were in attendance at the dinner.

He thanked the Board and the ISU Foundation which have established in his honor a special award to be given annually to the most outstanding president's scholar at ISU. He then introduced the first recipient of this award, Kristen Schultz, who expressed appreciation in her comments to the Trustees.

The University Medallion was presented to Professor Donald Jennermann at the President's Scholar banquet. Dr. Jennermann came to ISU in 1964 and has served with distinction for 36 years. He has served as Director of the Honors Program since 1978 and has been Chair of the Humanities Department since 1988. The relationship he has with students is truly exemplary.

Dr. Jennermann acknowledged the award and commented that it takes many people to make this program a success. It is the faculty and students who have made the program worthwhile in every respect.

ICHE Meeting

On April 13-14, ISU hosted a meeting of the Indiana Commission for Higher Education. A program highlighting the First Year Experience Program, the Lilly program, was presented. Dr. Moore thanked Bryan Wooden for his attendance. The Commission members were very impressed with the program.

Reunion Day

Reunion Day is scheduled for Saturday, April 29. Many alumni will be coming back to share memories. The reconstructed entrance gateway to Reeve Hall will be dedicated in a 2:00 p.m. ceremony. President Moore thanked Mr. Schafer for his efforts on this project.

Commencement

Commencement will be held on Saturday, May 6, On Friday, May 5, a dinner honoring the honorary degree candidates and the faculty and student award recipients is scheduled.

E. REPORT OF THE UNIVERSITY FACULTY SENATE CHAIRPERSON
(Dr. Carino)

Dr. Blanche Evans represented Dr. Carino and presented the University Faculty Senate report.

The Senate has elected officers and the Executive Committee for next year. Frank Bell is the new Chairperson, Paul Hightower is Vice Chairperson, and Charles Hoffman is Secretary. Filling the remaining seats on the Executive Committee are Sister Alma Mary Anderson, Pete Carino, Robert Clouse, Steve Lamb, Linda Maule, and Ed Warner.

At the March meeting, the Senate passed an amendment to the Faculty Constitution that would establish a Council of Governance Chairs to include the Senate Chair and the Chairs of governance units in each professional school, the Library and the College. The Council will not be a legislative body. Its purpose is to promote better communication among governance units as was suggested in the NCA assessment earlier this spring. The Senate also passed a recommendation concerning expanded opportunities for children's day-care for both faculty and students. With an increasingly younger faculty, ISU needs to offer improved and expanded day-care facilities to retain and attract new faculty. The Senate also passed a resolution from

the Administrative Affairs Committee that policies be established for university travel that would create university-wide guidelines, equity in fund distribution, more accountability for the use of funds for travel, and access to travel budgets information. The Senate also accepted the annual count of faculty and administrators with a resolution from the Executive Committee that given future retirements, the Committee expresses its fears that further reduction in full-time tenure track faculty would limit the university's capacity to fulfill its mission as defined and praised in the NCA preliminary report.

At the April meeting, the Senate passed several important curricular proposals, including a revision of the athletic training program curriculum. In addition, the Senate approved the transfer of four faculty members in linguistics to the Department of Foreign Languages, and approved a proposal that would rename that department the Department of Languages, Literatures, and Linguistics. This transfer will enable the strengthening of a revised curriculum for majors in languages and linguistics, while helping the department staff courses for the foreign language requirement in the revised General Education Program. Also under curricular items the Senate passed the final part of the basic studies requirements for General Education, the course in Information Technology Literacy. The faculty feel that this course will not only prepare ISU students to function in the increasingly technological environment of the University but also gain a head start in developing the skills they will need for employment. The faculty also hopes that the legislature continues to earmark funding specifically for technology.

Also accepted were the Administrative Affairs Committee's recommendation on the academic calendar for 2002-2003, a revision of the School of Nursing Council statutes, and a recommendation from the Faculty Economic Benefits Committee that any funding leftover from gender equity adjustments in compensation be applied to additional equity adjustments by rank.

Dr. Evans encouraged the trustees to approve a revision to the Faculty Constitution regarding grievance procedures. It arose out of concerns raised by President Moore and then Senate Chair Harriet Hudson regarding grievance procedures. The proposed revisions have been studied and refined at all levels of university governance and in consultation with the university attorney. Dr. Evans felt the revised procedures will prove more equitable to both faculty and administration.

Dr. Evans thanked all those faculty members, both senators and committee members, as well as the administrators who work with faculty governance, for a very productive year. All actions of the Senate will be recorded in its Annual Report, a copy of which will be distributed to the Trustees.

F. REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT
(Ms. Garing)

Ms. Garing reported on the positive response from students on the recent dedication of Recreation East. Student Government Association has held a retreat to set goals and establish unity of purpose for the coming year. Filling Senate seats and committee appointments have been ongoing activities.

Global e-mail to all students with a calendar of events for each month is a new initiative. Ms. Garing is also continuing with attempts to get more student organizations and students involved in SGA.

G. REPORT OF THE SUPPORT STAFF COUNCIL CHAIRPERSON (Ms. Gabey)

Ms. Gabey noted the support staff has been part of the various celebrations honoring Dr. Moore's tenure as President of Indiana State University. She expressed the best wishes of support staff as he changes the focus of his career.

The Support Staff Council Employee Relations Committee has completed training for grievance appeals and will meet soon to resolve the only issue that needs attention this year. The Scholarship Committee had many applications and has selected six recipients for awards this year. The winners will be announced at the Council's Annual General meeting for all Support Staff on May 25, 2000. "Student Appreciation Day" was held to pass out cookies and punch to students and wish them well on finals.

Ms. Gabey commented that the support staff realizes many areas on campus need attention and the budget dollars must be allocated carefully. She thanked the administration for the effort to improve salaries. She reported support for the elimination of vacant support staff positions where feasible with the assurance that the dollars from those positions will stay in the compensation pool for support staff. The Council's Salary and Employee Benefits Committee has provided input for the manner in which those dollars set aside for increases might be distributed.

In closing Ms. Gabey congratulated all graduates of the University and wished them the best of luck in their future careers.

H. CANDIDATES FOR DEGREES (Dr. Wells)

Candidates for graduate and undergraduate degrees to be conferred on May 6, 2000 are presented in Exhibit A.

Recommendation: Approval of the award of the respective degrees subject to completion of the requirements.

On a motion by Dr. Benway, seconded by Mrs. House, the recommendation was approved.

I. FACULTY GRIEVANCE POLICY (Dr. Wells)

In 1998, the Executive Committee of the University Faculty Senate approved an ad hoc committee to review policies and procedures for faculty grievances. The proposal has been approved and endorsed by the University Faculty Senate, Deans Council and has the support of the Provost and Vice President for Academic Affairs. In addition, consistent with the University Handbook requirement in Section 2, Article 1, Number 5, the proposal was approved by a majority of those faculty voting with a 44.5% participation rate of the eligible voting membership.

The revised faculty grievance policies and procedures to become effective immediately are presented in Exhibit B.

Recommendation: Approval of the faculty grievance policy as presented in Exhibit B.

On a motion by Mr. Bonds, seconded by Mr. Wooden, this item was tabled for further study.

J. AGREEMENTS (Dr. Wells)

Recommendation: Approval of the following agreements:

1. Parkview Hospital, Inc., Fort Wayne, Indiana

The purpose of this agreement is to provide for student internships in a hospital for students enrolled in the Speech Pathology Program. A copy of the agreement is presented in Exhibit C.

2. St. Mary's Health Care Services, Evansville, Indiana

The purpose of this agreement is to provide internships in a hospital for students enrolled in the Speech Therapy Program. A copy of the agreement is presented in Exhibit D.

3. Nursing Agreements

Agreements have been reached with the following agencies to provide clinical experiences for nursing students. Copies of the standard agreement forms are on file in the Office of the Secretary of the University.

Clay County Hospital, Brazil, Indiana
 Clay County Health Department, Brazil, Indiana
 Council on Domestic Abuse (CODA), Terre Haute, Indiana

4. Driver Education Agreements

Agreements have been reached with the following school corporations to provide driver training internships. Copies of the standard agreement forms are on file in the Office of the Secretary of the University.

Franklin County High School, Brookville, Indiana
 Rite-Way Driving School, Highland, Indiana
 Whiteco School Corporation, Pierceton, Indiana

On a motion by Mr. Smith, seconded by Mr. Bonds, the recommendation was approved.

K. PARKING PERMIT FEES, 2000-01 (Dr. Elsey)

In June 1995, the Board of Trustees approved a long-range Parking Master Plan. This plan is designed to generate revenue to improve and maintain campus parking lots. The plan called for an annual increase in parking permit fees for a period of 10 years.

Parking fees proposed for 2000-01, as called for in the long-range plan, are as follows:

Faculty/Monthly Staff	\$85.00
Support Staff	\$70.00
Students	\$70.00
Motorcycles	\$35.00

Parking permit fees for full-time staff may be paid by payroll deduction. Beginning with the 2000-01 academic year the University will offer a salary conversion program, under Section 132(f) of the Internal Revenue Code which allows employees to use pre-tax dollars to pay for the purchase of a parking permit. This program eliminates state and federal income taxes and reduces Social Security (FICA) taxes by the

amount of the parking permit cost. An employee using payroll deduction to purchase a parking permit, may elect to participate in the salary conversion program.

Recommendation: Approval of the parking permit fees as listed above for 2000-01 effective August 16, 2000.

On a motion by Dr. Benway, seconded by Mrs. House, the recommendation was approved.

L. STUDENT HEALTH INSURANCE MASTER CONTRACT, 2000-01
(Dr. Elsey)

Student group health insurance is currently provided by Educational Finance Group, United Insurance Companies, Inc. This contract expires on August 22, 2000.

The Student Affairs Health Insurance Committee, after reviewing the Educational Finance Group plan and others, recommends that coverage be changed to Mid-West National Life Insurance Company of Tennessee for the period August 22, 2000 through August 22, 2001.

A comparison of current and proposed annual premiums is as follows:

	ANNUAL PREMIUMS	
	Current <u>1999-00</u>	Proposed <u>2000-01</u>
Student	\$ 322.00	\$ 393.00
Spouse (additional)	\$1,088.00	\$1,284.00
Each child (additional)	\$ 467.00	\$ 551.00

Because of the unfavorable loss ratio experienced during the past school year, an increase in premiums was necessary. Benefits under the plan have been increased from \$50,000 to \$100,000 for each injury and sickness.

Recommendation: Approval of the student health insurance contract with Mid-West National Life Insurance Company of Tennessee, for the period August 22, 2000 through August 22, 2001.

On a motion by Mr. Wooden, seconded by Mr. Smith, the recommendation was approved.

M. STUDENT HEALTH CENTER SUPPLIES FEES, 2000-01 (Dr. Elsey)

Recommendation: Approval of the Student Health Center proposed pricing increase for supplies and procedures as presented in Exhibit E.

On a motion by Mr. Smith, seconded by Mrs. House, the recommendation was approved.

N. ATHLETIC TICKET PRICES (Dr. Elsey)

Recommendation: Approval of the 2000-01 athletic ticket prices presented in Exhibit F.

On a motion by Mr. Dooley, seconded by Dr. Benway, the recommendation was approved.

O. MARTIAL ARTS PROGRAM FEES (Dr. Elsey)

Because of growing interest in martial arts, several varieties of martial arts are presently offered through the Physical Education Department. It is proposed that a pilot martial arts program be initiated during the fall semester as part of the Le Club Program.

The following fee structure is proposed:

	<u>Students</u>	<u>Faculty/Staff/Alumni</u>
One session	\$ 5.00	\$ 8.00
Per Semester (1 session/week for total of 14)	\$ 60.00	\$100.00
Per Semester (2 sessions/week for total of 28)	\$100.00	\$180.00

Recommendation: Approval of the implementation of a martial arts program with the proposed fee structure as part of the Le Club program effective with the fall semester, 2000.

On a motion by Mr. Buttrey, seconded by Mr. Dooley, the recommendation was approved.

P. LONG TERM DISABILITY INSURANCE, 2000-2001 (Mr. Schafer)

The contract for the long-term disability insurance plan, underwritten by Teachers' Insurance and Annuity Association (TIAA), expires on June 30, 2000. The plan provides disability income protection and an annuity waiver for benefits-eligible employees who have been employed by Indiana State University for a minimum of three continuous years. The minimum monthly income benefit for disability is \$50; the new maximum monthly income benefit is \$9,000, an increase from a maximum of \$8,000 per month in the current contract. The benefits are payable until age 65 with a graduated schedule for individuals who become disabled after age 60. Claims experience over the last three policy years and the current year plus an evaluation of the composition of the covered employees in the ISU group were major factors used to determine the rates for the 2000-2001 contract year. Based upon an analysis of all factors, the rates for the long-term disability insurance coverage will decrease for the 2000-01 contract year.

University contributions to the plan are calculated based upon the covered monthly salary (CMS) of each covered individual multiplied by a rate factor.

Rates for the current 1999-2000 year and proposed renewal rates from TIAA for the contract year 2000-2001 are as follows:

<u>Coverage</u>	<u>Current Rates</u> <u>1999-2000</u>	<u>Proposed Rates</u> <u>2000-2001</u>
Income Benefits	.328% of CMS	.312% of CMS
Monthly Annuity Premium Waiver Benefit	.110% of CMS	.104% of CMS

Recommendation: Renewal of the master plan policy for long-term disability with Teachers Insurance and Annuity Association (TIAA) for the 2000-2001 contract year, effective July 1, 2000.

On a motion by Mr. Buttrey, seconded by Mr. Bonds, the recommendation was approved.

Q. DISCLOSURE OF INTEREST (Mr. Schafer)

A Disclosure of Interest Statement Summary is presented in Exhibit G. The statement will be transmitted to the State Board of Accounts as required by statute.

Recommendation: Acceptance and acknowledgement of the Disclosure of Interest Statement Summary as presented in Exhibit G.

On a motion by Mrs. House, seconded by Mr. Smith, the recommendation was approved. Mr. Buttrey abstained from voting.

R. IN MEMORIAM (Mr. Schafer)

Donald B. Scheick; Professor Emeritus of History, died on March 23, 2000. A resolution is presented in Exhibit H.

Recommendation: Acceptance of the resolution and acknowledgement of service.

On a motion by Dr. Benway, seconded by Mr. Bonds, the recommendation was approved.

S. HONORARY DEGREES (Dr. Moore)

The following individuals are recommended for conferral of the honorary degree indicated during the May 6, 2000 commencement ceremony.

William S. Ashbrook Doctor of Letters

Stuart Vaughan Doctor of Humane Letters

Recommendation: Approval for the designated honorary degrees to be conferred during the May 6, 2000 commencement ceremony.

On a motion by Mr. Bonds, seconded by Mr. Wooden, the recommendation was approved.

CANDIDATES FOR THE ASSOCIATE DEGREE
MAY 6, 2000
ASSOCIATE OF APPLIED SCIENCE

SECTION I
EXHIBIT A
APRIL 28, 2000

Seger, Doris J Beckman

CANDIDATES FOR THE ASSOCIATE DEGREE
MAY 6, 2000
ASSOCIATE OF ARTS

Bass, Christopher
Cole, Veronica Dee
Fields, Kenneth Albert
Hamilton, Torrence Lamar
Heirman, Rex Arthur
Lugar, Joseph Karl
Perry, Cameron Dawayne
Ray, William Alan
Samuels, Richard Scott
Sansbury, Dwain Anthony
Staser, Kevin Thomas
Taylor, Ivie Kay Thompson
Vaillancourt, Jeffery Lee
Watson, Guydell
West, Michael Tyrone
Wolfe, Michael Lynn

Battering, Donnie Lee
Decker, James Shawn
Guajardo, Arnold Felix
Hardin, Phillip Keith
Jung, Lee Michael
Myers, Randy L
Powell, Frank, Jr
Russelburg, Earl Lee
Sanchez, Phillip T
Slaughter, Robert Lee
Swank, Randall Wade
Thompson, Tom Hamilton
Van Vleet, Michael Lewis
Welker, John Cleveland
Winder, Anthony Eugene
Woods, William Robert, Jr

CANDIDATES FOR THE ASSOCIATE DEGREE
MAY 6, 2000
ASSOCIATE OF SCIENCE

Anderson, Christina Marie
Barnett, Tonya Ann
Berry, Jenni Rae
Coffman, Melissa Kay
Cooper, Catherine Sue Flock
Eaglin, Heather Marie
Forsythe, Matthew G
Gamble, Carla Hawkins
Hamilton, Carrie Beth
Hayhurst, Laura Amy
Henry, Shalunda Lynette
Hitch, Michael Charles
Kelich, Patricia Sue
Lantz, Sally Ann
Manuel, Misty Mayo
McCrae, Tracy Elizabeth
Mitchell, Cathy Joan Davis
Neukam, Brittney Lynn
Peacock, Leslie Don
Ramirez, Brian Keith
Roeschlein, Darla Jeanne Wils
Sanders, Lisa LeAnn
Small, Sarah Elizabeth
Smith, Stephanie Ann
Stroup, Kimberly Ann Tanner
Walls, Debbie L Rost
Winn, Anthony Otis, Jr

Azar, Amber Lynn
Batson, Amy Michelle
Bonsett, Belinda Rae
Cooper, Brandi Lynn
Degni-Segui, Rene-Philippe Dj
Edgeston, Sonya Kewa
Fouty, Amy Lynn
Garland, Daniel Lee
Harlan, Angel Dawn
Hendry, Christi Lee
Hensley, Brandy Nicole
Hoyes, Greg Raymond
Kelsey, William Timothy
Lowry, Stacy Lynn
Marts, Sarah Beth
Merkel, Linda Diane Sutherlin
Moon, Amanda Claire
Newlin, Crystal Kay
Pfrank-Southwick, Sherri Lynn
Roberts, Lori Marie
Rowe, Megan Elizabeth
Schmidt, Mandy Jo
Smith, Mary Jane
Stevenson, Ronda Sue
Torbert, Heidi Marie
Wheat, Michelle Lynn

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF ARTS

Alzueta, Elizabeth Seymour
Bruley, Jacqueline Elizabeth
Campbell, Jennifer Nichole
Church, Amanda Anne
Cook, Samantha Dawn
Ellison, Sabrina Michelle
Gonzalez, Jennifer
Hayes, Jessica Lynn
Jenks, Lisa Marie
Lohse, Heather Anne
Magill, Kelley Kay
McGrew, Mindy Leigh
Miller, Rachel Anne
Morales, Aaron Michael
Norris, Matthew William
Page, Tamara Ann
Randolph, Kirk Alan
Rumple, Christian Lee
Schmidt, Mandy Jo
Soares, Augusto Cesar
Tomlins, Tina Marie
Zeck, Melanie Lynn
Zylstra, Kara Lynn

Bayless, Kathy Joan
Cain, Monica Marie
Caster, Emily Kristen
Clendenen, Shannon Lee
Drake, Lisa Marie
Fisher, Leslie Ann
Griffin, Timothy David
Hoffman, Connie Jean
Jones, Jennifer Gay
Macke, Bryan Todd
McCool, Sara Elizabeth
Miller, Brian Alexander
Moeller, Robert Oliver
Nesius, Elizabeth Marie
Orris, Timothy Paul
Peck, Jennifer Suzanne
Robison, Tracy Michele
Salla, Amy Michelle
Sebree, Letisha Renee
Taylor, Sarah Katherine
Vogt, Melissa Kay
Ziegelbauer, Jessica Anne

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF FINE ARTS

Cummings, Jason Mathew
Goodman, Erin Leigh
Holloway, Brian Jones
Kersey, Joshua James
Lefevra, Troy Anthony
Torres, Miguel Ulloa

Gearing, Denver, III
Holloway, Brandon Charles
Keefer, Jason Douglas
Kunkel, Laura Renee
Stoltz, Adam Preston

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF MUSIC

Feltner, Maria Therese
Zeck, Melanie Lynn

Schmett, Emily Anne
Ziegelbauer, Jessica Anne

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF MUSIC EDUCATION

Baugh, Jeremy Richard
Bockstahler, Alison Renee
Killion, Andrew Lee
Lewis, Alex Alexander
Roe, Dustin Michael

Bennett, Jason Farrell
Daniels, Stacey Marie
Knight, Ryan Vincent
McHugh, Marsha Lynn Meister
Rogers, Robert Jacob

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Abel, Jennifer Lea	Abner, Billie Ann
Abrell, Mary Michelle	Ackles, Quiona Nashay
Aderiye, Bamidele Banji	Adkins, Kristi Dian
Aguilar, Phillip Henry	Akers, Mark Richard
Akridge, Jasmine Jenice	Al-Maghaslah, Raed Ali
Alexander, Damion Christopher	Alfonzo, Dejuan Refeal
Allen, Christina Ann	Allen, Maaike Rachel-Ellen
Alman, Daniel Walter	Ames, Michael Justin
Amick, William Troy	Amri, Isa Bin
Amstutz, Amy Louise	Anderson, Derek Mark
Anderson, Jeffrey Allen	Anderson, Jeremy Scott
Anderson, Joanna Marie	Anderson, Julie Lynne
Andrews, Geraldine Antoinetta	Arnold, Jennifer Jolene
Arthur, Kasey Dawn	Asakawa, Toshio
Ash, Gayle Lyn	Asher, Carlee Lynn
Atkins, Sally Elizabeth	Austin, Nathalie Dorothea
Azar, Michelle Katrine	Baker, Shaun Curtis
Balentine, Daniel Edwin	Ballman, Robert
Bane, Bradley Dean	Banjura, Michelle Jayne
Barcus, Kortni Reann	Barker, Matthew Joseph
Barnard, Amy Sue	Barnhart, Christina Renee
Barr, Diane Lynn Switzer	Basan, Bryan Timothy
Baugh, Stacy Leigh	Baumert, Anthony Joseph
Bechtel, Brett Andrew	Bedwell, Jacinda Leah
Bennett, Jay Wesley	Beron, Christianne Louise
Berry, Bernice J.	Berry, Shawn Michael
Betz, Stephen Bradley	Biernbaum, Amy Christine
Bitler, Michael Ryan	Bitner, Graham Robert
Bitzer, Brandy Jane	Black, James Rae
Black, Jarrod Allen	Black, Jeffrey Allen
Black, Katherine Marie	Blake, Kenneth William
Blake, Linda Kay	Blakely, Lynn Christine
Bledsoe, Julie Lynn	Blythe, Jennifer Elaine
Bourdon, Lesa Michelle	Bowen, Jason Andrew
Boyer, Adam Michael	Brace, Rebecca Jean
Bradley, Jeremy Luther	Brattain, Donald Ray
Brinkerhoff, John Robert	Broadus, Jill Suzanne
Brothers, Melissa Jane	Brougher, Brian Curtis
Brower, Amy Leigh	Brown, Alison Fay
Brown, Carla Renee	Brown, James Oca
Brown, Joshua Michael	Brown, Kimberly Dawn
Bruce, Joseph Anthony	Brumfield, Chad Allen

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Brush, Donald James, III	Bryant-Cox, Rachel Dawn
Buck, Daniel Kenneth	Budreau, Deanna Marie
Buell, Joni Marie	Bullock, George Robbin
Bunch, Carrie Lynn	Burgess, Stekila Lenice
Burgoon, James David	Burkle, Natalie Michelle
Burris, Penny-Jo Irene	Burt, Joseph Warren
Buse, Billie Sue	Butts, Stephen Thomas
Byers, Charla Dawn	Cain, Brian Lee
Caldwell, Courtney Ann	Campbell, Jacob Edward
Cantrell, Kevin Eugene	Capretta, Ryan Marcus
Cargle, Doris Jean	Carlson, Jennifer R
Carter, Troy Lee	Cash, Barbara Weston
Casper, Sara Suzanne	Casterline, Andrew Thomas
Castle, Douglas Jeremy	Cerra, Charlene
Chamness, Angela Lynn	Chandler, Andrew Patrick
Charters, Heidi Michelle	Chen, Gan
Chen, Yu-Lin	Cherepkai, Heather Dawn
Cho, Yun-Young	Cisneros, Rafael
Clancy, Marcus Wain	Clark, Sara Ann
Clayton, Marques Glenn	Clem, Kynna Gwendolyn
Closson, Joseph Johnathon	Cochran, Reuben Postelle
Coddington, Kathryn Ann	Coddington, Kelly Marie
Cody, Teigha Donee	Cohen, James A, II
Coker, Deanna Lynn	Cole, Caryn
Coleman, Jennifer Leah	Colledge, Garry Wayne, Jr
Combs, Abigayle Ann	Conder, Beth Ann
Conn, Joakima Rochelle	Connell, Jason Thurman
Connor, Joshua D	Cook, Jamyn Beth
Cooper, Brian Steven	Cooper, Leah Rena
Cooper, Paul Matthew	Cope, Lance Curtis
Coquerille, Samuel D	Cottrell, Timothy Ray
Cowan, Larry Joseph	Cowen, Raymond Roy, Jr
Cox, Camil Marie	Craft, Kelly Melissa
Cull, Kelly Jean	Cunningham, Jarah Lynn
Curtis, Ruth Elaine	Custis, Holly Ann
Czupryn, Jason Michael	Damin, Andrew Eric
Danford, Larren Allen	Daugherty, Diana Kay
Davasher, Jamie Kay	David, Brandon Shane Dwight
Davidson, Curtis Michael	Davis, Corey G
Davis, Donald Z	Davis, Lerita Renee
Davis, Marvin Edward	Davis, Meleshia Spring
Day, Heather Me'chell	Day, Travis Lynn

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

De Vault, Kyle Shane
DeShong, Colleen Marie
Diefenthaler, Anna Christine
Dilger, Brock Lawrence
Disque, Rebecca Lynn
Dixon, Adam Lee
Dodson, Karyllan Elisabeth
Donnelly, Tana Lynn Powell
Dopke, Ashlei Rene
Dorsett, Heather Jean
Doubek, James Edward
Dowers, Catherine Grace
Dreiman, Jeffrey James
Drumb, Lisa A
Dudley, Emily Jo
Duke, Jacob Kurtis
Dunham, Amanda Beth
Dupire, Mark William
Earle, William Edward, Jr
Elkins, Gregory Burton
Elliott, Jonathan Lee
Ellyson, Michael Paul
Embry, Joni Lynn
Endsley, Joseph David
English, Raymond Walter
Escott, Mandi Lee
Evanoff, Sabra Marie
Eveland, Jennifer Nicole
Feeney, Jeffrey Michael
Finn, Zachary Steven
Fisher, Traci Jo
Fitzgerald, Kristopher Neal
Flick, Corey Micheal
Foley, Heather Lynn
Folz, Jennifer Lynn
Ford, Brandie Nichole
Foster, Michael Trent
Fox, Veronica Ann Quillen
Fredericks, Rebecca Diane
French, Janel Rae
French, Ronald Ray
Frick, Aaron David

DeMaris, Sarah Louise
DeVault, Julie Christine
Diel, David Eric
Dilling, Kelly Lynn
Dittmer, Rachel Rene
Dobson, Tona Lynn Snellenbarg
Donaldson, Douglas Charles
Doolittle, Douglas Wesley
Dorfmeier, Kathleen Ann
Dossett, Ashley Neal
Dowell, Tessie Sue
Drake, Leslie Ann
Dreiman, Jeffrey James
Dubois, Lauraly J
Dudley, Troy Luke
Dumond, Anne Rebecca
Dupire, Marie Louise
Durcholz, Renae Elizabeth
Eisenhour, Scott Wayne
Eller, Sarah Beth
Ellis, Leigh Anne
Elmore, John Michael
Emerson, Heather Rene
Englehart, Steve Richard
Erny, Ryan David
Eskew, Stacy Elizabeth
Evans, Derrick Lamont
Farrior, Joshua Allen
Fell, James Theodore
Fisher, Shannon Marie
Fitts, Kevin Patrick
Flater, Jill Lane
Florea, Andrew Paul
Foley, Stacy Michelle
Ford, Amy Marie
Fosler, Jill Suzanne
Fox, Eric Lee
Franklin, Jacob Ray
Freeman, Kelli Rene
French, Robert J
Frey, Jonathan Paul
Friend, Alyssa Erin

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Fromme, Christa Rose
Frye, Marcy Dawn
Fussner, Sandra Jane
Gardner, Craig Aaron
Garrett, Kyle Dean
Gaynor, Melissa Sue
Gerber, Mitchell Joe
Giffin, James O'Dell
Glass, Ronald Christopher All
Glidden, Amber Kay
Goda, Teko Alan
Goldbort, Raechel Elizabeth
Goode, Crissy Dawn
Gorden, Erica Evette
Gorsuch, Randall Scott
Green, Nathan Anthony
Grelecki, Daniel Charles
Grimes, Shannon Marie
Grimley, Conor E
Grobauskas, Christopher Josep
Gropp, Melissa Ann
Guinn, Amber Dionne
Gunter, Amy Katherine
Gurley, Van Kenneth
Hagerman, Bridget Colleen
Hall, Melinda Jae
Hampton, Tavis Jerome
Hanchar, Justine Joy
Hand, Sondra Louise
Hara, Erina
Harden, Anthony Matthew
Harith, Sabdin Bin
Harris, Jonathan Cory
Harrison, Troy Giles
Hart, Shana Sue
Hauger, James Lloyd
Hawkins, Jamie Leigh
Hay, Richard Carder
Hazelwood, Nathan Craig
Heath, Hulmer Jackson, III
Heffernan, Carisa Nicole
Held, Amanda Beth

Frost, Tori Rochelle
Furman, Jeffery Richard
Garcia, Gregory David
Gardner, Rustin Wade
Gaulden, Shani Aziza
Geisert, Misha Elayne
Gerber, Sandra Kay
Gipson, Michelle Leneice
Glemser, Kristen Jacqueline
Goda, David C
Goeppner, Kevin Scott
Good, Emily Brooke
Goodman, Beth Ann
Gorman, Kelie Marie
Graf, Andrea Louise
Green, Shawn Scott
Griffin, Keyona Tache
Grimes, Veronika Letitia
Grissen, Melanie Rae
Groover, Robert James
Grumpp, Jennifer Katherine
Gunn, Dawn Elizabeth
Gurchiek, Tina Marie
Guthrie, Tihesha Denise-Lanay
Hale, Amy Michelle
Hampton, Duke Brandon
Hampton, Tyanne Lanee
Hancock, Kimberly Dawn
Hanson, William Eric
Harbour, Tammy Irene Greenlee
Hardin, Andrea Sue
Harmon, Darren Eugene
Harrison, Troy Giles
Harrison, Victoria A
Hatmaker, Daniel Ray
Havekost, Sarah Wynne
Hawkins, Melissa Mary
Hayes, Matthew David
Hearns, Patrick D., Jr
Hedge, Micci Lynn
Heindel, Martinique Lynn
Helms, Kirsten Rae

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Henderson, Jonathan David
Henderson, Travis Lee
Hennette, Jason Robert
Herman, Katherine Lorraine
Hertenstein, Stacie Renee
Hester, Shelly Renee
Hickey, Bryce Lee
Hicks, Krista Beth
Hilburn, Jennifer Sue
Hill, Alicia Jean
Himsel, Nicole C
Hoepfner, Rebecca Kay
Holmes, Matthew Edwin
Horn, Heather Lynn
Horsley, Chad Matthew
Howard, Shawn David
Hoyes, Greg Raymond
Hrabal, John Allen, II
Hudgens, David
Hughes, Aaron Daniel
Huisinga, Sandra Dale
Hunsberger, Joshua Paul
Hunter, Heather Ann
Hunter, Steven Gray
Hurst, Emily Christine
Hurt, Douglas Meredith
Iaccino, Rebecca Lynn
Inlow, Kristen Mary
Jackson, Fredric Lawrence
Jackson, Shannon Emil
James, Eric Michael
Janssen, Shanee Rae
Job, Monte Lee
Johnson, Christy Lynn
Johnson, Gabriel Ruelas
Jones, Matthew Todd
Jude, Tameca Tishel
Justus, Jeremy Clayton
Keil, Jamie Sue
Keller, Kristy Nicole
Kelsey, William Timothy
Kennedy, Jennifer Lynn

Henderson, Philip Carl
Hendricks, Jessica Lynn
Hercamp, Megan Janine
Herring, Aubrey Lee
Heselbarth, Michael David
Hewitt, Thomas Chad
Hicks, Jennifer Bowman
Higham, Andrew Steven
Hildebrand, Steven Lee
Himsel, Jennifer Ann
Hitch, Michael Charles
Hoichi, Makiko
Hook, Stephen Lawrence
Horner, Jeffrey Alan
Hostettler, Heather Renee
Howland, Leon Fredrick, III
Hoyes, Greg Raymond
Hsiao, Lan-Fen
Huffman, Shane Michael
Hughes, Jason Paul
Humphrey, Tyrone, Jr
Hunt, Michelle Leah Blume
Hunter, Matthew Keith
Hurst, Anita Jo
Hurst, Thomas Randolph
Hyland, Holly Marie
Iaccino, Richard Paul
Isles, Elise Rene
Jackson, Laura Ann
Jafari Golrokh Khasmakhi, Abb
Jansing, Stephanie Renee
Jarrard, David R
Johnson, Aaron Michael
Johnson, Courtney Denise
Jones, Kevin Michael
Jones, Timothy Allen
Justice, Angel Marie
Kauffman, Kristen Elizabeth
Keilman, Stephanie Lynn
Kelly, Matthew David
Kemper, Crystal Sue
Kerby, Kelli Jo

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Kessler, Leisa Christine	Keyes, Ahmad Lamar
Kiley, Shelley Jo	Kim, Jin Young
Kindred, Reeda Jeane	King, Jerome Anthony
Kirchoff, Kenneth Keith, II	Kleeman, Robert Louis, III
Kluesner, James Allen	Kluesner, Ted Ray
Knight, Allison Fay	Knoblock, Kim Elizabeth
Koberstein, Rachel Leah	Koebcke, Chad Evan
Kolan, Jennifer Marie	Krackenberger, Jan Dale Schma
Krieger, Matthew Charles	Krueger, Debra Pauline
Lahey, Amy Christin	Lamb, Angela Ann
Lange, Bernadette Theresa	Lanham, Wayne Andrew
Lawrence, John Andrew	Lazzara, Jonathan Ignatious
Lazzara, Jonathan Ignatious	Leach, Melissa Ann
Lee, Christopher Marvin	Lee, Nancy Joyce
Leer, Konnie Sue	Leininger, Christopher Michael
Leising, Melinda Jo	Lewis, Gregory Bertrand
Lewis, Karen Lynn	Lewis, Timothy Jerome
Ley, Trisha Ali	Lidstrom, Richard Alan
Linton, Patricia Lee	Liston, Donald Warren
Livingston, Stacy Lynn	Lloyd, Brandon Roland-Lemar
Lloyd, Katherine Rose	Lookebill, Cory Richard
Loveless, Brandon J	Lowe, John Matthew
Lowe, John Raymond	Lucas, Jana Leigh
Lucas, Lori Nichole	Luster, La-Varr Juaniell
Lutes, Kevin Boruff	Lutterman, Richard Lee
Ma, Yun Ping	Mable, Nakia Lashawne
Mabry, David Hilton, Jr	MacNabb, Tina Marie
Madison, Darcie Lynn	Maeda, Miki
Mahan, Clay Richard	Malone, Sarah Beth
Maloney, Ryan Joseph	Manduru, Sarada
Mark, Tammy Michelle	Markiewicz, Michael J.
Markle, Steven Wayne	Marshall, Cary Michele
Martin, Eric Daniel	Martin, Lisa Ann
Martin, Valerie Rene	Mason, Nicole Marie
Mattes, Sarah Elizabeth	Mause, Christopher Michael
McAndrews, Tara Rachel	McAtee, James H
McConkey, Suzi Jean	McCrammer, Josh Adam
McCrosky, Jason Charles	McCullough, James Shannon
McCullough, Todd Aaron	McCune, Carrie Leigh
McDaniel, Shonrick Cortez	McDonald, Pamela Jean Ike
McDowell, Lisa Renea	McGrath, Jennifer Anne
McIntyre, Dawn Marie Kay	McKinney, Douglas Clinton

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

McKinnon, Jennifer Lynn	McMahan, Amy Jean
McMahan, Kevin Travis	McMasters, Jessica Lea
McVeigh, Melissa Marie Moore	Meharry, Hilary Dawn
Mehringer, Julie Ann	Meisberger, Deanna Rae
Melis, Jeremy Michael	Mensch, Micah Nicole
Messmer, Sally Ann	Meyer, Ryan Jarrett
Miklozek, Frank Louis, III	Miliner, Brenda C Craft
Miller, Abe D	Miller, Andrea Michelle
Miller, Chad Everett	Miller, Derek Shawn
Miller, Erin Rebekah	Miller, Heather Dawn
Miller, Kristy Ann	Millick, Erik Ryan
Milligan, Jenny L	Millikin, Laura Elizabeth
Mimms, Delbert Ray, Jr	Minguillo, Guillio Wlamir
Minick, Jamie Lee	Minix, Angela Suzanne
Minor, Darla Michelle Russell	Mitchell, Margaret K
Miyara, Wataru	Mohd Yusof, Mohd Yahya
Monroe, Rick Lee	Montague, April Sharee
Moore, Kelly Dawn	Morales, Constantina
Moreno, Tracy Lynn	Morgan, Kimica Joy
Morris, Ember Jo	Motsinger, Joshua Neal
Mowrer, Ronald Lee	Moyer, Bradley Jason
Moyer, Kimberly Elaine	Mullins, Christopher Scott
Murschel, Christina Nicole	Musgrave, Nancy Higdon
Najbert, Kathy Elizabeth	Napier, Steven Curtis
Neal, Jessey D, Jr	Neeley, Celeste
Neely, Teresa Leann	Nees, Stacia Michelle
Nelson, Jennifer Elizabeth	Newkirk, Darek Alan
Newland, Denise Collett	Ng, Siew Ling
Nicholson, Amanda Sue	Nicley, Craig Monroe
Niedert, Bryan Curtis	Niemeyer, Renee Delphine Gold
Noble, Jamie Kristin	O'Bryan, Jennifer Dawn
O'Dell, Juliette Anna Caruso	O'Leary, Jeremy Michael
O'Neal, Tara Lanaa	Ohashi, Keiko
Ottinger, Desiree Dee	Overpeck, Joel Michael
Owen, Amy Lynn	Paris, Teresa Mae Bolton
Park, Andrew Scott	Park, Andrew Scott
Peebler, Stephanie Anne	Pender, Sally Kathleen
Peters, Jill Ann	Peterson, Chad Eric
Petty, Gary Wayne	Pfister, Anthony James
Pfoff, Kelly Lynn	Phillips, Albert
Phillips, Jennifer Ann	Pierce, Cory Scott
Pierce, Kimberly Ann	Pierce, Samuel Jefferis

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Pierczynski, Jeremy Matthew	Pierson, Kathleen M
Pigg, Denman McLellan, II	Pitt, TaMarra Azure
Plahn, Derrick Johnson	Pollom, Andrew Robert
Poole, Linda K.	Popovich, Ginger Renee
Porter, David Keith	Posey, Nathan Edward
Prather, Jennifer Jo	Presnell, Matthew Vernon
Price, Dawn Ellen	Profitt, Benjamin Joseph
Prohosky, Melissa Lynn	Pruner, Heather Anne
Purcell, Lisa Lynn	Quinn, Billy Joe
Quinter, Jason Travis	Raibley, Nathan Mark
Ramanan, Kharlena Maria	Rambis, Tyler J
Ramsey, Randall Scott	Rance, Amy Christine
Rasner, Stephanie Lynn	Rauen, Keegan Edward
Rayes, Joseph Samir	Raymer, Chad Ryan
Reagin, Pamela K	Rearden, Nickie Lynn
Reed, Alan Joseph	Reed, Crystalynn Charity
Reed, Stacey Lynn	Reedy, Andrea Dawn
Reedy, Laura Jane	Reedy, Ruby Jane
Reeser, Andrea Marie	Reid, Micah Allen
Reid, Noreita Laurel	Reynolds, Ryan Scott
Reynolds, Tony Lee	Rice, Anita Ellington
Rice, Edward Lee	Richardson, Anthony Kwamina
Richardson, Brandon Lane	Rickards, Jeannine K
Riddell, Darrell Allen	Ridge, Eleanor Anne Freiberge
Ridgway, Peggy Yvonne	Riggs, Emily Brooke
Robbins, Jason Christopher	Robinson, Amy Renee
Robinson, Terressa Diane	Rodrigues, Carlos
Roe, Erin Kay	Rogers, Amber Leah
Rogers, Jason Lee	Rogers, Kristopher Paul
Rollins, Jeremy Dale	Roman, Adrian Luis
Ross, Shana Regina	Rossetti, Paul James
Rowland, Danielle Autumn	Rupard, Nicholas J
Rusin, Layla Elizabeth	Russ, April Marie
Ryu, Han Joon	Sackett, Jennifer Kay
Sajdera, Melissa Ann	Sako, Heather Anne
Salary, Shellie Latoya	Salts, Holly Sue
Sargent, Andrew Lloyd	Scarlett, Shane Matthew
Schabel, Jeromey Scott	Schaeffer, Kyle Joseph
Schiavi, Thomas Guido	Schimmel, Mark Adam
Schindler, Laura Suzanne	Schmutte, Brian Thomas
Schnieders, Cory Matthew	Schrey, Bernard Francis
Schultz, Janet Marie	Scioldo, John Anthony, II

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Scranton, Mark Fred	Seacat, Andrea Lynnel
Seago, Matthew James	Seale, Philip Nelson, Jr
Seaney, Kyle David	Seidelman, Christine Joy
Sessom, Tyrone Lamar	Sethman, Denise
Shaker, Jennette Lynn	Sheets, Justin Douglas
Sheldon, Jessica Lynn	Shepler, Deborah K
Shidler, Patricia Ann Himebro	Shimer, Scott William
Shittu, Sariyu Abike	Shivers, Charlene Lorriane
Shook, Nicole Suzanne	Short, Brian Thomas
Short, Nancy	Shrader, Robert Eric
Shultz, George Robert	Siders, Tiffany Kristen
Simko, Shane Michael	Simon, Corey Lee
Simonson, Sonya Marie	Sims, Georgia Brunella
Sims, Nikki Leeann	Sisson, Kelly Renee
Sivori, Ryan Charles	Skaggs, Jack William
Slimko, Michelle Veronica	Sluder, Richard Eugene
Smith, Cameron B	Smith, Christina Lynette
Smith, James Nathan	Smith, Jenea Shalon
Smith, Jill Valocik	Smith, Leslie Ann
Smith, Marilouise Renee	Smith, Michelle Renae
Smith, Monica Mae	Smith, Raenell Marie
Smith, Rebecca Marie	Smith, Samantha Jean
Smitley, Michael Anthony	Snelson, Brian James
Solomon, Rory Anthony	Song, Hee-Kyung
Sonti, Ratnakar S	Sorenson, Shasta Lynn
Sparks, Tara Elizabeth	Speregon, Jonathan Micheal
Spitznagel, Joseph Carl, Jr	Sponsel, David Paul
Sprouls, Liberty Ann	Stanley, James Matthew
Stanley, Melinda Kay	Starr, Jeremy Jon
Stearley, Donna Sue	Stephens, Bradley Jay
Stevens, Angela Marie	Stinson, Eric Richard
Storer, Adam Wayne	Stover, Charles Edwin
Strahla, Bradley Gene	Strickler, Kelley Elaine
Stringer, Brent Matthew	Stubblefield, Mark Blaine
Stuck, Emily Marie	Sturgill, Amiee Michele
Sugita, Yuko	Sumpster, Lisa Marie
Sutfin, Thomas James	Sweat, John Michael
Sweet, Ryan Matthew	Switzer, Jill Christine
Tack, Molly Louise	Tate, Tony Curtis
Tatsunami, Shiho Sheila	Taylor, Christopher Maurice
Taylor, Raelyn Rene	Taylor, Sheila Denise
Telles, Timothy Leo	Templeton, William Peter

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Tennant, Jennifer Marie	Teso, Erin Hilary
Tessman, Alisa Ann	Thomas, Alicia Faye
Thomas, Laquita Ernessa	Thomas, Michelle Rene
Thompson, Alyssa Diane	Thompson, James Leonard
Thompson, James Leonard	Thompson, Ralph Edward, II
Tolbert, Dale Gardner	Torres, Salvador
Tranter, Amanda Michele	Travis, Vikkie Lynn
Trippe, Jennifer Lynn	Tromley, Jeanette Anne
Tsai, Thomas	Tsai, Thomas
Tucker, Latreece Ramone	Tucker, Teri Jean
Turientine, Coliver Ali	Turner, Erica S
Turner, Lori Ann	Tutewiler, Farrah Lynn
Ulm, Matthew Robert	Van Hyfte, Andrew Scott
Van Winkle, Jolene Marie	Vandevender, Jonathan Wayne
Vannarsdall, Leann Michelle	Varner, Amanda Lynn
Vaughan, Travis Steven	Vaupel, Ryan David
Veenstra, Jason Andre'	Verner, Sunny Marie
Vesci, Michael Joseph	Vicory, Linda Marie
Vitale, Eric Charles	Volkers, Anastasia Rose
Wager, Stacia Lynn	Wagner, Erin Rene
Wagner, Kimberly Ann	Wakefield, Hilary Joyce
Walker, Adrienne Nicole	Walker, Keli Louise
Walker, Kenyatta K	Walker, Kevin Douglas
Wallace, Kristy Renae	Wallace, Laura Ann Thompson
Waller, Monica Marie Ahmann	Walters, Gregory Jacob
Walters, Takisha Lashawn	Walton, Kelley Michele
Ward Sargent, Rebecca Michell	Ward, Tamara Charlyn
Warn, Bradley Kevin	Warren, Stephanie A
Warren, Warren Thomas, Jr.	Watanabe, Kiwato
Wathen, Beth Anne	Watkins, Keith Allen
Wayton, Geoffrey Allen	Weatherly, Matthew Douglas
Weber, Michele Kathleen	Weck, Anthony Christopher
Welker, Shane Anthony	Wertz, Amy Lynn
Wheeler, Dyan Georgette	Whitcomb, Sean Paul
White, Rayna Elaine	White, Terrence Raymont
Wible, Jeanette Strunk Brumfi	Wilburn, Heather Renee
Wilcox, Christopher Edward	Wilkerson, Leigh Ann
Williams, Stacey Elaine	Williamson, Dara Jean
Willis, Amanda Elaine	Willis, Robert Quincy
Wilson, Demond Allen	Wilson, Joni Lynn
Wilson, Keith Lamont	Wilson, Kyle Richard
Wilson, Robyn C	Wilson, Sally Joann

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SCIENCE

Wince, Heather Nicole
Winsted, Gregory Shawn
Woelfle, Scott Thomas
Wooden, Judith Kathleen
Woods, Ginger Gale
Worley, Allison Kathryn
Wright, Lora Lee
Wuchner, James Jarrett
Yamashiro, Catherine Kanani
Yochum, Nicole Marie
Yusak, Mohd Yuszren
Zigler, Stacey Lynn
Zink, Casey E
Zwickl, Lisa Marie
Zyto, Jessica Marie

Winkle, Christina Marie
Wiram, Jill M
Wood, Matthew Thomas
Woods, Brian Douglas
Woolsey, Adam Richard
Wright, Cory Alan
Wright, Stacy Lynn
Yake, Jan Rene' Elrod
Yaraschefski, Julie Ann
York, Katherine Elaine
Zaher, Majdeddine Mahmoud
Zilinsky, David John
Zurcher, Heather Lynn
Zwilling, Michelle Lynn

CANDIDATES FOR THE BACCALAUREATE DEGREE
MAY 6, 2000
BACHELOR OF SOCIAL WORK

Barnhart, Ann Marie
Coffman, Susan Michelle
Dennie, Shavonne Latres
Ebert, Nichole Leah
Houser, Lisa Renee
Nicoson, Tara Jo
Stephens, Norie Lynn

Burkins, Doretha Mae
DeBoy, Megan Rae
Dixon, Melissa Marie
Graves, Vanetta Jean
Lankster, Stacey Darlene
Payton, Jacqueline Kay
Zahler, Michelle Judith

SUMMARY OF CANDIDATES BY DEGREE

AA	AAS	AB	AS	BFA	BM	BME	BS	BSW	TOTAL
32	1	45	53	11	4	10	869	14	1039

Indiana State University
Candidates for Graduation
May 6, 2000

Candidates for Graduate Degree
May 6, 2000
Doctor of Philosophy

Section I
Exhibit A
04/14/00

Adams, Travis R
Al-Beialy, Mohammed I
Anderson, Lois D
Baer, Jeffery S
Berglee, Royal .
Bickel, Julia M
Bischoff, Carrie P
Bolinger, Kevin B
Brower, Robert E
Chabot, Gerald R
Clark-Ridgway, Angelia J
Coopwood, Kenneth D
Crawford, Brian L
Day, Shirley A
Eastridge, Mark A
Fleck, Shawn L
Frantz, Sonja .
Guan, Xiaoru .
Harris, Michael .
Hogan, John A
Hopkins, Jon T
Huggins, Tammi A
Liu, Qian .
Magers, John W
McLaughlin, Julie R
Mitchell, Jennie L
Mudderman, Denis E
Ostrye, Mary E
Petty, Michael E
Sando, Jean K
Schroeder, Janice L
Shields, Dipti J
Stevens, Curtiss O
Studebaker, Ginger .
Van Est, Robert E
Wise, Stephen R

Candidates for Graduate Degree
May 6, 2000
Doctor of Psychology

Section I
Exhibit A
04/14/00

Becker, Aaron R
Horton, Boyd R
McClelland, James J
Myers, Joshua G
Norona, Pablo H

Candidates for Graduate Degree
May 6, 2000
Educational Specialist

Section I
Exhibit A
04/14/00

- Berridge, Gina G
- Beuster, Karen S
- Knott, Lisa M
- Renslow, Meg G
- Shepherd, Deborah L
- Vaughn, Melissa R

Candidates for Graduate Degree
May 6, 2000
Master of Arts

Section I
Exhibit A
04/14/00

Aliev, Hassan .
Benford, Paul K
Bertram, Mark D
Bower, Glenna G
Cantin, Mark E
Cao, Yuewei .
Carpenter, Sally L
Carty, James M
Chavis, Dereck F
Clark, Charles L
Cockerham, Ann B
Dye, Matthew S
Ellis, Kari L
Gallagher, Christian W
Godbout, Matthew L
Gordon, Trevor .
Herb, Brenda R
Hutchison, Katherine N
Koroma, Lydia S
Li, Zheng .
Little, Jennifer K
Mahalek, Christopher M
Murff, Charles A
O'Connell, George E
Oh, Hyun-Sook .
Park, Kwon-Sik .
Patterson, Eric W
Permenter, Jason L
Phelps, William A
Pickett, Rob A
Pickett, Rob A
Rakshit, Sanhita .
Robbins, Elizabeth A
Schroeder, Todd A
Spinks, Michael G
Talbott, Yvonne M
Tiemogo, Idrissa .
Torres, Sergio .
Wagoner, Charles T
Wentz, Michelle L
Wilke, Catherine S
Yanis, Jeffrey A
Zhang, Lihang .

Candidates for Graduate Degree
May 6, 2000
Master of Business Admin.

Section I
Exhibit A
04/14/00

- Archer, David W
- Bresky, Anthony C
- Calhoun, Mark W
- Call, Shawn M
- Carvajal, Erik .
- Coons, Robert A
- Govindaswamy, Shanthi .
- Greggs, Darin J
- Hayes, Michael L
- Hughes, Michael E
- Jacobs, Randall L
- Jeong, Su-Im .
- Kallis, Constantinos .
- Knox, Kimberly M
- Kouame, Lydie L
- Kurzawa, David J
- Lance, Heidi A
- Liang, Jieming .
- Liu, Hsing-Ju .
- Mackey, Jill D
- Mahindra, Ankush M
- Marietta, James A
- Monday, James J
- Morris, Thomas J
- Phares, Jennifer L
- Sharifi, Mohammad .
- Sun, Karen .
- Till, Scott D
- Tung, Feng-Ping .
- Wijaikul, Prinya .
- Willoughby, Charles E

Candidates for Graduate Degree
May 6, 2000
Master of Education

Section I
Exhibit A
04/14/00

- Alumbaugh, Lisa M
- Cole, Angela H
- Daffron, Teresa L
- Foley, Robyn D
- High, Lili L
- Hsu, Chin-Mei
- Hutchens, Carrie A
- Klink, Amy S
- Lee, Mi-hye .
- Pike, Jennifer A
- Powell, Lana R
- Rose, Amanda M
- Smith, Cathy S
- Treash, Susan B

Candidates for Graduate Degree
May 6, 2000
Master of Fine Arts

Section I
Exhibit A
04/14/00

- Bjornsson, Kyra E
- Chang, Hyung-Jung .
- Parsons, Gary A
- Tyson, Virginia K
- White, Sheri L
- Williamson, Michael A
- Wise, Judy A
- Wright, Steve .

Candidates for Graduate Degree
May 6, 2000
Master of Music

Section I
Exhibit A
04/14/00

Boucher, Laura .
Gurnett, Candace M
Miller, Lisa .

Candidates for Graduate Degree
May 6, 2000
Master of Public Administration

Section I
Exhibit A
04/14/00

Almufdhi, Fahd M
Bin Foiz, Salman S
Fuller, Kynasha S
Jenkins, David M
Michael, Kenneth W
Petzold-Renteria, Kelly A
Probus, Jeff L
Seifert, Deborah B
Sulaimanova, Saltanat S
Webb, Kentrich D
Zakharian, Karen G

Candidates for Graduate Degree
May 6, 2000
Master of Science

Section I
Exhibit A
04/14/00

Al-Dhaheri, Faris O
Allen, Tina M
Andrews, Jessica D
Andrews, Jessica D
Anmalsetty, Lalitha .
Asay, Frederick .
Barney, Kathy A
Beddow, Deborah L
Behringer, Debra M
Bender, Erik J
Bennett, Janice K
Bhandari, Srikanth .
Blagburn, Gary A
Bradburn, Rodney J
Briney, Debra R
Brown, Dana L
Bunner, Patrick A
Camp, Lea A
Candido, Amy S
Chapman, Randy A
Chinivar, Santosh .
Cleveland, Amy E
Cook, Kathleen A
Cottrell, Yvonne L
Coulter, Claudia A
Courtney, Jason R
Cox, Melissa J
Craft, Pyris R
Crowder, Cynthia L
Daugherty, Paula M
Dave, Katyayani .
Dung, Chian-Yu .
Eslinger, Darren S
Fadiya, Sunday O
Ferguson, Lisa M
Fidler, Susan L
Fisher, Heather D
Foster, Lynn C
Freed, Ty M
Freeland, Michelle L
Friend, Kenneth S
Gandhi, Samir R
Goldbort, Joanne I
Goodwine, Michelle W
Grigoryan, Narine V
Hartzell, Gwendolyn R
Hein, Janet S
Himmelstein, Casindra L
Holmes, Lisa M
Hukerikar, Archana R

Candidates for Graduate Degree
May 6, 2000
Master of Science

Section I
Exhibit A
04/14/00

- Hutchison, Annette C
- Hybarger, Kathy L
- Jacek, Julie A
- Jackson, India N
- Jarvis, Michael A
- Jewell, Allison L
- Johnson, Cornelius H
- Johnson, Edward A
- Kahre, Christina A
- Kandur-Smith, Karin L
- Kapaleshwari, Laxman D
- Katayama, Keiichi .
- Kawashima, Kenta .
- Kidd-Marshall, Renee J
- Kim, Keun W
- Kim, Sung H
- Knies, Kevin R
- Kotcher, Angella M
- Lee, Jung-Gu .
- Li, Kuan-Chiin .
- Linderberry, Elizabeth E
- Linton, Laurence S
- Liu, Hsin-Chang .
- Lu, Xiao R
- Mangadi, Isaac .
- Martinez, Wismar J
- McCullough, Jane J
- McIntyre, Jody M
- McLendon, Antonio .
- Mick, Paul E
- Mouck, Charity A
- Mun, Sun-Ho .
- Murphy, Ann M
- Murphy, Troy J
- Nemala, Ramkumar V
- Niemczura, Jim .
- Nygren, Joshua M
- Owen, Heather M
- Park, Sangdo .
- Parks, Robert T
- Phillips, Susan K
- Piche, Stephanie A
- Puranik, Nishikant N
- Puttagunta, Saritha .
- Ramirez, Javier I
- Rode, Angela D
- Scott, Roger A
- Seyer, Jennifer E
- Sheth, Kalpesh A
- Silva, Manuel .

Candidates for Graduate Degree
May 6, 2000
Master of Science

Section I
Exhibit A
04/14/00

Slyh, Kathleen L
Smith, Suzanne L
Steffy, Deborah M
Stidham, David L
Strahle, Shawn D
Suniga, Carolyn D
Sustarich, Diana L
Sutton, Major A
Szabo, Aaron J
Tchiguka, Muata D
Throckmorton, Joy S
Trotter, Aaron A
Turman, Shannon L
Wadawadigi, Sangamesh U
Wang, Jui-Chun .
Watson, William S
Wethington, Nicole A
Wheat, Terri L
Wiggins, Nioka M
Williams, Beryle J
Williams, Shawn M
Yang, Chi-Jung .
Yaw, Dorothy C
Yim, Won G

Approved by University Faculty Senate: January 20, 2000, 33-0-0.
Faculty vote of 44.5% validated by Executive Committee: February 8, 2000.
Board pending.

XIV. FACULTY GRIEVANCES

1. Policy Statement on Faculty Grievances

The faculty of Indiana State University has primary responsibility for such fundamental areas as curriculum, methods of instruction, research/creativity, faculty status (i.e. promotion, performance review, and tenure), and those aspects of student life, which relate to the educational process. All faculty members (tenured or untenured) who believe a decision adversely affects these responsibilities or the financial, intellectual, or pedagogical aspects of their appointments and results from a violation of university policy, or academic freedom, improper discrimination, or inadequate consideration, may petition the appropriate faculty committee for redress. All faculty members are entitled to due process, including a faculty hearing of record and the opportunity to confront any adverse witnesses and/or to respond to adverse information. Different procedures exist in the University for faculty dismissal, pay for performance, or conduct involving illegal discrimination. Until the development of the due processes component of the Faculty Appointment, Promotion, and Tenure Policies (approved 10/14/99 by the University Faculty Senate), appeals of appointment, tenure, and promotion decisions shall be addressed using this faculty grievance policy.

2. School and College Level Grievances

Each professional school, including the library, and the College of Arts and Sciences shall maintain grievance procedures in writing that must grant faculty members the rights defined in paragraph XIV.1 above and insure procedural due process. Grievances filed in the schools, library, and the College may be brought on grounds defined above.

3. University Level Grievances

University level grievances fall into one of two categories:

a. Appeals of School or College level grievances: An aggrieved faculty member may appeal the decision of the School or College grievance hearing to the Executive Committee of the Faculty Senate for one or more of the following reasons but no other:

I. Adequacy of Evidence: The evidence presented in the previous hearing did not adequately support the decision reached.

II. Due Process: Procedural errors in the previous hearing or evidence that should have been heard was not allowed; or evidence that should not have been allowed was presented.

III. New Evidence: New and fully documented evidence has arisen since the previous hearing that is sufficient to suggest a major change in evaluation of the matter.

b. Primary Grievances: When a grievance does not fall within the jurisdiction of any one School or College, it shall be addressed directly by the Executive Committee of the Faculty Senate.

c. In cases when the parties disagree as to the jurisdiction of the grievance, the Executive Committee of the Faculty Senate shall make the final determination.

4. Procedures for University Level Grievances

The following procedures apply to both Appeals and Primary Grievances, both of which are defined as University Level Grievances in the subsequent language defining procedures:

a. To initiate a University Level Grievance, be it an appeal or primary grievance, the faculty member must file a formal complaint (using Grievance Form A) with the Chairperson of the Executive Committee through the Office of the Faculty Senate. The Chairperson will notify the Executive Committee of the complaint. If the Executive Committee decides that the complaint warrants mediation, it will send the complaint to the Chairperson of the University Faculty Affairs Committee. In discrimination complaints, if contacted first, the Chairperson of the Executive Committee will direct the faculty member to the Director of Affirmative Action.

1. The Chairperson of the Faculty Affairs Committee shall then seek to arrange for resolving the conflict through mediation. The process of mediation shall be voluntary, private, and confidential, led by an impartial third faculty member who has had mediation training supported by the Office of the Provost and Vice President for Academic Affairs.

2. Upon completion of the mediation process, the mediator will submit to the Chairperson of the Faculty Affairs Committee any agreement, in writing, reached by the primary parties. If agreement is reached, the Chairperson of the Faculty Affairs Committee will report the agreement to the Executive Committee and the Provost and Vice President for Academic Affairs. The matter will be considered complete, and a record of it will be filed in the participating members' personnel files and in the files of the Office of the Faculty Senate.

3. If no agreement is reached, the Chairperson of the Faculty Affairs Committee will report this result to both the Chairperson of the Executive committee and the Provost and Vice President for Academic Affairs. The period during which a dispute is in mediation shall not count in the time limits for when a grievance hearing shall be convened.

4. If the mediation is unsuccessful and the Executive Committee of the Faculty Senate determines that the grievance is within its jurisdiction and warrants a hearing, the Executive Committee shall direct the Chairperson of the University Faculty Affairs Committee to convene a grievance committee drawn from a grievance pool.

b. If the faculty member elects to waive a hearing, the grievance committee will base its findings solely on evidence submitted by the parties involved in the allegations.

c. If the faculty member elects a hearing before the grievance committee, the specific procedures for the hearing are outlined below in item 5.

d. After the hearing, the grievance committee will deliberate and submit its findings, conclusions, and recommendations through the Office of the Faculty Senate to the Faculty Senate Executive Committee, the Provost and Vice President for Academic Affairs, and the President, using Form A.

5. University Level Grievance Hearings

a. The University Faculty Affairs Committee will establish and maintain a pool of 20 or more tenured faculty to serve for three (3) years as Grievance Committee members for faculty grievances. Members of the pool will be selected by a stratified random sample based on proportion from the tenured faculty, including department chairs, in proportion to numbers in rank. The pool shall be representative of the University's faculty and include members of the federally defined protected classes. The Provost and Vice President for Academic Affairs in cooperation with the Chairperson of the Executive Committee will provide for annual training of the Grievance Committee members.

b. Within ten (10) working days of notification of a formal hearing by the Chairperson of the Executive Committee, a Grievance Committee will be formed. The Chairperson of the Faculty Affairs Committee (FAC) will randomly select nine (9) persons from the Grievance Committee pool for possible membership on the Grievance Committee. Any person selected may remove him/herself from consideration for a possible conflict of interest. Should this occur, the FAC Chairperson will select another name from the pool, offering the newly chosen person the opportunity to remove him/herself for possible conflict of interest. This process will be repeated, if necessary, until nine (9) potential Grievance Committee members are named. The FAC Chairperson will then offer each party to the dispute the opportunity to identify up to two persons apiece for removal from the Committee. If more than five (5) persons remain after this exclusion process is completed, the FAC Chairperson will select names at random from the remaining group in order to reduce the Committee to five (5) members. Once the Grievance Committee has been established, the FAC Chairperson will conclude his/her formal involvement in the grievance process by convening an initial meeting of the Grievance Committee, transmitting the complainant's grievance materials to the Committee and to the respondent (see section 5c below), and informing the complainant and respondent of the Committee's membership. The Committee will elect its own Chairperson. A Committee member must be present at both the grievance proceedings and the final Committee deliberations in order to cast a vote.

c. During the same ten (10) working days, the complainant should prepare and submit materials to the Chairperson of the Faculty Affairs Committee. Materials submitted by the complainant should contain everything deemed relevant to the dispute, including a list of witnesses and suggested questions to ask of both sides.

d. Upon notification of a grievance hearing from the Grievance Committee, the respondent will have ten (10) working days to submit materials, a list of witnesses, and questions.

The Grievance Committee has the right to request additional materials and to call additional witnesses. All written materials submitted to the Grievance Committee will be shared by both parties before the formal hearing begins. The Chairperson will call for a hearing within thirty (30) calendar days of the Committee's receiving a formal complaint. If needed, the Committee may decide to extend this period up to ten (10) working days.

e. The Grievance Committee Chairperson will call the meeting to order. The meeting will be recorded and the minutes transcribed for the record by a qualified person hired from outside the University community. These proceedings will be closed and no legal representation will be present. Both sides in the dispute shall be apprised in writing of the rules and procedures to be followed, including statements that these are not proceedings at law. Each party to the dispute may choose one (1) tenured current or emeritus faculty member as an advisor and may confer with that advisor before answering a question during the hearing.

f. The complainant will have ten (10) minutes per respondent up to a maximum of thirty (30) minutes to present his/her case. The Grievance Committee will then direct questions to the complainant.

g. The respondent(s) will each have ten (10) minutes to present his/her case up to a maximum of thirty (30) minutes. When there is more than one respondent, the respondents may elect to consolidate their allotted time and choose a spokesperson. The Grievance Committee will then direct questions to the respondent(s).

h. The Chairperson of the Grievance Committee will then call witnesses. No advisor will be allowed to be called as a witness. Only one (1) witness shall be present in the hearing room at a time. The Committee will recall witnesses if needed. The Committee may accept a written, notarized statement if necessary. Included in the statement should be an explanation of why the witness is unable to appear in person. Only questions by Grievance Committee members will be permitted during the proceedings. The members have the right to use or disregard questions previously submitted by the parties concerned, and ask questions not suggested by the parties. The parties have the right, during the proceedings, to suggest additional questions. These suggestions should be passed to the Chairperson, who shall have the responsibility of determining whether the questions should be asked. The Chairperson may solicit advice on these matters from other members of the committee. The Chairperson may limit such suggestions if they appear excessive. These rules hold as well for the questioning of witnesses.

i. The respondent(s) will each have (10) minutes to summarize his/her case up to a maximum of thirty (30) minutes. When there is more than one respondent, the respondents may elect to consolidate their allotted time and choose a spokesperson. The complainant will then be allowed ten (10) minutes per respondent up to a maximum of thirty (30) minutes to summarize his/her case.

j. Within seven (7) working days after completion of the hearing, the Grievance Committee will meet to render its findings, conclusions, and recommendations. The results shall be reached on the basis of a simple majority of the Grievance Committee. Dissenting opinions may be included in the Committee's report. The Chairperson of the Grievance Committee shall forward its decision through the Faculty Senate Office to each party and to the Faculty Senate Executive Committee, the Office of the Provost and Vice President for Academic Affairs, and the President.

k. Once the findings, conclusions, and recommendations have been forwarded to the Provost and President, the Grievance process is completed. The President will consider the material forwarded and will make a final written determination. If the President's decision is counter to any or all of the recommendations of the governance committees then such written determination shall include an articulated basis for the President's decision.

l. All material connected with the hearing shall be kept in the Office of the Faculty Senate for five (5) years after the decision.

AFFILIATION AGREEMENT

BY AND BETWEEN

Parkview Hospital, Inc. located at 2200 Randallia Drive, Fort Wayne, Indiana 46805 ("Facility")

AND

Indiana State University, whose address is School of Education, Room 410, Terre Haute, IN 47809, ("School"),

WITNESSETH:

WHEREAS, the Facility is organized for the purpose of operating a health care facility, including the operation of a Speech Pathology department; and

WHEREAS, the School has several academic programs and desires to cooperate with the Facility to provide clinical educational experiences to students ("Affiliating Student(s)") enrolled in its Speech Pathology Program; and the Facility desires and is able to function as a site for such clinical educational experiences;

NOW THEREFORE, in consideration of the mutual covenants herein contained and intending to be legally bound hereby, the parties agree as follows:

Section 1. Definitions

- (a) Affiliation Date: The Affiliation Date shall be the date mutually agreed upon by the parties upon which the clinical educational experience of any Affiliating Student is scheduled to begin at Facility.
- (b) Facility Proprietary Information: Facility Proprietary Information shall include, but not be limited to, surveys, studies, management guidelines and procedures, software programs, hardware configuration, statistical patient information, records created by Facility employees, patient records, business methods and practices and similar compilations regularly used in the business operations of Facility.

Section 2. Relationship of Parties

The Facility and the School shall at all times act as independent contractors, and nothing in this Agreement shall be construed as creating an agency, employment or joint venturer relationship between the parties. Affiliating Students shall not be deemed to be employees or agents of Facility or of Parkview Health System, Inc. ("PHS").

Section 3. Responsibilities of the School

With respect to the Program identified in this Agreement, the School agrees that it shall:

- (a) prior to the Effective Date of this Agreement, provide Facility a written statement of the objectives of the clinical educational experience, and copies of all documents relevant to the clinical educational experience;
- (b) ensure that prior to the date each Student arrives at the Facility ("Affiliation Date") and at the School's own cost and expense, each Student:
 - (i) is trained in compliance with Occupational Health and Safety Administration ("OSHA") Blood-Borne Pathogen Regulations;
 - (ii) provides documentation to Hospital of immunization(s) or immunity in compliance with OSHA Blood-Borne Pathogen Regulations and PHS policies and procedures; and
 - (iii) meets all other health requirements of Facility;
- (c) notify the Facility four (4) weeks in advance of the Affiliation Date, of any reasonable accommodation(s) required by any Affiliating Student to allow the Affiliating Student access to participate in the Program. The Facility shall provide reasonable accommodation(s) to the Affiliating Student(s), and the School agrees to reimburse the Facility for the costs of such reasonable accommodation(s);
- (d) prior to the Affiliation Date, require each Affiliating Student and any School faculty members who will be on-site at the Facility to sign Facility's Confidentiality Agreement, which is attached to this Agreement as Appendix A, and is incorporated by reference herein. Copies of all executed Confidentiality Agreements shall be made available to Facility prior to the Affiliation Date;

- (e) prior to the Affiliation Date, inform each Affiliating Student and any School faculty members who will be on-site at the Facility in writing that Affiliating Student(s) and School faculty will be solely responsible for all health care expenses incurred during the term of the clinical educational experience regardless of whether such expenses are:
 - (i) for health care services provided by Facility, or
 - (ii) otherwise incurred in connection with the clinical educational experience;
- (f) remove any Affiliating Student or School faculty from participation in the clinical educational experience immediately upon request and demonstration of reasonable cause by Facility; however, Facility reserves the right to immediately remove any Affiliating Student or School Faculty from Facility premises if Facility determines that the Affiliating Student or School Faculty's presence at Facility may compromise patient care. In the event an Affiliating Student is removed from the clinical educational experience, the Affiliating Student shall promptly vacate Facility premises, remove any and all personal property and return any Facility Proprietary Information to the Facility; and
- (g) ensure that each Affiliating Student and School faculty member shall at all times while on Facility property wear a name tag, badge, or other identifying label that clearly states the Affiliating Student's or Faculty member's identity and School's name.

Section 4. Responsibilities of the Facility

With respect to the Program identified in this Agreement, the Facility shall

- (a) serve as a clinical laboratory to which Affiliating Student(s) may be assigned to participate in the clinical educational experience;
- (b) retain ultimate responsibility for patient care, ensuring that Facility staff direct or supervise all aspects of patient care;
- (c) at all times maintain adequate, credentialed staff to perform all Facility functions; and

(d) provide all of the supplies, equipment, facilities, services, and utilities required for the general operation of the Facility. The Facility shall direct the Affiliating Student(s) as to supplies, equipment, facilities, services and utilities the Affiliating Student(s) shall be permitted to use. Unless otherwise agreed to in writing, the Facility shall be responsible, at its sole expense, for maintaining all Facility equipment necessary for the general operation of the Facility in good working order, and shall be responsible for scheduling and facilitating maintenance of said equipment. Nothing in this Agreement shall be deemed to create a property interest on the part of the School, its employees or agents, or any Affiliating Student in Facility property or equipment.

Section 5. Notices

All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, via first class, postage prepaid, and addressed as follows:

If for the Facility: Parkview Hospital, Inc.
 2200 Randallia Drive
 Fort Wayne, Indiana 46805

If for the School: Indiana State University
 School of Education, Room 410
 Terre Haute, IN 47809

Such addresses may be changed from time to time by either party by providing written notice to the other in the manner set forth in this Section.

Section 6. Term

(a) This Agreement shall commence on _____, _____ (“the Effective Date”) and be in force for a period of one (1) year from the Effective Date until _____, 200__ (“the Expiration Date”). This Agreement shall expire on the Expiration Date unless it is extended by the written agreement of both parties prior to the Expiration Date.

- (b) Either party may terminate this Agreement without cause at any time during the term of this Agreement upon giving the other party thirty (30) days written notice of its intention to terminate.
- (c) At any time following the Effective Date, this Agreement may be terminated for cause by either party in the event of a material breach of any provision of this Agreement by either the Facility, or the School. The non-breaching party shall give written notice of the material breach to the breaching party, containing a specific statement of the material breach. The breaching party shall have thirty (30) days from the receipt of such notice to correct the material breach or the non-breaching party may immediately terminate this Agreement effective at the end of said thirty (30) day period.
- (d) Notwithstanding the foregoing, this Agreement may also be terminated in accordance with its terms.
- (e) Effects of expiration or termination:
 - (i) Upon the Date of Expiration or termination of this Agreement, neither party shall have any further obligations hereunder except for (1) obligations due and owing that arose prior to the date of termination and (2) obligations, promises or covenants contained herein which expressly extend beyond the term of this Agreement.
 - (ii) Upon the Date of Expiration or termination of this Agreement, the School faculty and Affiliating Student(s) shall promptly vacate Facility premises, remove any and all personal property and return any Facility Proprietary Information to the Facility.
 - (iii) The parties hereby agree that the Facility provides an essential community service and that the Facility must continue to operate regardless of any differences that may arise between the parties. It is therefore hereby agreed that the School, School's employees, agents or any Affiliating Student will not seek injunctive relief in the event that the Facility requests removal of an Affiliating Student or otherwise provides notice of termination of this Agreement.

Section 7. Insurance

- (a) The School shall maintain in force professional and general liability insurance covering the School in at least such minimum amounts and terms as required by law. The cost of any such professional and commercial liability insurance shall be the sole responsibility of the School. Such policies shall provide coverage for Facility's employees and agents, and shall name Affiliating Students as additional insureds.
- (b) The School shall provide upon request to Facility copies of the commercial and professional liability insurance policies described in subsection (a) above, or any certificates of insurance issued which indicate the general nature of coverage provided, and lists of all extensions and endorsements, including, but not limited to, workers' compensation, comprehensive liability, personal injury, blanket contractual, and product liability. These policies and certificates shall state that coverage is to be primary, and provide for thirty (30) days advance written notice of cancellation, non-renewal, or of any reduction or limitation of coverage, or for any such updates or changes to the existing coverage.
- (c) Upon renewals, changes and/or updates to any insurance coverage described in this Section, the School shall provide to Facility updated insurance certificates within twenty (20) days prior to the effective date of change.

Section 8. Compliance With Law

- (a) The parties shall comply with all applicable statutes, rules, regulations and standards of any and all governmental authorities and regulatory and accreditation bodies. The parties represent and warrant that the services to be performed under this Agreement do not involve the counseling or promotion of a business arrangement or other activity that violates state or federal law.
- (b) If the Facility determines that any provision of this Agreement becomes violative of the rules, regulations or reimbursement policies of any third-party reimbursement program, any federal or state statute, rule or regulation, or administrative or judicial decision, subjects any individual to any form of excise tax or monetary penalty, or jeopardizes the status of the Facility as an organization

described in Section 501(c)(3) of the Internal Revenue Code of 1986, the Facility may alter the terms of this Agreement so that it no longer violates the same, no longer subjects any individual to any form of excise tax or monetary penalty, or no longer jeopardizes the status of Facility as a Section 501(c)(3) organization.

Section 9. Facility Proprietary Information

Facility Proprietary Information (“Information”) shall be the property of Facility and shall be available at Facility’s sole discretion for the use of Affiliating Student(s) who participate in the clinical educational experience pursuant to this Agreement; however, such Information shall not be removed from Facility by any Affiliating Student under any circumstances. All patient charts, patient information and other documents that contain PHS logo or name shall be considered proprietary information. The School and Affiliating Students shall not disclose this Information, including information relating to Facility operations, to persons other than the Facility board, management or medical staff, or such governmental or private accreditation or licensing bodies or third-party reimbursement agencies with whom Facility has directed or authorized School or the Affiliating Students to deal, unless Facility has given written consent for the release of information. All Information in the possession of the School or any Affiliating Student at the expiration or termination of this Agreement shall be returned to immediately to Facility. In the event of the breach of this provision, Facility shall be entitled to equitable relief, including an injunction or specific performance in addition to any other remedy otherwise available at law or in equity.

Section 10. Indemnification

- (a) The School shall indemnify and hold the Facility harmless for all claims, damages, losses, and expenses, including attorney fees, arising out of any claim for negligence resulting from the action or inaction of School, its employee(s) or agent(s) or any Affiliating Student under this Agreement for which a final judicial or other determination is made that the School, its employee(s) or agent(s), or

any Affiliating Student is legally responsible for such claim. Facility will allow School to assume its defense in the event of such a claim to prevent added, duplication legal fees.

(b) The Facility shall indemnify and hold the School harmless for all claims, damages, losses, and expenses, including attorney fees, arising out of any claim for negligence resulting from the action or inaction of Facility or its employee(s) or agent(s) under this Agreement for which a final judicial or other determination is made that the Facility or any of its employees or agents is responsible for such claim.

Section 11. Cooperation in the Event of a Claim

In the event that either party becomes aware of any alleged injury arising out of conduct or activities related to this Agreement, each party has a duty to give the other party notice containing the particulars sufficient to identify the name and address of the allegedly injured person or entity, the place and circumstances of the alleged incident and the addresses of the available witnesses. Each of the parties hereto shall cooperate with each other in the disposition of claims and lawsuits.

Section 12. Assignment

This Agreement may not be assigned by either party, without the express written consent of the other. Upon such assignment, this Agreement and its duties and obligations shall be binding on the parties hereto and to their successors and assigns.

Section 13. Amendments

This Agreement may be amended at any time by mutual agreement of the parties, provided that before any amendment shall be operative or valid it shall have been reduced to writing and signed by both parties.

Section 14. Strict Performance

No failure by either party to insist upon the strict performance of any covenant, agreement, term or condition of this Agreement or to exercise a right or remedy shall constitute a waiver. No waiver of any breach shall affect or alter this Agreement, but each and every covenant, condition, agreement and term of this Agreement shall continue in full force and effect with respect to any other existing or subsequent breach.

Section 15. Entire Agreement

There are no other agreements or understandings, either oral or written, between the parties affecting this Agreement, except as otherwise specifically provided for or referred to herein. This Agreement cancels and supersedes all previous agreements between the parties relating to the subject matter covered by this Agreement.

Section 16. Invalidity or Unenforceability of Particular Provisions

The invalidity or unenforceability of any particular provision of this Agreement shall not affect its other provisions, and this Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

Section 17. Choice of Law and Venue

This Agreement has been executed and delivered in and shall be governed by the laws of the State of Indiana. The courts in Allen County, Indiana shall be the exclusive courts of jurisdiction and venue for any proceeding between the parties that may or arise out of this Agreement.

Section 18. No Third-Party Rights

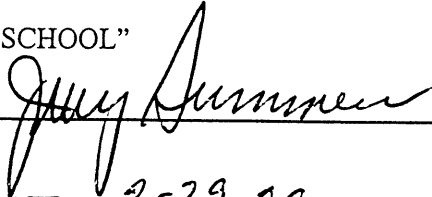
Nothing in this Agreement shall be construed as creating or giving rise to any rights in any third parties or any persons other than the parties to this Agreement.

Section 19. Requests for Disclosure of Information

(a) If the School, any Affiliating Student or any of the School's employees and/or agents is asked to disclose any books, documents, or records, relative to this Agreement for the purpose of any audit or investigation, the School shall notify the Facility of the nature and scope of such request and shall make available to the requesting entity conducting such audit or investigation of all such books, contracts or subcontracts, documents, or records. By agreeing to the aforementioned, the School does not waive any legal rights that it may have with regard to disclosure of documents or information.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the later day and year written below.

"SCHOOL"



DATE: 2-29-00

PARKVIEW HOSPITAL, INC.

By: _____

Its: President

DATE: _____

DATE: _____

CLINICAL EDUCATION AGREEMENT
BETWEEN
INDIANA STATE UNIVERSITY
AND
ST. MARY'S MEDICAL CENTER OF EVANSVILLE, INC.

THIS CLINICAL EDUCATION AGREEMENT is between INDIANA STATE UNIVERSITY, Terre Haute, Indiana (herein known as "COLLEGE") and ST. MARY'S MEDICAL CENTER OF EVANSVILLE, INC. (herein known as "FACILITY"), located in Evansville, Indiana.

I. PURPOSE

The purpose of this Agreement is to implement education experience opportunities for Speech Therapy students of the COLLEGE (herein known as "Student" or Students") at the FACILITY.

II. SCHEDULE OF ACTIVITIES

The scheduling of activities for Students will be in accordance with the schedule of courses at the COLLEGE and will be planned with the appropriate personnel of the FACILITY. Student assignments will be planned by the instructor in consultation with the appropriate supervisory personnel and will be selected in accordance with the particular experience of each Student and the opportunities available. The number of Students assigned to FACILITY and the times of rotation will be mutually agreed upon.

III. COLLEGE RESPONSIBILITIES

The COLLEGE shall:

- A. Notify the FACILITY of the number of Students and the rotation periods four weeks prior to the commencement of the fall and spring semesters.
- B. Reserve the right to revoke any assignment, prior to the Student's entry into the clinical education program of the FACILITY.
- C. Send only such Students as are, to the COLLEGE'S knowledge, in good health at the time of reporting for their clinical education.
- D. Forward to the FACILITY a summary of the Students' training and experience.
- E. Appoint an Academic Coordinator who will be the liaison representative for the COLLEGE.

- F. Immediately notify the FACILITY in writing of any change or proposed change of the Academic Coordinator.
- G. Ensure that each Student will have had appropriate training in blood borne pathogens and infection control according to OSHA standards, prior to any Student Beginning a clinical education experience at the FACILITY.
- H. Ensure that each Student will have had appropriate training in Hazardous Materials Awareness.
- I. Provide a statement of philosophy and the objectives of curricular and clinical education.
- J. Consider suggestions from the FACILITY regarding curriculum improvement.
- K. Assign Students subject to the availability of the FACILITY'S personnel for teaching and supervision.
- L. Withdraw the Student from the clinical experience at the request of the FACILITY if the Student's performance is unsatisfactory.
- ~~M. Be responsible for the health and welfare of the Students.~~
- N. Require that the Students comply with the requirements of Article V (STUDENT RESPONSIBILITIES) and Article XII C (Ethical and Religious Directives) of this Agreement.

IV. FACILITY RESPONSIBILITIES:

The FACILITY shall:

- A. Provide clinical education experience in Speech Therapy to Students of the COLLEGE.
- B. Provide access to the physical facilities and patients necessary for the Students' clinical education experiences.
- C. Provide supervision appropriate to the academic and clinical level of assigned Students.
- D. Request the COLLEGE to withdraw a Student from his/her assigned clinical education experience, when his/her clinical performance is unsatisfactory or his/her behavior is disruptive or detrimental to the FACILITY and/or patients.

- E. Provide written evaluation of Student performance on which grades will be assigned.

V. STUDENT RESPONSIBILITIES:

Each STUDENT shall:

- A. Be permitted all FACILITY holidays.
- B. Have the responsibility of transportation to and from the FACILITY and on any reasonable special assignment by the FACILITY.
- C. Provide medical insurance or other financial means to cover him/herself as to expenses which may arise as the result of illness or injury occasioned during his/her period of clinical rotation at the FACILITY, acknowledging that since he/she is not an employee of the COLLEGE or the FACILITY, he/she is not protected by Workers' Compensation and neither the FACILITY nor the COLLEGE assumes any liability for injuries or illness in the absence of a showing of actual negligence on the part of the COLLEGE or FACILITY or any of its agents.
- D. Complete health forms and immunizations requested by the FACILITY.
- E. Be responsible for following the administrative policies of the FACILITY.
- F. Be responsible for providing the necessary and appropriate uniforms required.
- G. Notify the FACILITY of his/her intended time of arrival and be responsible for reporting to the designated individual at the FACILITY on time.
- H. Be responsible for his/her own housing during clinical education assignments.
- I. Be subject to the rules and regulations of the FACILITY.
- J. Not be considered an employee of the FACILITY but a Student in the clinical education phase of his/her professional education.

VI. FINANCE:

The COLLEGE will reimburse the FACILITY for the reasonable costs of providing the education experience upon receipt of billings from the FACILITY.

*Not
approved
J. H. H. H.
2-11-00*

VII. AFFIRMATIVE ACTION:

The COLLEGE is an equal opportunity employer and FACILITY agrees not to discriminate in regard to race, color, creed, age, sex, national origin, religion, handicap, or disability.

VIII. LIABILITY AND INSURANCE:

- A. Each party to this Agreement respectively assumes responsibility for liability, real or alleged, arising from their respective activities performed pursuant to this Agreement, or the activities of their respective agents servants or employees. Neither party nor their respective agents, servants or employees shall be liable to any third parties for any act or omission of the other party, its agents, servants or employees.
- B. The College agrees to obtain and maintain in full force and effect during the term this Agreement, the following insurance or equivalent self-insurance:
- (i) Comprehensive General Liability Insurance, including personal injury liability and broad form contractual liability coverages, with limits of not less \$1,000,000 each occurrence for bodily injury liability and property damage liability and with such coverage to extend to and include such liability incurred by faculty, Students and other agents of the College.
 - (ii) Professional Liability Insurance covering the College's faculty, Students (unless Subparagraph C below is applicable) and other agents for professional liability with limits of not less than \$1,000,000 per occurrence and \$3,000,000 in the annual aggregate for incidents, claims and suits arising from activities performed pursuant to this Agreement during the Agreement period, as well as those claims and suits arising pursuant to this Agreement reported after this Agreement has been terminated. Such coverage shall extend to and cover all liability incurred by each Student (unless Subparagraph C below is applicable) that arises out of and during the course of each such Student's activities under the terms of this Agreement.
 - ~~(iii) Workers' Compensation Insurance covering any liability incurred under the Indiana Workers' Compensation Act and the Indiana Occupational Disease Act and including not less than \$100,000 Employer's Liability Coverage.~~
 - (iv) The College agrees that all of such policies of insurance (unless the College satisfies the Facility that it is self insured for liability that would be covered by such policies) shall be with companies acceptable to the Facility, that it will cause certificates or memoranda

evidencing such insurance or such self-insurance to be provided to the Facility on the request of the Facility and that such certificates or memoranda will provide that such insurance or self-insurance will not be canceled or materially changed without at least thirty (30) days' prior written notice to the Facility of any such cancellation.

- C. The College agrees that if its Professional Liability Insurance coverage does not extend to and cover such liability incurred by Students, then:
- (i) If the Students qualify as health care providers under I.C. 27-12-2-14, as amended and as it may be amended from time to time, the College shall cause each Student to (a) obtain and maintain in force Professional Liability Insurance covering all liability incurred by each Student that arises out of and during the course of each such Student's activities under the terms of this Agreement, with limits of not less than those prescribed for health care providers like the Student as set forth in I.C. 27-12-4-1, as amended and as it may be amended from time to time, (b) to perform such other acts as are required of the Student to qualify under the Indiana Medical Malpractice Act and (c) to furnish the Facility with a certificate that each Student has filed with the Commissioner of Insurance of the State of Indiana, proof that the Student is insured for malpractice liability in at least the amounts set forth above.
 - (ii) If the Students do not so qualify as health care providers, the College shall cause each such Student to obtain and maintain in force Professional Liability Insurance covering all liability incurred by each Student that arises out of and during the course of each such Student's activities under the terms of this Agreement, with limits of not less than \$1,000,000 per occurrence and \$3,000,000 in the annual aggregate.
 - (iii) Such Professional Liability Insurance shall cover incidents, claims and suits arising from activities performed pursuant to this Agreement during the Agreement period, as well as those claims and suits arising pursuant to this Agreement but reported after this Agreement has been terminated.
 - (iv) Such Professional Liability Insurance shall be with companies acceptable to the Facility, shall provide that the insurance carrier for each policy is required to give the Facility not less than thirty (30) days' written notice prior to any cancellation or material change of any such policy and, on the request of the Facility, the College will cause certificates evidencing such insurance to be provided to the Facility.

- D. Facility agrees to obtain and maintain in full force and effect during the term of this Agreement the following insurance or equivalent self-insurance:
- (i) Comprehensive General Liability Insurance, including personal injury liability and broad form contractual liability coverages, with limits of not less than \$1,000,000 per occurrence for bodily injury liability and property damage liability;
 - (ii) Professional Liability Insurance with limits of not less than those prescribed for health care providers that are hospitals as set forth in I.C.. 27-12-4-1, as amended and as it may be amended from time to time.
 - (iii) Workers' Compensation Insurance covering any liability incurred under the Indiana Workers' Compensation Act and the Occupational Disease Act and including not less than \$100,000 employer's liability insurance.

IX. RISK MANAGEMENT:

The FACILITY shall inform the COLLEGE of any lawsuit which is threatened, or any patient care event which causes or contributes to injury or death, and could result in a lawsuit, if a COLLEGE Student, resident or faculty member is involved with said patient's care.

The COLLEGE is acting as an independent contractor hereunder and not as an agent or employee of the FACILITY. The COLLEGE agrees that, to the extent permitted by law, it will indemnify and hold harmless the FACILITY, its officers, agents and employees from any loss, claims, demands or actions for injury or death to any person or damage to or destruction of property, which arises out of the act, failure to act or negligence of the COLLEGE, its agents, servants, employees or Students in connection with the activity which is the subject of this Agreement. *If an event arises that will likely be governed by this paragraph, FACILITY shall notify COLLEGE of the event as soon as possible, and to tender its defense to COLLEGE immediately and cooperate with COLLEGE in its defense.*

X.

HEALTH REQUIREMENTS: *COLLEGE immediately and cooperate with COLLEGE in its defense.*

All Students assigned to the FACILITY shall have:

- A. Documentation of a nonsignificant "tuberculin skin test" within three (3) months of the affiliation with the Facility OR for tuberculin skin test reactors, medical documentation of the significant reaction accompanied either by documentation of completion of an adequate course of therapy or a medical statement, dated within three (3) months prior to the affiliation with the Facility, indicating that the Student is free of signs and symptoms of tuberculosis;

- B. Documented proof of immunity to rubella (German or 3-day measles), which is defined as follows:
 - (i) the presence of any detectable rubella antibody, as determined by serologic testing; OR
 - (ii) a documented history of rubella vaccination at one year or older;
- C. Documented proof of immunity to rubeola (red measles), which is defined as:
 - (i) documentation of two doses of live measles vaccine after the first birthday, no less than one (1) month apart, OR
 - (ii) documentation of physician-diagnosed measles disease, OR
 - (iii) laboratory evidence of measles immunity, OR
 - (iv) birth before January 1, 1957
- D. Documented history of immunization for Pertussis;
- E. The Hepatitis B vaccination services;
- F. Demonstrated immunity (reactive titer or documented history) to varicella or receive Varivax immunization, unless contraindicated by their personal physician or other factors.

and shall have any additional inoculations reasonably requested by the Facility. Proof of the above will be provided to the Facility upon request.

XI. TERM OF THE AGREEMENT:

The term of this Agreement shall begin on the _____ day of _____, 2000, and shall continue until (i) terminated by mutual agreement of the parties, or (ii) one party gives the other thirty (30) days' prior written notice of its intent to terminate this Agreement. If this Agreement is terminated under Subparagraph (ii) above, such termination shall not be effective until all Students currently engaged in the clinical education experience have completed their scheduled course of training.

XII. CORPORATE RESPONSIBILITY:

College, as a provider of professional services to Facility or one of its affiliated entities, is committed to upholding the highest standard of ethical and legal business practices.

College will not tolerate illegal or unethical activity and promises to take whatever steps are required by Facility's Corporate Responsibility Program to identify, report and prevent such activity.

College has received and reviewed a copy of the Facility's Standards of Conduct (which is attached to this Agreement); and understands that, as a provider of professional services to Facility or one of its affiliated entities, is expected to provide services in accordance with these Standards of Conduct.

XII. GENERAL PROVISIONS:

- A. Students shall not be deemed to be employees of the FACILITY for purposes of compensation, fringe benefits, workers' compensation, unemployment compensation, minimum wage laws, income tax withholding, social security or any other purpose.
- B. The FACILITY retains the ultimate responsibility for patient care and related duties.
- C. The parties acknowledge that FACILITY is a member of the Daughters of Charity Health System and that the operation of FACILITY, in accordance with the Ethical and Religious Directives and the principles and beliefs of the Roman Catholic Church, is a matter of conscience to FACILITY. It is the intent and agreement of the parties that neither this Agreement nor any part hereof shall be construed to require FACILITY to violate said Ethical and Religious Directives in the performance of its duties under the Agreement and all parts of this Agreement must be interpreted in a manner that is consistent with said Ethical and Religious Directives. Further, Ethical and Religious Directives shall be defined as Ethical and Religious Directives for Catholic Health Care Services as promulgated, from time to time, by the National Conference of Catholic Bishops, Washington, D.C., of the Roman Catholic Church and as adopted by the Bishop of the Catholic Diocese of Evansville. In the event that the National conference of Catholic Bishops shall cease to exist, "Ethical and Religious Directives" shall mean such similar directives promulgated by its successor organization or by such organization then exercising its powers and duties, or by the Roman Catholic Church, and, in the event the Diocese of Evansville shall cease to exist so that there is not then an individual bearing the title of Bishop of the Catholic Diocese of Evansville, such "Ethical and Religious Directives" shall be as adopted by the individual or organization then exercising the power, duties and authority of the Bishop of the Catholic Diocese of Evansville.
- D. Notices or communications herein required or permitted shall be given by registered or certified mail or by hand delivery at the following addresses, unless either party shall otherwise designate its new addresses by written notice:

To COLLEGE: _____

To FACILITY: President/CEO
St. Mary's Medical Center
of Evansville, Inc.
3700 Washington Avenue
Evansville, IN 47750

- E. This Agreement shall be construed and interpreted in accordance with the laws of the State of Indiana.
- F. This Agreement contains the entire agreement of the parties hereto and shall be deemed to supersede any and all prior agreements.
- G. This Agreement may not be changed orally, but only by an instrument in writing signed by both parties hereto.

DATED: _____, 2000.

INDIANA STATE UNIVERSITY

ST. MARY'S MEDICAL CENTER
OF EVANSVILLE, INC.

Richard C. Breon, President/CEO

Student Agreement
Relating to the
Memorandum of Agreement Between

St. Mary's Health Care Services

and

Indiana State University, Terre Haute, Indiana

The student of Indiana State University who has signed below verifies that he/she has read the above named Agreement and agrees to carry out and abide by the terms and conditions therein, and particularly those provisions contained in Part V of that agreement, in exchange for the opportunity of an internship experience with St. Mary's Health Care Services.

Student's Signature

Date

Chairperson

Date

INDIANA STATE UNIVERSITY
Student Health Center

PROPOSED PRICING INCREASE FOR SUPPLIES & PROCEDURES

2000-01

The Student Health Center is requesting an increase in the fees for supplies and procedures utilized in the treatment of students. Rationale for the request includes:

1. The present prices were set in 1996, when the Student Health Center began charging for procedures, drugs and services. **There is no charge for an office visit.**
2. Prior to this, the Student Health Center had a licensed pharmacy, which charged for drugs. Upon the closing of the pharmacy, it became apparent that we needed to utilize pre-packaged drugs in order to provide timely access to low cost medications.
3. General healthcare costs are predicted to rise this year from 7.8% to double digit figures.
4. Although our requested increase in fees represents a 7% rise in costs, it still falls 30 to 60% below community pricing.
5. Prescription drug spending continues to be the biggest increase of any health care spending – up 15.4% in 1998.

The Student Health Center is requesting an increase in all areas where charges are currently made (see Appendix A, B, C, D & E). There will be no charge for the office visit. In 1996, the initiation of a charge for services performed in the Student Health Center was an attempt to educate students to the cost of healthcare and to begin recovering some of the expenses the Student Health Center was spending for outside services. The Supply and Expense Budget in the Student Health Center was decreasing but healthcare costs were on the rise nationwide. The Student Health Center found it difficult to compete with increasing quality and the price for that standard of care.

The proposed price increases are due to the continual need to upgrade services and provide quality care to students. The Student Health Center is held to the standard of care provided in comparable facilities within the Terre Haute community. Our current income has limited services necessary to provide comparable care with community healthcare providers.. Supplies are becoming more expensive to buy and since we do not buy in bulk, we have fewer choices for purchasing those items. Consequently, when supply and drug costs exceed our budget, we have no other alternative than to discontinue orders and to refer students to community agencies.

The Student Health Center strives to provide low cost services and medications to students. The educational benefit to students is the opportunity to independently use a health care facility and to understand that health behaviors and illness have a monetary price.

With the addition of a full-time physician, clinic visits have risen 700+ visits over last year at this time. This does not include students receiving review of their immunization status; over 3,000 students this year. Surprisingly, these students have accessed our system at least 3 times while attempting to address their immunization status. Consequently, this process consumed

considerable paper for forms, letters, and faxing costs that were siphoned from supplies and expenses.

Some of the procedures we have begun offering with the addition of a full-time physician include:

1. Intravenous therapy
2. Ortho-Glass Ankle Treatment Splint
3. Suturing
4. Eye Exams
5. Excision of Ingrown Toe Nail
6. Removal of Foreign Bodies
7. EKG monitoring
8. Intubation
9. Defibrillation

Appendix A contains information about X-rays. The current pricing was established in 1996. At that time it was determined that a chest x-ray cost \$60 to produce and to have read by a Radiologist. The arbitrary cost was set at \$25, which included the \$14.70 for the Radiologist fee.

Appendix B contains information regarding laboratory tests performed "in-house." We currently send "out of house" testing to Labcorp in Indianapolis. The "send-outs" are tests we are unable to perform in our laboratory at the Student Health Center. We receive very reasonable pricing for students due to our guarantee of payment to Labcorp whether we collect or do not collect from the student. This is the same type of relationship we have with the Radiologist of the Wabash Valley.

Appendix C & D contains information on procedures and drugs necessary to operate the treatment room/emergency drug cart. This area uses numerous supplies which are not included in other charges. These supplies include such items as gowns, linens, gloves, goggles, needles, alcohol wipes, wound irrigating fluids, tongue blades, ear speculums, thermometer covers etc. We also have the added expense of autoclaving instruments and other medical supplies.

Appendix E contains information on prepackaged medications available to students on the Student Health Center formulary.

04/13/00 fmd

Memo

To: Fran Drake
From: Jan Kramb
Date: 3/21/00
Subject: Laboratory Fees
cc: Dorene Hojnicky, D.O.

Attached are the proposed laboratory prices for the next fiscal year. Many prices remain at the current level. Increases on the others are minimal, and instituted to help cover rising reagent costs.

Cost comparison:

Chemistry tests cost between **\$7.80** and **10.28** per test to run in house. (The range is due to the particular test analyzed). We charge the students a flat rate of **\$10.70** per test. Locally, Terre Haute Medical Lab charges **\$17.50** for a glucose level and various amounts for other chemistry tests.

Testing for Mononucleosis costs approximately **\$3.50** per patient. We charge **\$7.50** for this test, while THML charges **\$19.00** for the same test.

Our reagent cost for Group A Strep is approximately **\$3.94** per patient. We charge **\$7.50** for this test, while THML charges **\$24.00** for the same test.

In addition to kit and reagent costs, we must subscribe to a Proficiency Testing Service each year. The cost of this year's Proficiency Testing is **\$1,554**. Proficiency Testing is required by CLIA to maintain our certification.

It is regrettable that we must raise prices, but I feel that we continue to offer high quality testing for significantly less money than students would pay off-Campus. ISU students continue to receive a great service and outstanding health care for a minimal amount of money.

Indiana State University
 Student Health Center
 Proposed X-Ray Pricing Increase
 Appendix A

Type of X-Ray	1996 Pricing includes x-ray & reading	*Proposed 2000 Pricing X-Ray	Our cost for reading (Information Only)	Comparison Pricing Health Check 1/5/00
SKULL				
Facial Bones	\$ 30.00	\$ 32.10	\$ 21.50	\$ 69.00
Mandible	\$ 30.00	\$ 32.10	\$ 21.50	\$ 76.00
Mastoids	\$ 30.00	\$ 32.10	\$ 21.50	---
Nasal Bones	\$ 25.00	\$ 26.75	\$ 13.75	\$ 72.10
Orbit	\$ 30.00	\$ 32.10	\$ 21.50	\$ 93.45
Sinuses	\$ 35.00	\$ 37.45	\$ 21.50	\$ 89.00
Skull	\$ 30.00	\$ 32.10	\$ 21.50	\$123.75
T.M. Joints	\$ 35.00	\$ 37.45	\$ 21.50	\$ 50.40
THORAX				
Chest P.A.	\$ 20.00	\$ 21.40	\$ 9.00	\$ 60.65
Chest P.A. & Lateral	\$ 25.00	\$ 26.75	\$ 14.70	\$ 80.12
Chest (Additional Views)	\$ 5.00	\$ 5.35	\$ 4.20	---
Lordotic Chest	\$ 5.00	\$ 5.35	\$ 4.20	---
Chest with Obliques	\$ 35.00	\$ 37.45	\$ 19.00	\$112.03
Ribs (Unilateral)	\$ 25.00	\$ 26.75	\$ 13.75	\$ 76.00
Ribs (Bilateral)	\$ 35.00	\$ 37.45	\$ 19.00	\$127.84
Sternum	\$ 25.00	\$ 26.75	\$ 13.75	\$ 70.00
ABDOMEN				
Abdomen A.P. Only	\$ 25.00	\$ 26.75	\$ 13.75	\$ 73.95
Abdomen A. P. & Upright	\$ 35.00	\$ 37.45	\$ 19.00	\$ 87.00

Type of X-Ray	1996 Pricing includes x-ray & reading	*Proposed 2000 Pricing X-Ray	Our cost for reading (Information Only)	Comparison Pricing Health Check 1/5/00
Abdomen Additional Views	\$ 5.00	\$ 5.35	\$ 5.00	---
Kub for Free Air with Chest (ABD. Series)	\$ 50.00	\$ 53.50	\$ 36.50	\$ 98.00
SPINE				
Cervical Spine (OBLs)	\$ 50.00	\$ 53.50	\$ 26.50	\$103.00
Cervical Spine (No OBLs)	\$ 35.00	\$ 37.45	\$ 15.75	\$ 96.77
Cervical Spine (Flex & Ext)	\$ 55.00	\$ 58.35	\$ 26.50	\$128.00
Cervical Spine (Lat Soft Tissue)	\$ 20.00	\$ 21.40	\$ 13.75	\$ 55.65
Dorsal Spine (Thoracic)	\$ 35.00	\$ 37.45	\$ 15.75	\$ 94.60
Lumbar Spine	\$ 50.00	\$ 53.50	\$ 26.50	\$105.00
Lumbar Spine (AP & Lat Only)	\$ 35.00	\$ 37.45	\$ 21.00	\$ 82.95
Additional Spot View	\$ 5.00	\$ 5.35	\$ 4.20	---
Sacrum	\$ 25.00	\$ 26.75	\$ 15.75	---
Sacrum & Coccyx	\$ 25.00	\$ 26.75	\$ 15.75	\$ 69.00
Sacroiliac Joints	\$ 25.00	\$ 26.75	\$ 15.75	\$ 69.00
Entire Spine	\$125.00	\$133.75	\$ 68.25	---
Lumbodorsal Spine (Thoracolumbar)	\$ 40.00	\$ 42.80	\$ 22.50	\$ 77.70
Lumbar Spine & Pelvis	\$ 60.00	\$ 64.20	\$ 42.50	---
Scoliosis Survey	\$ 60.00	\$ 64.20	\$ 42.50	\$ 62.50
PELVIS				
Hip (Two Views)	\$ 30.00	\$ 32.10	\$ 15.75	\$ 85.18

Type of X-Ray	1996 Pricing includes x-ray & reading	*Proposed 2000 Pricing X-Ray	Our cost for reading (Information Only)	Comparison Pricing Health Check 1/5/00
Pelvis	\$ 30.00	\$ 32.10	\$ 15.75	\$ 70.00
Pelvis and Hip	\$ 40.00	\$ 42.80	\$ 22.50	\$ 94.50
Pelvis and Frogleg	\$ 40.00	\$ 42.80	\$ 22.50	\$ 94.50
<u>SHOULDER</u>				
Shoulder	\$ 25.00	\$ 26.75	\$ 13.75	\$ 92.75
Clavicle	\$ 25.00	\$ 26.75	\$ 13.75	\$ 83.61
Acromioclavicular joints	\$ 35.00	\$ 37.45	\$ 19.00	\$ 87.53
Sternoclavicular joints	\$ 25.00	\$ 26.75	\$ 19.00	\$ 71.40
<u>EXTREMETIES</u>				
Humerus	\$ 25.00	\$ 26.75	\$ 13.75	\$ 82.98
Elbow	\$ 25.00	\$ 26.75	\$ 13.75	\$ 81.52
Forearm	\$ 25.00	\$ 26.75	\$ 13.75	\$ 72.25
Wrist	\$ 25.00	\$ 26.75	\$ 13.75	\$ 77.88
Hand	\$ 25.00	\$ 26.75	\$ 13.75	\$ 74.24
Finger	\$ 25.00	\$ 26.75	\$ 11.50	\$ 60.20
Carpal Series	\$ 20.00	\$ 21.40	\$ 13.75	\$ 85.25
Wrist & Carpals	\$ 25.00	\$ 26.75	\$ 19.00	---
Femur	\$ 25.00	\$ 26.75	\$ 13.75	\$ 83.09
Knee	\$ 25.00	\$ 26.75	\$ 13.75	\$ 77.70
Patella View with Knee	\$ 30.00	\$ 32.10	\$ 19.00	\$ 90.00
Tunnel Tangential View (Sunrise)	\$ 5.00	\$ 5.35	\$ 9.20	---
Tibia and Fibula	\$ 25.00	\$ 26.75	\$ 13.75	\$ 83.51
Ankle	\$ 25.00	\$ 26.75	\$ 13.75	\$ 81.85

Type of X-Ray	1996 Pricing includes x-ray & reading	*Proposed 2000 Pricing X-Ray	Our cost for reading (Information Only)	Comparison Pricing Health Check 1/5/00
Ankle with Stress	\$ 30.00	\$ 32.10	\$ 19.00	---
Foot	\$ 25.00	\$ 26.75	\$ 13.75	\$ 67.00
Heel (OS CALCIS)	\$ 25.00	\$ 26.75	\$ 13.75	\$ 71.68
Toe	\$ 25.00	\$ 26.75	\$ 11.50	\$ 65.18
Stress Ankle (Only)	\$ 15.00	\$ 16.05	\$ 9.00	---

*Indicates price increase is 7% or less

ax-ray.200 3/00

ISU STUDENT HEALTH CENTER LABORATORY
 567 North 5th Street
 Terre Haute, IN 47809
 812 237-3904

APPENDIX B

**PROPOSED LABORATORY FEES (In-House Testing)
 2000 - 2001**

	<u>Current</u>	<u>Proposed</u>	<u>THML</u> (TH Medical Lab)
Complete Blood Count (CBC)	\$15.00	\$16.00	\$28.00
Chemistry (per test)	10.00	10.70	17.50 and up
Fecal Occult Blood (per card)	5.00	5.30	32.00
Gram Stain	5.00	5.30	18.00
GC Screen (culture)	5.00	5.30	25.25
HCG (qualitative - urine)	8.00	8.50	19.75
Mononucleosis	7.00	7.50	19.00
RPR	8.00	8.50	19.00
Strep Screen (throat -Gr. A only)	8.00	8.50	24.00
Urinalysis (complete)	7.00	7.50	17.00
Dipstick Urinalysis	5.00	5.30	n/a
Wet Prep (vaginal)	5.00	5.30	16.50
Handling Fee (send-outs only)	5.00	5.30	8.00

**Indiana State University
Student Health Center
Proposed Procedure Pricing Increase 2000-2001
Appendix C**

Item	Previous Charge	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check
Abscess incision and drainage	\$ 5.00	\$ 5.35	\$ 94.00 - \$217.00
Ace bandage application	No Charge	No Charge	\$101.04
Ace Bandages 2" and 3"	\$ 2.50	\$ 2.65	\$ 8.42
4"	\$ 3.00	\$ 3.20	\$ 8.42
6"	\$ 4.00	\$ 4.25	\$ 8.42
Allergy vaccine injections per shot	\$ 4.00	\$ 4.25	\$12.95
Arm sling and application	\$ 7.00	\$ 7.50	\$25.20
Assessments	No Charge	No Charge	\$ 55.00 - \$200.00
Bee sting treatment	\$ 5.00	\$ 5.35	\$116.65
Betadine scrub or soak	\$ 2.50	\$ 2.65	\$13.66 for solution only - charge for soak not applicable
Breathing treatment with nebulizer & ventolin	\$15.00	\$16.05	\$30.00 treatment only \$40.68 for Ventolin only
Additional ventolin	\$ 7.50	\$ 8.00	
B/P Reading	No Charge	No Charge	
Cast Removal	\$ 2.00	\$ 2.15	
Catheterization and Sterile Tray	\$15.00	\$16.05	

Item	Previous Charge	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check
Crutch fitting and instruction	No Charge	No Charge	
Crutch rental per week	\$ 1.00	\$ 1.05	
Crutches not returned	\$30.00	\$32.10	
Debridement of burn Small area Medium area Large area	\$ 5.00	\$ 5.35 \$10.00 \$20.00	\$72.00
Dressing Small Medium Large	\$ 3.00 \$ 5.00 \$ 7.00	\$ 3.20 \$ 5.35 \$ 7.50 Based on supplies used	\$25.30 + all other supply charge
Dressing (Special) Adaptic 3x3 Adaptci 3x8	\$ 1.50 \$ 2.00	\$ 1.60 \$ 2.15	\$ 3.00
Ear or Eye medication instillation	No Charge	No Charge	
Ear irrigation Unilateral Bilateral	\$ 7.50 \$14.00	\$ 8.00 \$15.00	\$59.30 \$70.00
Excision of ingrown toenail	\$ 7.50 includes betadine soak	\$ 8.05 to include soak, sterile pack, and local anesthesia	\$11.50 + add. For local etc.
Eye irrigation and exam with or without fluoreshein strip	\$ 7.50	\$ 8.05 snell included	\$110.25 + \$10.00 snell

Item	Previous Charge	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check
Finger splints and application Simple stack Finger splint Dog bones	\$ 5.00 \$10.00 \$ 4.00	New variety now on hand \$ 5.35 \$10.70 \$ 4.25	
Injections per shot	\$ 4.00	\$ 4.25	\$12.95
Intervenous solution and supplies Additional solution Secondary IV tubing 50CC bag N/S Heploc IV medication injection	\$20.00 \$ 7.50 \$ 8.00 \$ 8.00 \$ 4.50	\$21.40 \$ 8.00 \$ 8.55 \$ 8.55 \$ 4.80 \$ 5.00	
Iodoform gauze with wound packing	\$ 5.00	\$ 5.35	\$24.47
Morgan lens eye irrigation wth 1 bag of solution Second bag of solution	\$30.00 \$7.50	\$32.10 \$ 8.00	\$75.00 + \$30.75
Nail puncture with high temp. tip	\$ 7.50	\$ 8.00	
Oral Medications	No Charge	\$ 1.00	
Oxygen Cannula	\$ 5.00	\$ 5.35	
Oxygen therapy	\$ 7.00	\$ 7.50	
Rib belt and fitting	\$ 9.00	\$ 9.60	
Ring removal	\$ 5.00	\$ 5.35	
Scalpel use	\$ 2.50	\$ 2.65	

Item	Previous Charge	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check
Silvadene stock 50gm jar	\$ 2.00 \$ 6.00	\$ 2.15 \$ 6.40	
Sling and application	\$ 7.00	\$ 7.50	
Sterile sodium chloride irrigation and cleansing	\$ 7.50	\$ 8.00	
Soft collar and application	\$10.00	\$10.70	
Splinter removal	\$ 5.00	\$ 5.35	\$116.65
Steri strip application	\$ 7.50	\$10.70	
Sterile instrument use	No Charge	\$10.00	
Suturing with 1pack of suture - includes removal Additional suture pack	\$20.00 \$ 7.50	\$21.40 includes sterile pack, local anesthesia up to 3cc	
Suture removal If not placed here	\$10.00	\$10.70	
Tetracaine ophthalmic	\$ 7.00	\$ 7.50	

a: dm April 4, 2000

Indiana State University
Student Health Center
Proposed Treatment Room Medications
Pricing Increase 2000-2001
Appendix D

Medications	Current Charges	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check 12/98
Allergy Injection	\$ 4.00 per injection	\$ 4.00 per injection	\$11.81
Bicillin CR 1.200,000	\$15.00 + \$ 4.00 injection fee	\$16.05 + \$ 4.00 injection fee	
Bicillin LA 1.200,000	\$21.00 + \$ 4.00 injection fee	\$22.45 + \$ 4.00 injection fee	\$44.35 + \$5.00
Benadryl 50MG IM	\$ 7.00 + \$ 4.00 injection fee	\$ 7.50 + \$ 4.00 injection fee	\$17.60 + 5.00
Benadryl 25MG per OS	.50	\$.55	\$ 1.00
Celestone per CC IM	\$10.00 + \$ 4.00 injection fee	\$10.70 + \$ 4.00 injection fee	\$26.50 + \$ 5.00
Cipro 400 MG IV	\$35.00	\$37.45 + \$4.00	
Decadron 4MG IM (Dexamethasone)	\$ 7.00 + \$ 4.00 injection fee	\$ 7.50 + \$ 4.00 injection fee	\$17.30 + \$5.00
Decadron 8MG IM	\$10.00 + \$ 4.00 injection fee	\$10.70 + \$ 4.00 injection fee	\$27.95 + \$5.00
Depo Medrol 40 Units	\$ 6.00 + \$ 4.00 injection fee	\$ 6.40 + \$ 4.00 injection fee	
Depo Medrol 80 Units	\$10.00 + \$ 4.00 injection fee	\$10.70 + \$ 4.00 injection fee	
Depo Provera 150MG	\$46.00	\$49.20 + \$ 4.00 injection fee	
Dermabond per application	\$35.00	\$37.45	
Dextrose 50%	\$10.00 + \$ 4.00 injection fee	\$10.70 + \$ 4.00 injection fee	

Medications	Current Charges	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check 12/98
Donnatal Elixir	\$3.00 per dose	\$ 3.20 per dose	\$ 5.76
Flu Vaccine	\$ 7.00	\$ 7.50	\$ 10.00
Hepatitis A 2 injections, 6-12 month separation	\$25.00 per injection	\$26.75 per injection + \$ 4.00 injection fee	
Hepatitis B 10mcg Series of three 19 years and under	\$15.00	\$16.05 + \$ 4.00 injection fee	\$50.00 per injection
Hepatitis B 20mcg Series of three 20 years and older	\$30.00	\$32.10 + \$ 4.00 injection fee	\$50.00 per injection
MMR	\$35.00 + \$ 4.00 injection fee	\$37.45 + \$ 4.00 injection fee	\$65.00 + \$5.00
Gauze Packing	\$ 5.00	\$ 5.35 per application \$25.00 entire jar	\$34.45 + \$5.00
Kenalog 40MG	\$ 8.00 + \$ 4.00 injection fee	\$ 8.56 + \$ 4.00 injection fee	\$34.45 + \$5.00
Lidocaine 1% without EPL per CC	\$ 5.00	\$ 5.35 3cc included with sutures	\$17.45
Lidocaine 2% without EPL per CC	\$10.00	\$10.70 3cc included with sutures	\$17.45 + \$9.00
Lidocaine 1% with EPL per CC	\$10.00	\$10.70 3cc included with sutures	\$17.45 + \$9.00
Lidocaine 2% with EPL per CC	\$10.00	\$10.70 3cc included with sutures	\$17.45 + \$9.00

Medications	Current Charges	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check 12/98
Limrex each dose (Given 0, 1, & 12 months)	\$30.00	\$32.10 + \$ 4.00 fee	
Meningitis	\$65.00 + \$ 4.00 injection fee	\$69.55 + \$ 4.00 injection fee	
Marcaine 0.5% without EPL per CC	\$10.00	\$10.70 Included with sutures	\$21.50 + \$9.00
Marcaine 0.5% with EPL per CC	\$10.00	\$10.70 Included with sutures	\$21.50 + \$9.00
Mylanta per dose	\$ 1.00	\$ 1.05	
Peak Flow	\$ 1.00	\$ 1.05	
Phenergan (Promethazine) AMP.	\$ 6.00 + \$ 4.00 injection fee	\$ 6.40 + \$ 4.00 injection fee	\$ 9.00 + \$5.00
Rocephin 250MG with Lidocaine	\$20.00 + \$ 4.00 injection fee	\$21.40 + \$ 4.00 injection fee	\$32.25 + \$5.00
Rocephin 1GM with Lidocaine	\$50.00 + \$ 4.00 injection fee	\$53.50 + \$ 4.00 injection fee	
Solu Cortef	\$ 7.00 + \$ 4.00 injection fee	\$ 7.50 + \$ 4.00 injection fee	
Solu Medrol 40MG	\$ 7.00 + \$ 4.00 injection fee	\$ 7.50 + \$ 4.00 injection fee	
Solu Medrol 125MG IV	\$15.00	\$16.05 + \$ 4.00 injection fee	
Tetanus Diphtheria	\$ 7.00 + \$ 4.00 injection fee	\$ 7.50 + \$ 4.00 injection fee	\$26.55 + \$5.00
Tetanus Toxoid	\$ 7.00 + \$ 4.00 injection fee	\$ 7.50 + \$ 4.00 injection fee	

Medications	Current Charges	Proposed Charge reflects 7% or less increase	Comparison Pricing Health Check 12/98
Tigan	\$ 8.50 + \$ 4.00 injection fee	\$ 9.10 + \$ 4.00 injection fee	\$26.10 + \$5.00
Toradol	\$15.00 + \$ 4.00 injection fee	\$16.05 + \$ 4.00 injection fee	\$32.00 + \$5.00
Tuberculin (PPD)	\$ 2.50	\$ 2.65	\$16.00
Unasyn 3GM Vial IV	\$20.00	\$21.40 + \$ 4.00 injection fee	
Valium (Diazepam) vial	\$ 7.50 + \$ 4.00 injection fee	\$ 8.00 + \$ 4.00 injection fee	
Xeroform Gauze			
2x2	\$ 1.00	\$ 1.05	
4x4	\$ 1.00	\$ 1.05	
5x9	\$ 1.00	\$ 1.05	
Xylocaine Viscous	No charge	\$ 5.00	\$13.25

ATHLETIC TICKET PRICES FOR 2000-2001

2001 BASEBALL TICKET PRICES

Single Game	\$ 3.00 Adult 1.00 Youth (ages 6-18 yrs.) and Senior Citizens (65 yrs. & older)
Coupon Book	\$ 40.00 (25 admissions)

2000-01 VOLLEYBALL TICKET PRICES

Single Match	\$ 3.00 Adult \$ 1.00 Youth (ages 6-18 yrs.) and Senior Citizens (65 yrs. & older)
Coupon Book	\$ 25.00 (15 admissions)

2000-01 TRACK AND FIELD TICKET PRICES

Single Meet	\$ 3.00 Adult \$ 1.00 Youth (ages 6-18 yrs.) and Senior Citizen (65 yrs. & older)
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2000-01 WOMEN'S BASKETBALL TICKET PRICES

Season Tickets

Public	\$ 45.00
Faculty/Staff & Senior Citizen	\$ 35.00
Team Tree House for children through the 8th grade	\$ 10.00

Single Game Tickets

Adult	\$ 4.00
Senior Citizen (65 yrs. & older)	\$ 3.00
Youth (ages 6-18 yrs.)	\$ 2.00

2000-01 MEN'S BASKETBALL TICKET PRICE

Season Tickets*

Lower Arena	\$180.00
Lower Arena (Faculty/Staff)	\$144.00 (max. 4 tickets)
Floor Seats	\$225.00
Upper Arena/all handicap	\$120.00
Upper Arena/all handicap (Faculty/Staff & Senior Citizens—65 yrs. & older)	\$ 96.00

Single Game Tickets

Lower Arena	\$ 12.00
Floor Seats	\$ 15.00
Upper Arena & all handicap	\$ 8.00
IU game only (upper level)	\$ 12.00

NOTE: \$2.00 youth discount (ages 2-18 yrs.) **Upper Arena Seating only!**

* All season ticket holders of men's basketball will receive a free season ticket for women's basketball

Group Rates

Half-price tickets can be purchased for groups of 25 or more.
Ticket location based upon availability.

2000 FOOTBALL TICKET PRICES

Season Tickets

Reserved Seating	\$ 30.00
Faculty/Staff, Senior Citizen	\$ 25.00 (may purchase 4 tickets maximum)
Youth (ages 6-18 yrs.)	\$ 10.00

Single Game Tickets

Adult	\$ 6.00 (\$8.00 Homecoming)
Youth (ages 6-18 yrs.)	\$ 2.00 (\$4.00 Homecoming)

Group Sales (General Admission Seating Only)

10 - 50 tickets	\$ 3.00/ticket
51 - 99 tickets	\$ 2.00/ticket
100 plus tickets	\$ 1.00/ticket

NOTE: No group sales for Homecoming

DISCLOSURE OF INTEREST STATEMENT SUMMARY

Annual Disclosure Statement

<u>ISU Staff Member</u>	<u>Name of Vendor or Contractor</u>	<u>Description of Contract or Purchase</u>	<u>Description of the Financial Interest</u>
Donald W. Buttrey Board of Trustees	McHale, Cook and Welch	Request for proposal for legal services	Substantial share owner and Chairman of the Board

SECTION I
Exhibit H
April 28, 2000

IN MEMORIAM

DONALD B. SCHEICK

WHEREAS, Donald B. Scheick, Professor Emeritus of History, died on the twenty third day of March, two thousand and;

WHEREAS, Donald B. Scheick had given loyal and devoted service to Indiana State University for thirty five years and had gained the respect and affection of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and profound respect for the superior service and inspiration which he gave to the students and faculty and to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES
THIS TWENTY EIGHTH DAY OF APRIL, TWO THOUSAND.

SECTION III
APRIL 28, 2000

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

On a motion by Mrs. House, seconded by Dr. Benway, the recommendation was approved.

A. FACULTY

1. Appointments

(effective August 17, 2000, unless otherwise stated)

Lloyd W. Benjamin, III; Professor, Department of Art History (with tenure); Ph.D., University of North Carolina at Chapel Hill; effective July 1, 2000.

Kevin Bolinger; Assistant Professor, Department of Elementary and Early Childhood Education; M.S., Indiana State University; salary \$35,800.

Randy Cooper; Assistant Professor, Department of Health and Safety; M.Ed., University of Texas at Austin; salary \$37,000.

Katherine A. Culotta; Assistant Professor, Department of Criminology; M.A., University of Maryland; salary \$38,800.

Robert Dibie; Assistant Professor, Department of Political Science; Ph.D., Western Michigan University; salary \$44,500.

Thomas E. Fossati; Assistant Professor, Department of Criminology; Ph.D., University of California-Irvine; salary \$40,000.

Pamela Pruitt Garriott; Assistant Professor, Department of Communication Disorders and Special Education; Ph.D., Indiana University; salary \$39,000.

Nancy L. Hagedorn; Assistant Professor, Department of History; Ph.D., The College of William and Mary; salary \$38,000.

Molly K. Hare; Assistant Professor, Department of Physical Education; M.S. University of Illinois at Urbana-Champaign; salary \$43,000.

Elizabeth J. Jared; Chairperson and Associate Professor, Department of Elementary and Early Childhood Education; Ph.D., University of Missouri-Columbia; salary \$60,000.

Susan J. Kiger; Assistant Professor, Department of Curriculum, Instruction, and Media Technology; Ph.D., Indiana University; salary \$37,000.

Xiao-Chuan (Sean) Lin; Assistant Professor, Department of Chemistry; Ph.D., Baylor University; salary \$42,500.

Shannon A. Novak; Assistant Professor, Department of Geography, Geology, and Anthropology; Ph.D., University of Utah; salary \$37,000.

Barbara Zajac; Assistant Professor, Department of Sociology; Ph.D., University of California, Riverside; salary \$37,000.

One Year Appointment
(effective August 17, 2000)

Koji Fuse; Visiting Assistant Professor, Department of Communication; salary \$36,800.

Temporary Part-Time Appointments, 2000 Spring Semester
(effective January 6, 2000, unless otherwise stated)

Jesse Bedwell; Lecturer I, Department of Physical Education; one hour; salary \$500; effective March 16, 2000.

Jerry J. Chance; Lecturer I, Department of Physical Education; four hours; salary \$2,000; effective March 13, 2000.

William Dininger; Lecturer I, Department of Physical Education; one hour; salary \$500; effective March 14, 2000.

Andrew Fehrenbach; Lecturer I, Department of Music; three hours; salary \$1,500.

Janet Harris; Lecturer II, Department of Economics; three hours; salary \$1,800.

Sharon Sue Jackson; Lecturer I, Department of Music; two hours; salary \$1,000.

Isami Kawachi; Lecturer I, Department of Music; seven hours; salary \$3,500.

Dana Lorenze; Lecturer I, Department of Physical Education; one hour; salary \$500; effective March 13, 2000.

Christe Lunsford; Instructor, Department of Theater; twelve hours; salary \$10,000; effective January 31, 2000.

Robert Mirkovich; Supervisor of Student Teachers, Department of Curriculum, Instruction, and Media Technology; six hours; salary \$4,500.

Chad Roseland; Lecturer II, Department of Music, eleven hours; salary \$6,000.

Cynthia Sartor; Lecturer III, Department of Social Work; three hours; salary \$2,500.

John P. Shireman; Lecturer I, Department of Physical Education; three hours; salary \$1,500; effective March 13, 2000.

Kyle Slaven; Lecturer I, Department of Recreation and Sport Management; three hours; salary \$1,500.

Michael G. Spinks; Lecturer I, Department of Communication; six hours; salary \$3,000.

Kimberly Sullivan; Lecturer I, Department of Music; 3.3 hours; salary \$1,665.

Terry Taylor; Lecturer II, Department of Geography, Geology, and Anthropology, three hours; salary \$1,800.

2. Changes of Status and/or Rate

Abraheem Almiccaw; Department of Educational and School Psychology; change in educational status to doctoral level; salary \$39,500; effective January 6, 2000.

Charles J. Amlaner; Department of Life Sciences; delay leave of absence scheduled for the spring semester of the 1999-2000 academic year.

Michael Buchholz; Department of Communication; stipend of \$1,000 for departmental administrative duties performed during the 1999-2000 academic year.

Charles Cooper; Organizational Department; \$1,800 increase to 1999-2000 academic year salary for added duties and responsibilities; salary \$37,200; effective August 19, 1999.

C. Sue Davis; Department of Communication; stipend of \$1,000 for departmental administrative duties performed during the 1999-2000 academic year.

Eurico J. Ferreira; Analytical Department; 1999-2000 academic year base salary adjusted to \$74,139 from appeal of 1997-98 salary adjustment.

Samory Rashid; Political Science; from Chairperson and Associate Professor in the Department of Political Science to Associate Professor in the Department of Political Science; effective March 31, 2000.

Richard Shepard; Department of Educational and School Psychology; \$1,500 increase to 1999-2000 academic year salary for added duties and responsibilities; salary \$21,500; effective August 19, 1999.

Joseph Tenerelli; Department of Communication; stipend of \$1,000 for departmental administrative duties performed during 1999-2000 academic year.

3. Resignations

George M. Puia; Organizational Department; effective May 6, 2000.

Cathleen D. Rafferty; Department of Curriculum, Instruction, and Media Technology; effective May 6, 2000.

Susan B. Zahn; Department of Communication; effective May 6, 2000.

4. Retirements

Patricia Clark; Department of Mathematics and Computer Science; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Harold G. Cox; Department of Sociology; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Sheron J. Dailey; Department of Communication; retirement leave during the fall semester of the 2000-01 academic year, effective December 16, 2000.

Marvin N. Fischbaum; Department of Economics; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Khwaja A. Hasan; Department of Geography, Geology, and Anthropology; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Robert C. Howe; Department of Geography, Geology, and Anthropology; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Richard Jinbo; Department of Electronics and Computer Technology; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Ronald G. Leach; Department of Educational Leadership, Administration, and Foundations; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Barbara J. Minnick; Organizational Department; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

J. Patrick Tatum; Department of Chemistry; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

Roger A. Vicroy; Department of Manufacturing and Construction Technology; retirement leave during the fall semester of the 2000-01 academic year; effective December 16, 2000.

5. Emeriti Titles

Judith M. Campbell; Professor Emerita of Physical Education

Tieh-Peng Chin; Associate Librarian Emeritus

John O. Clements; Assistant Professor Emeritus of English

Richard M. Clokey; Professor Emeritus of History

Gary W. Daily; Associate Professor Emeritus of History

Jacques Y. Deliere; Professor Emeritus of French

Sarah E. Gale; Librarian Emerita

Willie M. Grissom; Professor Emerita of Physical Education

Keith B. Hawkins; Director Emeritus of Distance Education

Robert F. Houchell; Professor Emeritus of Music

David J. Kim; Professor Emeritus of Finance

James T. Kyle; Associate Professor Emeritus of Economics

Robert Brad Lawson; Associate Dean Emeritus of the School of Technology
and Professor Emeritus of Manufacturing and Construction Technology

Marthann B. Markle; Assistant Professor Emerita of Physical Education

Ron G. Martin; Associate Dean Emeritus of Library Services and Librarian
Emeritus

John R. McGregor; Professor Emeritus of Geography

Dean C. Myers; Professor Emeritus of Political Science

William R. Osmon; Associate Professor Emeritus of Counseling

Arvid H. Perez; Associate Professor Emeritus of History

Robert H. Puckett; Professor Emeritus of Political Science

Herbert J. Rissler; Professor Emeritus of History

Donald L. Shields; Professor Emeritus of Communication

Owen R. Smith; Chairperson and Associate Professor Emeritus of Recreation
and Sport Management

6. Leaves of Absence

Leaves of Absence With Pay-Fall 2000 Semester

Veanne Anderson; Department of Psychology

Lisa Bischoff; Department of Educational and School Psychology

Dalvin Boone; Department of Music

David Del Colletti; Department of Theater

Stanley Evans; Department of English

David Hutchison; Department of Mathematics and Computer Science

William Moates; Organizational Department

Carmen Montanez; Department of Foreign Languages and Literatures

Charles Nicol; Department of English

John Oliver; Department of Geography, Geology, and Anthropology

Jeffrey Schrink; Department of Criminology

I. Michael Shuff; Department of Counseling

Georgeanna Tryban; Department of Sociology

Leaves of Absence With 60 Percent Pay for the 2000-01 Academic Year

Susan Berta; Department of Geography, Geology, and Anthropology

Nora Hopkins; Department of Mathematics and Computer Science

Joseph Meert; Department of Geography, Geology, and Anthropology

Jullette Mitre; Baccalaureate and Higher Degree Nursing Department

Leaves of Absence With Pay for the 2001 Spring Semester

Michael Buchholz; Department of Communication

Thomas Cadwallader; Department of Psychology

Henjin Chi; Department of Mathematics and Computer Science

Glenn Dunlap; Department of Art

Alfred Finch; Department of Physical Education

Jimmy Finnie; Department of Music

Bill Flurkey; Department of Chemistry

Janice Hall; Department of Curriculum, Instruction, and Media Technology

Edward A. Kirby; Department of Educational and School Psychology

Lawrence Knight; Organizational Department

Bruce McLaren; Organizational Department

Constance McLaren; Analytical Department

Morris Medley; Department of Sociology

Lewis P. Segó; Department of English

Michael Shelden; Department of English

Stanley Shimer; Department of Science Education

Beverley Simms; Department of Music

Leave of Absence With Pay-July 1, 2000-December 31, 2000

Ann Cockerham; Library Services

Leave of Absence With Pay-January 1, 2001-June 30, 2001

H. Scott Davis; Library Services

B. ADMINISTRATION

1. Appointments

Tony Lee Campbell; Photojournalist, Public Affairs; salary \$27,000 per fiscal year, prorated from the effective date of April 10, 2000.

Karen Schmid; Associate Dean for Curricular Development of the College of Arts and Sciences and Associate Professor of Family and Consumer Sciences (tenure-track); Ph.D., University of Minnesota; salary \$83,000; effective July 1, 2000.

Temporary Appointments

Jianling Jiang; Web Applications Programmer, Office of Distance Education; salary \$40,000 per fiscal year, prorated from the effective date of March 20, 2000 through June 30, 2000.

Sarah Moore; Interim Assistant AOP Coordinator for Mentoring and Tutoring, Student Academic Services Center; salary \$27,000 per fiscal year, prorated from the effective date of February 1, 2000 through June 30, 2000.

2. Changes of Status and/orRate

Tony Brewer; from Assistant Coordinator of the Academic Opportunity Program, Student Academic Services Center to Academic Coordinator, McNair Project, Student Academic Services Center; salary \$32,000 per fiscal year, prorated from the effective date of February 1, 2000 through September 30, 2000.

William Minnis; from Director of the Center for Research and Management Services to Director of the Center for Research and Management Services and MBA Coordinator in the School of Business; \$2,500 added to the 1999-2000 fiscal year base salary for as long as he assumes this extra responsibility; salary \$65,071, prorated from the effective date of January 1, 2000.

Leon C. Pennel; from Associate Director, Institutional Computing Services to Director, Institutional Computing Services; effective January 1, 2000.

Joseph S. Rayes; from Microcomputer/Networking Consultant in Information Technology to Assistant Network Engineer in Telecommunications and Networking Services; salary \$42,000 for the 1999-2000 fiscal year, prorated from the effective date of April 1, 2000.

Roseann Toulson; from Associate Director, Technical Support Services to Director, Technical Support Services; effective January 1, 2000.

3. Resignations

Julie Bledsoe; Community and Professional Programs; effective June 30, 2000.

Carol Hagans; Student Counseling Center; effective June 23, 2000.

Philip Haverly; Multimedia Support Services; effective March 10, 2000.

Dorothy M. Simpson Taylor; Academic Affairs; effective March 31, 2000.

Carolyn Oliphant Suniga; Continuing Education; effective March 24, 2000.

4. Employment Agreement - Lloyd W. Benjamin III

The employment agreement for President-select Lloyd W. Benjamin III is presented in Exhibit B. Effective date of employment is July 1, 2000.

C. COACHES AND ATHLETICS

1 Reappointments

Donald Richard Bender; Assistant Men's Basketball Coach; employment period extended for the period April 1, 2000 through March 31, 2001; salary \$48,762 per employment period plus be eligible for any increase in compensation included in the 2000-01 budget.

Megan Lanham; Restricted Assistant Women's Basketball Coach; employment period extended for the period April 1, 2000 through March 31, 2001; salary \$14,060 per employment period plus be eligible for any increase in compensation included in the 2000-01 budget.

William P. Ray; Assistant Men's Basketball Coach; employment period extended for the period April 1, 2000 through March 31, 2001; salary \$40,000 per employment period plus be eligible for any increase in compensation included in the 2000-01 budget.

Kareem Richardson; Restricted Assistant Men's Basketball Coach; employment period extended for the period April 1, 2000 through March 31, 2001; salary \$20,000 per employment period plus be eligible for any increase in compensation included in the 2000-01 budget.

Donna Seybold; Assistant Women's Basketball Coach; employment period extended for the period April 1, 2000 through March 31, 2001; salary \$38,253 per employment period plus be eligible for any increase in compensation included in the 2000-01 budget.

James Wiedie; Assistant Women's Basketball Coach; employment period extended for the period April 1, 2000 through March 31, 2001; salary \$28,659 per employment period plus be eligible for any increase in compensation included in the 2000-01 budget.

2. Changes of Status and/or Rate

Eugene Boley; Assistant Football Coach; change in salary to \$28,900 for employment period of February 1, 2000 through January 31, 2001, prorated from the effective date of March 1, 2000.

Sam Murphy; Assistant Football Coach; change in salary to \$28,900 for employment period of February 1, 2000 through January 31, 2001, prorated from the effective date of March 1, 2000.

DeAndre Smith; Assistant Football Coach; change in salary to \$34,650 for employment period of February 1, 2000 through January 31, 2001, prorated from the effective date of March 1, 2000.

Mark Smith; Assistant Football Coach; change in salary to \$36,705 for employment period of February 1, 2000 through January 31, 2001, prorated from the effective date of March 1, 2000.

D. SUPPORT STAFF PERSONNEL REPORT

The Support Staff Personnel Report ending April 13, 2000, is presented in Exhibit A.

INDIANA STATE UNIVERSITY
MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES
FOR THE PERIOD ENDING APRIL 13, 2000

A. APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Anderson, Thomas	Facilities Management	Cust Wrkr I	\$12,441	04-10-00
Buttrey, Lori	Office of the Controller	Acct Clerk II	\$14,235	04-17-00
Dibie, Josephine	Office of Sponsored Programs	Grant Acct Spec	\$21,996	03-29-00
Dickens, Eric	Hulman Center	Cust Wrkr II	\$13,611	04-12-00
Dodd, Joseph	Facilities Management	Grnds Maint Wrkr	\$12,441	04-03-00
Knott, Glenda	Facilities Management	Cust Wrkr I	\$12,441	04-10-00
McCullough, Jane	Terre Haute Center for Medical Educ	Research Assoc	\$25,096	04-24-00
McCullough, Rebecca	Sycamore Housing	Cust Wrkr I	\$12,441	03-14-00
Nichols, Mitzi	Chemistry	Ofc Asst III	\$15,444	03-13-00
Starr, Jason	Office of the Controller	Acct Clerk II	\$14,235	04-17-00
Steinmiller, Barbara	Terre Haute Center for Medical Educ	Ofc Asst III	\$16,341	04-24-00
Unrau, Carolyn	Sandison Housing	Cust Wrkr I	\$12,441	03-08-00

B. TERMINATIONS

1. Voluntary

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Banco, Katherine	Terre Haute Center for Medical Education	03-24-00
Clark, Melody	Facilities Management	04-04-00
Collier, Lisa	Facilities Management	03-17-00
Elkins, Sharon	Facilities Management	03-17-00
Hayes, Shannon	Office of the Controller	02-25-00
Johnson, Randy	Geography, Geology & Anthropology	04-19-00
Mouck, Darryl	Computer Services	03-31-00
Otieno, Rodah	Employee Assistance Program	03-04-00

B. TERMINATIONS (CONTINUED)1. Voluntary

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Rollings, Willadean	Library	03-13-00
Sloan, Rebecca	School of Nursing	04-07-00
Smithson, Joshua	Hulman Center	03-02-00
Sutton, Kathleen	School of Nursing	03-24-00
Williams, Reuel	Facilities Management	04-14-00

2. Involuntary

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Boga, Marvin	Facilities Management	03-02-00

3. Retirement

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YRS OF SERVICE</u>	<u>EFFECTIVE DATE</u>
Fetter, Shirley	Office of the Controller	21	03-24-00
Morris, Terrence	Computer Services & Facilities	30	03-31-00
Shelton, Patricia	Army ROTC	24	03-31-00

C. CHANGE IN STATUS OR RATE1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Greenlee, Kay	Human Resources HR/Benefits Spec \$21,489	Human Resources HR Tech Assoc \$27,007	04-01-00*
Goulding, Olivia	Office of the Controller Acct Clerk II \$14,235	Office of the Controller Acct Analyst \$15,658	03-20-00
Moore, James	Facilities Management Grnds Gardener \$16,984	Promoted to Monthly	03-17-00
Morris, Kai	Public Safety Community Serv Ofc \$14,768	Public Safety Ofc Asst III \$15,229	03-20-00
Stroot, Eunice	Facilities Management Grnds Maint Wrkr \$12,441	Facilities Management Grnds Gardener \$15,756	03-06-00

*Promotion/Technical Market Adjustment

D. CHANGE IN STATUS OR RATE (CONTINUED)

2. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Seeling, Michael	Hulman Center Cust Serv Supv \$16,497	Facilities Management Grnds Gardener \$16,497	04-04-00

3. Reclassification

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Cash, Sheila	School of Graduate Studies Ofc Asst II \$14,293	School of Graduate Studies Ofc Asst III \$15,717	04-01-00
Driscoll, Cynthia	Staff Benefits Ofc Asst III \$15,210	Staff Benefits Admin Asst I \$17,199	04-01-00
Fox, Sylvia	Student Financial Aid Data Entry Op II \$17,121	Student Financial Aid Financial Aid Spec \$20,787	01-08-00
Harris, Sandra	School of Graduate Studies Ofc Asst III \$20,709	School of Graduate Studies Student Serv Asst \$22,776	04-01-00
Hoback, Fred	Student Financial Aid Data Entry Op II \$16,731	Student Financial Aid Computer Spec II \$23,166	04-01-00
Hoffa, Helen	School of Graduate Studies Ofc Asst III \$16,633	School of Graduate Studies Admin Asst I \$18,291	04-01-00
Kelley, Harriett	Staff Benefits HR/Benefits Spec \$21,469	Staff Benefits Senior Benefits Assoc \$24,044	04-01-00
Manning, Sally	School of Graduate Studies Ofc Asst III \$15,054	School of Graduate Studies Student Serv Asst \$16,555	04-01-00
Pippins, Terri	Staff Benefits Ofc Asst III \$17,979	Staff Benefits Benefits Asst \$19,773	04-01-00
Shivers, Charlene	Student Financial Aid Data Entry Op II \$16,380	Student Financial Aid Financial Aid Spec \$20,280	01-08-00

D. CHANGE IN STATUS OR RATE (CONTINUED)

4. Other

<u>NAME</u>	<u>DEPARTMENT/POSITION</u> <u>FROM</u>	<u>DEPARTMENT/POSITION</u> <u>TO</u>	<u>EFFECTIVE</u> <u>DATE</u>
Williams, Russell	Facilities Management Carpenter \$18,817	Facilities Management Carpenter \$19,266	02-19-00*

*Skills Adjustment

**EMPLOYMENT AGREEMENT
FOR THE
PRESIDENT OF
INDIANA STATE UNIVERSITY**

This agreement, entered this _____ day of April, 2000, by and between the Indiana State University Board of Trustees (hereinafter "the Board") and Lloyd W. Benjamin, III, (hereinafter "Benjamin"), witnesseth that:

Recitals

Whereas, John W. Moore announced his intent to resign the position of President of Indiana State University (hereinafter "President" and "ISU", respectively) effective June 30, 2000;

Whereas, the Board then set about conducting a national search for a successor President immediately upon the announcement by John W. Moore of his intent to resign;

Whereas, a search committee was formed and such presidential search was conducted in strict accordance with the provisions of the *ISU Handbook*, including ISU policies regarding affirmative action;

Whereas, the Board received recommendations from the search committee, select candidates visited campus, input from various constituencies was received and considered by the Board, and the Board deliberated at length over the candidates;

Whereas, the Board believes Benjamin possesses certain leadership, management, and administrative qualities and skills that would benefit ISU, and Benjamin would be a capable President of ISU;

Whereas, Benjamin has indicated a desire by his participation in the search and interview process to be considered for the position of President, and has received a letter of understanding from the president of the Board; and

Whereas, it is mutually agreed by the parties that Benjamin will serve as President of ISU, subject to the terms and conditions of this Agreement.

Operative provisions

Now, therefore, in consideration of the mutual covenants and conditions hereinafter recited and made, it is agreed between the parties as follows:

1.0 Employment.

The Board hereby offers Benjamin and Benjamin hereby accepts employment at ISU as President of ISU. Benjamin understands that the President of ISU serves at the pleasure of, functions under the general supervision of, and reports to the Board. He further understands that the Board has sole authority regarding employment actions with respect to the President of ISU. Benjamin shall perform such duties as are assigned in connection with the administration of ISU.

2.0 Term.

Subject to the provisions of this agreement, the term of Benjamin's employment shall be for the four-year period from July 1, 2000 to June 30, 2004. The terms of this contract may be extended at any time upon recommendation of the Board of Trustees. Any extension of the initial terms stated herein shall be in writing and signed by both parties.

3.0 Compensation.

3.1 In consideration for Benjamin's services and satisfactory performance of the terms and conditions of this Agreement, the Board shall pay Benjamin a salary of One Hundred Sixty-five Thousand Dollars (\$165,000.00) for the fiscal year ending June 30, 2001.

3.2 Benjamin's salary for the fiscal years ending June 30, 2002, 2003, and 2004, respectively, shall be determined by the Board each year, effective July 1 of each year, but shall not be less than One Hundred Sixty-five Thousand Dollars (\$165,000.00).

3.3 Benjamin's salary under this Agreement shall be payable in equal monthly installments on the first day of the month following the month in which the service was rendered. Benjamin's first payment shall be August 1, 2000, if Benjamin begins work in July, 2000.

3.4 Benjamin shall be eligible to participate in the group insurance and retirement programs and any mandatory payroll deduction programs on the same basis and with the same employer contributions that apply to ISU's other similarly-situated

employees. At the time of execution of this Agreement, the President of ISU is classified as Executive/Administrative/Professional (EAP).

3.5 Benjamin agrees not to accept other employment and compensation without the consent of the Board. The Board acknowledges that Benjamin's involvement in the business and community life of Terre Haute, the State of Indiana, and the nation may benefit ISU as well as him. Benjamin acknowledges and understands that any benefits, remunerations, or perquisites outside of those contained in the Agreement are not part of the compensation owed to Benjamin by the Board and are not in any way guaranteed by ISU or recognized as a responsibility of ISU.

4.0 Other Benefits.

4.1 The Board agrees to provide an automobile to Benjamin on such terms and conditions as are mutually acceptable. Benjamin understands that the personal use of such automobile will likely be construed as taxable income by the Internal Revenue Service ("IRS") and agrees to properly maintain a mileage log to substantiate business use of such automobile. ISU will report such personal use of the automobile to the IRS appropriately.

4.2 If Benjamin desires to undergo an intensive annual physical examination, the Board will compensate Benjamin for the out-of-pocket expenses of such extensive physical examination.

5.0 Tenure.

5.1 The Board hereby agrees that Benjamin shall have the option to be considered for tenure by the appropriate department in the College of Arts and Sciences at ISU. Benjamin understands that a decision to grant tenure to Benjamin is wholly within the discretion of those parties empowered to make such determinations by the ISU promotion and tenure policy. The Board hereby represents and promises to Benjamin that the Board will approve any recommendation of tenure made pursuant to this Section. The identity of the appropriate department shall be determined jointly by Benjamin and the Board after consultation with the Provost and Vice President for Academic Affairs.

5.2 If tenure has been granted to Benjamin as provided in Paragraph 5.1, above, and if Benjamin voluntarily terminates his services as President or the Board terminates Benjamin as President of ISU, with or without cause, Benjamin's tenure as a professor at ISU shall continue and he shall be entitled to all the rights, privileges, and responsibilities customarily attendant to the grant of tenure at ISU, as set forth in the *ISU Handbook*, as amended from time to time.

5.3 If Benjamin has been granted tenure as provided in Paragraph 5.1, above, and if Benjamin voluntarily terminates his services as President or the Board terminates him as President of ISU, with cause, he shall be paid, so long as he remains an active member of the faculty, a salary not less than seventy (70) percent of the amount established as his last salary as President of ISU.

5.4 If the Board terminates Benjamin as President of ISU, without cause, Benjamin's salary and his other contractual rights hereunder shall continue unchanged during the remainder of the term of this Agreement. Thereafter, Benjamin's salary, if he remains an active member of the faculty, shall not be less than seventy (70) percent of the amount established as his last salary as President of ISU.

5.5 If Benjamin voluntarily terminates his services as President or the Board terminates him as President of ISU, with or without cause, and Benjamin accepts an academic position at ISU under the provisions of Paragraph 5.1 above, Benjamin shall first be granted a one-year leave to prepare for the new assignment pursuant to general ISU policy. Benjamin's salary during the leave granted in this section shall not be less than seventy (70) percent of the amount established as his last salary as President of ISU. Benjamin shall further be provided appropriate office space, clerical support, including appropriate office equipment, and reasonable operating funds commensurate with his position as determined by the Board.

5.6 If Benjamin voluntarily terminates his services as President of ISU or any other employment with ISU, having given proper notice pursuant to the provisions of Paragraph 8.1 below, this Agreement shall thereupon terminate and neither party shall have any further rights or obligations hereunder, except any salary or benefits Benjamin accrued before the effective date of his resignation.

6.0 President's Duties.

In consideration of the annual salary and other benefits which may become due and payable to Benjamin as President of ISU, Benjamin promises and agrees faithfully and conscientiously to perform the duties assigned to him by the Board and those duties otherwise customarily expected of the President of ISU; to devote full-time attention and energy to the duties of the office; to avoid any business or professional activities or pursuits that will prevent him from devoting his attention to the performance of his duties hereunder or which will detract from his best performance of the same; to recognize and comply with the laws of the United States of America and the State of Indiana; and to assure that ISU functions in accordance with the policies and procedures of the Board as contained in the *ISU Handbook* and in such other documents, directives, and publications as from time to time may obtain. Benjamin shall also endeavor to ensure that all of the chief administrative officers of ISU over whom he has direct supervisory authority shall also conduct themselves in accordance with these expectations.

7.0 Performance Review.

7.1 Benjamin and the Board mutually acknowledge the value of regular goal setting and performance review as a means to improve performance. In order to further enhance Benjamin's performance as President of ISU and the success of ISU, a program of review between Benjamin and the Board is hereby agreed upon. Such review program is described below.

7.2 Annual Reviews:

7.2.1 Prior to the beginning of each academic year, Benjamin will discuss objectives to be pursued both during that year and over the longer range with the president of the Board and ultimately with the full Board.

7.2.2 At the conclusion of each academic year, Benjamin will prepare an annual self-assessment and report that describes progress toward the established objectives.

7.2.3 Benjamin will then discuss his annual self-assessment with the president of the Board and thereafter present it to the full Board in executive session. Following discussions with Benjamin, the full Board will then meet in executive session, without Benjamin, to discuss his self-assessment, his report, and the Board's review of his performance.

7.2.4 Benjamin and the president of the Board will then confer to discuss the review and provide guidance for the coming year.

7.2.5 The review process will be conducted as a full board; trustees, as individuals, will not engage in independent evaluation activities. Strict confidentiality will be maintained throughout the annual review process.

7.2.6 Only attributable evaluation information will be utilized, thus precluding the use of general opinion polls, surveys, and other such unattributable devices.

7.2.7 All information, documents, and reports developed within the review process are intra-agency, advisory, or deliberative material communicated for the purpose of decisionmaking and part of the personnel file of Benjamin. They will therefore not be disclosed without the consent of Benjamin. Benjamin shall be provided the opportunity to review and respond to any material developed by any external consultant employed by the Board to assist its review.

7.2.8 Expanded reviews of Benjamin may be undertaken from time to time as determined by the Board.

8.0 Non-Renewal and Termination.

8.1 Benjamin has the right to terminate his employment as President of ISU or any other employment with ISU at any time upon not less than six (6) months written notice to the Board.

8.2 The Board may terminate Benjamin as President, with or without cause, only upon such terms and at such times as are provided herein.

8.2.1 The Board has the right to terminate Benjamin as President of ISU, without cause, upon six (6) months written notice to Benjamin.

8.2.2 The Board reserves the right and option to terminate Benjamin's services as President of ISU, or to immediately suspend Benjamin from performance of duties as President, for cause, if Benjamin, at any time, in the opinion of the Board:

8.2.2.1 does not follow the high moral and ethical standards commonly expected of the President as the leading representative of ISU, such moral and ethical standards to be determined solely at the discretion of the Board;

8.2.2.2 commits a material violation of the duties set forth in this Agreement or as assigned by the Board; or

8.2.2.3 fails to comply with any of the other provisions of this Agreement not remedied after ten (10) days written notice thereof to Benjamin.

The Board shall provide Benjamin written notice of its intent to suspend and such notice shall state the cause for suspension. Benjamin shall be entitled to compensation defined in this Agreement until the review and hearing process described below, if exercised by Benjamin, is completed and the Board makes its final decision in the matter.

8.3 Review and Hearing.

8.3.1 The president of the Board, with the concurrence of the Board, has the authority to order the suspension of Benjamin from his duties for the causes identified herein. However, Benjamin may not be suspended without pay until either the hearing process described below is concluded or Benjamin notifies the Board in writing that he will not request a hearing.

8.3.2 Benjamin, upon written request, has the right to a review and hearing relative to any such suspension before the full Board, which review shall be considered a personnel matter and, therefore, not to be conducted in a public meeting except with the consent of both Benjamin and the Board.

8.3.2.1 Upon receipt of a written request for a review and hearing, the Board shall provide Benjamin with not less than fifteen (15) days notice, in writing, of the time and place for his review and hearing, at which hearing he may be personally present to give challenge to the action of the president of the Board.

8.3.2.2 Within fifteen (15) days following the hearing, the Board shall provide written notice to Benjamin of its decision in the matter.

8.3.2.3 If, after any such review and hearing, the Board decides to terminate Benjamin's services as President, Benjamin shall be entitled to continued employment and salary as is set forth in Section 5.0 of this Agreement, relating to tenure.

8.3.2.4 No party to the hearing shall have representation of counsel.

8.4 In the event of the death of Benjamin during the term of this Agreement, the Agreement shall terminate as of the date of death. In the event that Benjamin becomes disabled and cannot continue to perform his duties, he shall be treated as any similarly-situated ISU employee under the policies and procedures currently in place or as may hereafter be amended.

8.5 In the event Benjamin resigns his duties as President or should the Board terminate Benjamin's employment as President, without cause, and so long as Benjamin does not undertake employment elsewhere, Benjamin shall be granted the title "President Emeritus".

9.0 Governing Law.

This Agreement shall be governed and construed under the laws of the State of Indiana.

10.0 Severability.

If any provision of this Agreement shall be determined to be void, invalid, unenforceable, or illegal for any reason, it shall be ineffective only to the extent of such prohibition, and the validity and enforceability of all the remaining provisions shall not be affected. The parties agree that the covenants and obligations of the parties contained herein shall be independent of each other, and the performance of any obligation arising hereunder is not conditioned upon the performance of any other obligation.

11.0 Binding Effect.

This Agreement shall be binding upon Benjamin's heirs and executor and/or administrator.

12.0 Integration.

This instrument contains the entire agreement of the parties. It may not be changed orally, but only by an agreement in writing, signed by a party against whom enforcement of any waiver, change, modification, extension, or discharge is sought.

13.0 Advice of Counsel.

Benjamin acknowledges that he has been provided with the opportunity to review this document with legal counsel of his choice prior to signing this Agreement. Benjamin enters into this Agreement of his own free will, with full appreciation of the legal effect of this Agreement, and in consideration of the mutual covenants and conditions contained herein.

14.0 Notices.

Any notices required or permitted to be given under this Agreement shall be in writing and sent by United States mail (certified), return receipt requested, to the last known residential address in the case of Benjamin, or to the Office of Legal Affairs, Indiana State University, Condit House, Room 201 in the case of the Board.

15.0 Waiver of Default or Breach.

Waiver by the Board of a breach of any provision of this Agreement by Benjamin shall not operate or be construed as a waiver of any subsequent breach.

SECTION IV

April 28, 2000

INFORMATION/DISCUSSION ITEMS

1. 2001-03 Biennial Operating Budget Request - Attachment 3 (Ms. Schultz)

Vice President Schultz distributed materials (attachment 3) relating to planning assumptions to be used in the preparation of the 2001-03 biennial operating budget request. "New economy" initiatives will be emphasized. Dr. Moore explained that a unified approach is used by all the state universities in presenting the requests to the ICHE and the State Budget Agency. All of the institutions have agreed to keep their requests within these established parameters.

Ms. Schultz gave an overview of the major components of the biennial request including compensation, supplies and expense, technology, workforce development, quality and affordability. She also cautioned that the state is interested in slowing down capital investment so it is likely that more limited capital funds will be available.

2. Performance Reviews, Promotion, Tenure, Salary Equity and Related Activities (Dr. Wells)

Provost Wells handed out a summary outline of the various personnel actions/reviews (attachment 4) which have been completed in recent weeks and over the past several months. The personnel review process involves much collaboration between and with the several constituent groups on the campus.

Several trustees expressed appreciation for the summary report update.

3. Grants - Information Only - Attachment 1 (Dr. Wells)
4. Purchasing Update (Mr. Schafer)

Purchases Over \$25,000 And Not a Low Bid, Single Souce Or Only One Bid Received

Single Source

PO# P0025373, Apple Computer, Inc, \$31,560, Imac 400MHz DV special edition computer

PO# P00025994, Sun Microsystems, Inc., \$33,790, Maintenance agreement for Sun equipment

Only One Bid Received (multiple vendors invited to bid):

PO# P0024946, Solutions Technology \$36,665, Applicant Tracking system, Human Resources, multiple bids sent out, but only one response.

PO# P0025550, Wabash Valley Asphalt, \$60,623, Sealcoating and striping parking lot, multiple bids sent out, but only one response.

Purchases Over \$100,000 And Less Than \$250,000

PO# P0026149, MSI Construction, \$130,950, Lincoln Quad shower renovations

PO# P0025168, Binford Group, \$227,835, classroom tablet arm chair replacements

PO# P0025716, Ameritech, \$182,112, Academic Computing and Networking Services, VTel 1000 distance learning equipment (IHETS)

PO# P0026053, Dell Marketing, \$176,800, computer lab and departmental computers

PO# P0025118, Graybar Electric, \$187,442, Fiber optics/telecommunications cables, etc. for Jones Hall renovation

5. Vendors Report - Information Only - Attachment 2 (Mr. Crichfield)

SECTION IV

April 28, 2000

GRANTS

Research Grants and Contracts

1. Indiana Small Business Development Corporation, Fund No. 547360, 547363, Proposal No. 00-099.
An agreement in the amount of \$130,562 has been received from the Indiana Small Business Development Corporation for the project entitled, "Terre Haute Area Small Business Development Center" under the direction of Orville Alexander, Center for Research and Management Services, for the project period January 1, 2000 through December 31, 2000.
2. Indiana Department of Education/Division of Special Education, Fund No. 547324, Proposal No. 00-026.
An agreement in the amount of \$ 450,000 has been received from the Indiana Department of Education for the project entitled, " Creative Problem Solving-Indiana Initiative" under the direction of Priscilla Wolfe, Blumberg Center, for the project period July 1, 1999 through September 30, 2000.
3. Indiana Arts Commission/Arts Illiana, Fund No. 547321, Proposal No. 99-079
An agreement in the amount of \$3,763 has been received from the Indiana Arts Commission/Arts Illiana for the project entitled, "The Millennial Cusp" under the direction of Joe Houston, Art Department, for the project period July 1,1999 through June 30, 2000.
4. Ivy Tech State College, Fund No. 547307, Proposal No. 99-135.
An agreement in the amount of \$47,403 has been received from Ivy Tech State College for the project entitled, " Consortium Agreement under the Carl Perkins Act with Ivy Tech-Wabash Valley" under the direction of Cindy Crowder, School of Technology, for the project period July 1, 1999 through June 30, 2000.
5. U.S. Department of Education, Fund No. 547314, Proposal No. 99-136
An agreement in the amount of \$252,802 has been received from the U.S. Department of Education for the project entitled, " Virtual Instructional Designer: An EPSS for Designing online courses for Higher Education", under the direction of Nancy Franklin, Continuing Education, for the project period September 1, 1999 through August 31, 2002.

6. Indiana Partnership for Statewide Education, Fund No. 547377, Proposal No. 00-062
An agreement in the amount of \$11,771.00 has been received from Indiana University for the project entitled, "ECT 444 Programmable Logic Controller and Control Systems", under the direction of David Malooley, Electronics and Computer Tech, for the project period January 1, 2000 through July 31, 2001.
7. National Institute of Health, Fund No. 547376, Proposal No. 99-065
An agreement in the amount of \$97,859 has been received from National Institute of Health for the project entitled, "Ischemic Actin-Cytoskeleton Alterations in Renal Cells", under the direction of Jing Chen, Department of Life Sciences, for the project period March 1, 2000 through February 28, 2003.
8. Indiana Partnership for Secondary Education, Fund No. 547382, Proposal No. 00-058
An agreement in the amount of \$11,961 has been received from Indiana University for the project entitled, "Accounting 410-Not For Profit Accounting", under the direction of Susan Moncada, Analytical Department, for the project period January 1, 2000 through August 1, 2001.
9. Indiana Partnership for Statewide Education, Fund No. 547380, Proposal No. 00-060
An agreement in the amount of \$9,813.25 has been received from Indiana University for the project entitled, "NURS 208 Transition from LPN to BSN", under the direction of Julia M. Fine, Health Promotion, for the project period January 1, 2000 through August 1, 2001.
10. Indiana Partnership for Statewide Education, Fund No. 547379, Proposal No. 00-059
An agreement in the amount of \$11,374 has been received from Indiana University for the project entitled, "INS 344 Commercial Liability Insurance", under the direction of Peter Mikolaj, Insurance, for the project period January 1, 2000 through August 1, 2001.
11. Indiana Partnership for Statewide Education, Fund No. 547378, Proposal No. 00-063
An agreement in the amount of \$7,183 has been received from Indiana University for the project entitled, "MGT 440 Human Resources Management", under the direction of Douglas Peterson, Management, for the project period January 1, 2000 through August 1, 2001.
12. National Institute of Health, Fund No. 547371, Proposal No. 00-091
An agreement in the amount of \$11,000 has been received from Indiana University School of Medicine for the project entitled, "Molecular and Functional Characterization of A Novel Mutation in Murine Stem Cell Factor", under the direction of David A. Prentice, Life Sciences, for the project period January 1, 2000 through July 31, 2000.

13. Vigo County Local Coordinating Council, Fund No. 547372, Proposal No. 00-024
An agreement in the amount of \$7,168 has been received from Vigo County Local Coordinating Council for the project entitled "COPS on Bikes: A Team Approach to Fighting Alcohol and Drug Abuse", under the direction of Gloria Graham, Public Safety Department, for the project period January 1, 2000 through December 31, 2000.

14. Ohio Valley Opportunities Corporation Head Start, Fund No. 547373, Proposal No. 00-135
An agreement in the amount of \$6,500 has been received from Ohio Valley Opportunities Corporation Head Start for the project entitled "Eled 495", under the direction of Sandy B. DeCosta, Elementary and Early Childhood Education, for the project period January 31, 2000 through August 31, 2000.

The following vendors have accumulated purchases from the University for the time period March 7, 2000 to April 14, 2000 (Calendar Year) in excess of \$100,000:

Vendors with Purchases Exceeding \$100,000

January 25, 2000 to April 14, 2000

<u>Vendor Name</u>	<u>Current YTD Paid</u>	<u>Services Rendered</u>
Stanley Consultants Inc	114,161	New Power Plant Construction
International Tours	124,762	Travel Expenditures
Ohio National Life Insurance Co	184,009	Life Insurance Benefits Premiums
Dell Marketing LP	393,276	Computer Equipment Purchases

Previously Reported Vendors with Purchases

Exceeding \$100,000

<u>Vendor Name</u>	<u>Current YTD Paid</u>	
AAA Electric of Terre Haute Inc	102,635	Holmstedt Hall New Emergency Power System
Xerox Corporation	112,414	Xerox copier center, supplies, and equipment
RMS Business Systems	122,673	HP Server
Hannig Construction Inc	129,313	Recreation East and Classroom upgrade
Universal Fabric Structures	146,087	Caesar's Project Tent Rental
Dennis Trucking	168,009	Soccer Field Renovation
Office Depot	171,619	Office Supplies
Indiana-American Water Company	181,081	Water Utility Bills
Postmaster	196,422	Postage
Delta Dental Plan of Indiana	234,429	University Dental Payments
Springhill Heating/Air Conditioning	238,929	Hulman Ctr Mech Repairs, Stud Svc Bldg Renov
Williams Randall Marketing Communications	247,319	University Advertising
Black Beauty Coal Co	288,177	Coal Purchases
Sycamore Engineering Inc	427,131	Rec East Elec, New Power Plt, Softball Lites, Misc
Jungclaus Campbell Company Inc.	489,592	Tunnel Renov, Music Fac Chiller, & Science RR
Terre Haute First National Bank - Trustee	510,000	VEBA Contributions
Indiana Department of Corrections	537,285	Place Bound Academy Courses
PSC Health Systems Inc	552,231	Prescription Drug Coverage
Public Employees Retirement Fund	642,982	Employee Retirement Contributions
Cinergy Services Inc	782,355	Electricity Utility Bills
SMC Inc	868,914	Science HVAC Ren, & Heat Recovery System
CDI Inc	1,053,938	New Power Plt, and Tunnel to New Power Plt
J F Molloy and Associates Inc	1,703,815	University Medical Payments
Marriott Management Services Corp	2,327,365	University Food Services

**INDIANA STATE UNIVERSITY
OFFICE OF PLANNING AND BUDGETS**

To: President Moore
From: Marilyn F. Schultz
Subject: Biennial Budget Parameters
Date: April 17, 2000

I thought that it would be helpful to summarize the discussion of last Friday, April 14th, with Stan Jones, Commissioner for Higher Education and the presidents of Indiana public institutions of higher education.

BASE BUDGET ASSUMPTIONS

2000-01 expenditure base plus or minus base adjustments for:

- 1) enrollment adjustments of one-half the statewide average appropriation per student for : a) stable campuses if they have experienced growth or reduction to the enrollment base of 5% and b) off-campus enrollments to reflect growth or decline.
- 2) operating costs for square footage added since the last biennial request and which reflects prior agreements with the CHE and the State Budget Agency.

Plus Compensation increases of 4% of the expenditure base for 2000-01

Plus S&E increases of 3%

Minus Fee assumptions of 3%

Other Requests

1. **Technology Appropriation.** In the narrative, each campus will include information regarding the current biennial expenditures of the one-time technology appropriation for the 1999-2001 biennium, with a request for modest increases to reflect inflation. Each campus will request that at least one-half of this one-time appropriation be phased into the recurring base appropriation at ½% per year. (This appropriation for the 1999-2000 fiscal year was \$2,466,112; for the 2000-01 fiscal year, \$2,353,404)
2. **New and Expanded "New Economy" Programs.** These programs are defined as those which will help the state's economy either through supplying highly trained staff, providing necessary lifelong learning opportunities to existing staff, or assisting in meeting technology transfer needs for a particular business, industry, or public agency. The range of increase for these programs would represent 1%-3% of the 2000-01 expenditure base.
3. **Endowments.** The CHE will request a one-time appropriation from the General Assembly to be used as a match for individual institutions fundraising for endowments for chairs of programs in the "new economy" disciplines or for endowments for merit scholarships or fellowships.

**INSTRUCTIONS FOR PRESENTATION OF THE
2001-03 OPERATING BUDGET REQUESTS BY THE
PUBLIC POSTSECONDARY EDUCATIONAL INSTITUTIONS**

INTRODUCTION

This document provides the instructions and guidelines that public postsecondary institutions will use to prepare their 2001-03 Operating Budget Requests to the Governor and the General Assembly. The intent of the instructions is to establish a uniform framework for the budget presentation, and to establish the basis for a dialogue about meeting the postsecondary education objectives of the State as well as the needs of individual institutions.

DATE FOR SUBMISSION OF OPERATING BUDGET REQUEST

Universities and ITSC must submit preliminary copies of their operating budget schedules by *July 15, 2000*, to the Commission for Higher Education and the State Budget Agency. Final copies of the full operating budget requests are to be submitted by *August 1, 2000*, to the following budget review agencies or offices:

	<u>Number of Copies</u>
State Budget Agency	4
Senate Finance Committee	4
House Ways and Means Committee	4
Commission for Higher Education	6
Department of Workforce Development	1
Legislative Services Agency	1
State Student Assistance Commission	1

At their option, institutions may delay submission of the Expenditures II and Expenditures III schedules until November 15, 2000.

FORM OF OPERATING BUDGET REQUEST PRESENTATION

Each operating budget request document must be presented in bound form, 8-1/2" x 11" in size. Institutions with multiple campus systems may include under single cover the budgets requests of all campuses within the system. However, a separate and complete budget request presentation for each campus must be submitted. For those campuses where more than one institution is involved in the delivery of education services, the institution assuming fiscal and administrative responsibility for the campus shall submit the complete budget request for that campus. ITSC should submit one budget request for the college.

CONTENT OF OPERATING BUDGET REQUEST DOCUMENTS

The 2001-03 Operating Budget Request should address two levels of budget information needs.

One level of information should be directed to a wide audience, including all members of the General Assembly. At this level, the general nature of budgetary needs should be described, including the underlying operating assumptions driving those needs; how these needs relate to the overall role and mission of the institution; and how the State and institutional priorities are reflected within the request. Any other general information that would permit a reader to understand the issues raised, the relative value of the need, and the budget implications of each issue should be included. Summary Schedule I is intended to address a broad audience.

The second level of information should be directed to those who need to understand the details and evaluate the derivation of the dollar amounts for each budget element. This audience includes the staffs of the State

Budget Agency, the Commission for Higher Education, the Legislative Services Agency, and the Department of Workforce Development, plus those legislators and their staffs who have the responsibility of developing state budget strategies for the General Assembly. The budget information contained in the Educational Services Schedules, Expenditure Budget Schedules and Income Budget Schedules is intended to meet the detailed needs of this audience.

ORGANIZATION OF OPERATING BUDGET REQUEST DOCUMENTS

The budget request materials submitted by each institution should have the following organization:

- I. Executive Summary (for each institution or for each campus).
- II. Operating Budget Narrative (for each campus).
- III. Operating Budget Request Schedules (for each campus).
 - * Summary Schedule
 - * Educational Services Budget Schedules
 - * Expenditure Budget Schedules
 - * Income Budget Schedules
 - * Supporting Background Information Schedules

The Executive Summary should be comprehensive, but concise. Generally, 15 to 20 pages is a comfortable length for readers. Institutions may wish to include Summary Schedule I, or their own summary tables for information purposes. Multi-campus institutions may opt either to provide individual executive summaries for each campus, or one executive summary for the institution.

Multi-campus institutions must provide individual Operating Budget Request Schedules and Budget Narratives for each campus. These individual campus narratives are important to understand campus needs, priorities, and plans, and to be able to respond to requests from legislators and other individuals who have concerns about specific campuses.

Institutions should take the opportunity to discuss the issues described below within their Budget Narratives. These issues reflect the State's primary concerns and objectives in providing higher education opportunities for Indiana citizens, and have been the subject of extensive deliberation within state-level discussions. Institutions should discuss how these objectives are integrated into their operations and how the budget request relates to meeting these objectives.

1. Increased participation in and completion of higher education endeavors: The state has a vital interest in improving the postsecondary educational attainment of its citizens, especially those populations currently under-represented. This objective encompasses readiness, enrollment, retention, and graduation issues.
2. Affordability: The state has a vital interest in providing higher educational opportunities for all citizens regardless of individual economic capacity. This objective encompasses tuition and fee issues, and state and institutional financial aid.
3. Technology: The state has a vital interest in the increased use of current technology to support productivity and quality improvements in research and instructional delivery. This includes the personnel costs of delivering technology.
4. Educational Quality: The state has a vital interest in providing higher education services of the highest quality and which meet the needs of the citizens of the state. This objective encompasses program development and the fit between community needs, campus mission and programming.
5. Workforce: The state has a vital interest in increasing the number of graduates of technical degree programs in specific fields where Indiana labor shortages exist.

6. Faculty Quality Review Data: Describe the nature of the faculty performance review system employed by the college or university. Does it include post-tenure review? Specifically, how are the results of the performance review utilized in university management practices?
7. Assessment and Accountability: What information should fiscal and educational policymakers consider in evaluating college and university success? Specifically, what measurable indicators of educational quality and institutional success should be considered in making program, policy, and resource allocation decisions? What internal processes and assessment measures are used by the institution to evaluate success in achieving educational goals of teaching, research and/or service?

Each institution should provide as an attachment to the budget submission those data that best indicate the degree to which their institutional missions and goals are being achieved. Data should be submitted in both paper and electronic media, and may be presented in table, graph, or chart format.

8. Placement of Graduates: What percentage of new graduates go directly into the job market? What do you know about their salaries, how that varies by discipline, and how that compares to graduates of other institutions? What do you know about their job satisfaction, and the extent to which they are employed in a field related to their study?

To the extent possible, answer separately for undergraduate and graduate/professional degree recipients. If longitudinal studies have been conducted, please address how the answers to these questions may vary over time (immediately after graduation, 1 year later, 5 years later, 10 years later, etc.)

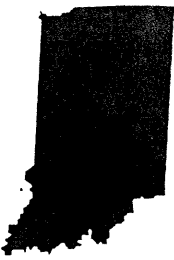
To the extent possible, please include quantitative data in table format, rather than relying exclusively on paragraphs of text. In the 2003-05 biennium, this topic will be addressed on the Background VI schedule, rather than in the narrative section as is here the case in 2001-03.

9. Graduate Education: What percentage of new baccalaureate degree recipients continue immediately into graduate or professional school? What do you know about their acceptance rate into these graduate/professional programs? What do you know about the quality (rankings?) of the graduate/professional programs into which they matriculate?

To the extent possible, please include quantitative data in table format, rather than relying exclusively on paragraphs of text. In the 2003-05 biennium, this topic will be addressed on the Background VI schedule, rather than in the narrative section as is here the case in 2001-03.

Institutions should also identify their highest priority objectives, if they differ from the state-wide objectives, and the institution's desired outcomes. Institutions should identify the means by which progress toward achieving these objectives is measured. Reference to previously submitted Strategic Plans may be useful.

The Operating Budget Request Schedules are described in the following sections and attachments.



STATE OF INDIANA

Frank O'Bannon
Governor

STATE BUDGET AGENCY

212 State House
Indianapolis, IN 46204-2796
(317) 232-5610

Betty Cockrum
Director

OFFICE OF
UNIVERSITY PLANNING

MAR 24 2000

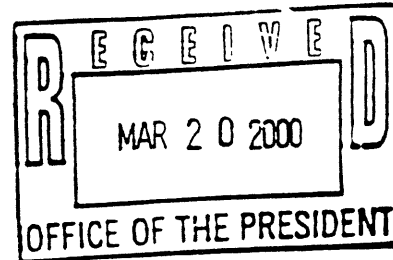
INDIANA STATE UNIVERSITY

MEMORANDUM

TO: University Presidents

FROM: Betty Cockrum, Director *BC*
State Budget Agency

Stan Jones, Commissioner *SJ*
Commission for Higher Education



DATE: March 13, 2000

SUBJECT: Final 2001-03 Budget Instructions

Enclosed is a copy of the final 2001-03 Budget Instructions for Public Postsecondary Education Institutions, as adopted by the Commission on March 10, 2000. This final March 10 version is nearly identical to the February 4 draft previously distributed. As always, these instructions are issued jointly by the State Budget Agency and the Commission for Higher Education, in a format which meets the needs of both agencies.

These final instructions reflect institutional input from a meeting held on December 15, 1999. Please note that among the revisions, Background Table VI has been removed for the 2001-03 biennium only.

This change responds to institutional concern that it would be difficult to collect and report the necessary data for the Background VI schedule for the 2001-03 submission. Accordingly, institutions are asked to address quality issues in the narrative section of their 2001-03 submissions, rather than in Background VI.

Two documents have been developed to guide institutional responses to the "Assessment and Accountability" portion of the 2001-03 narrative. These documents, entitled "Policy Guidelines for Measuring Higher Education Quality" and "Additional Options for Evaluation of Higher Education Institutions", are attached to this memo.

As the "Policy Guidelines" reflect, it is the intent of the Commission for Higher Education and the State Budget Agency that the information provided by higher education institutions regarding

educational quality reflect both their common educational goals and their unique missions and student populations. As such, we expect that for 2001-03, each institution will submit a variety of measures of educational quality. The "Additional Options" list is meant as a possible source of such measurements, but institutions should feel free to submit any information they feel is relevant to the level of educational quality they provide.

Looking ahead to the 2003-05 biennium, the State expects to assemble output measures in a revised version of the Background VI schedule rather than in the budget narrative. Drafts of the Background VI schedule will be reviewed with institutional representatives in Summer, 2000.

We look forward to working with you over the next several months as we together review higher education's 2001-03 funding needs.

BC/BH/rjh

Policy Guidelines for Measuring Higher Education Quality 2001-03 Budget Request

- Institutions of higher education are routinely held accountable to their stakeholders, including students, parents, employers, grantors, lenders, donors and state lawmakers. The use of information regarding the success of higher education institutions in achieving their educational missions is an essential component of determining higher education appropriation levels.
- Some essential aspects of higher education cannot be accurately evaluated in a comprehensive, objective fashion. However, this does not mean that no essential aspects of higher education can be evaluated in a such a manner, nor that there is no benefit to be gained from attempting to undertake and understand institutional evaluation.
- Any system of evaluation should reflect the fact that each institution is distinct in its mission and student population. However, it should also reflect that fact that institutions share a core educational mission that can be evaluated on a systematic, objective basis. As such, the process used to evaluate institutions should have two components:
 - 1) Basic methods of evaluation that are common to all institutions.
 - 2) Specific methods of evaluation that are developed in cooperation with each institution, reflecting their distinct mission and student population.
- A consensus should exist for any measure that is used to compare institutions regarding the extent and degree to which the measure is reflective of educational quality. For example, no one would argue that an increase in the employability of graduates is a positive indicator of educational quality. On the other hand, a change in the percentage of graduates who gain employment in Indiana as opposed to other states may have a variable meaning, depending on the institution. As such, the first measure may be appropriate as a basic measure used for all institutions; the second may not.
- Evaluation information should be considered in the context of the distinct nature of the student population being served by each institution.
- Evaluation information should be considered in the context of the extent to which the results are controllable by the institutions, and the extent to which they are controlled by other, external factors.
- Evaluation information that is best related in a written, narrative form should be included in the narrative section of the university budget submission. Evaluation information that is best related in a numerical, data-oriented format should be included in the "Background Table" section of the budget submission.
- The value of information should be balanced against the cost of obtaining it. However, this does not necessarily mean that certain costly information should not be obtained, if it is of significant value in evaluating higher education quality.

Additional Options for Evaluation of Higher Education Institutions 2001-03 Budget Request

There are many dimensions of higher education that can be examined in evaluating educational quality. Following is a list of measurements and evaluation processes for higher education quality that have been compiled from a variety of sources. In general, they address issue or topic areas that have not been studied before, or for which additional institutional data are required. Their inclusion here does not necessarily imply the belief by the State Budget Agency or the Commission for Higher Education that they are appropriate for use in considering budget requests. Nor is it meant to be an inclusive list. However, each institution should feel free to propose the use of these measures, either as basic measurements applicable to all institutions, or as specific measurements applicable to specific institutions. Measurements are categorized by the specific issue to which they apply.

Administrative Efficiency

- Administrative expenditures as a percentage of all expenditures.
- Administrative expenditures per FTE student.

Adult Participation

- Programs for encouraging non-traditional student participation.

Faculty

- Percentage of instructional faculty holding a terminal degree.
- Percentage of faculty who are full-time employees.
- Average faculty salary as a percentage of the national average.
- Faculty retention rate.
- Percentage of students satisfied with out-of-class faculty availability.
- Percentage of faculty with minority status.

Instruction

- Average number of students enrolled per lower-division class.
- Average number of students enrolled per upper-division class.
- Percentage of lower-division courses taught by tenured faculty.

Student Data

- Non-academic achievements of incoming students.
- Percentage of baccalaureate graduates who are first-generation college students.
- Rating of educational experience by recent graduates, graduates one, five, and ten years later.

State Economic Development

- Percentage of graduates who gain employment in Indiana.
- Percentage of graduates who gain employment in areas of critical economic need.
- Partnerships with business entities related to research and business development.
- Partnerships with business entities related to the provision of business and industry training.

Community Service

- Extent of institutional community service initiatives.
- Extent of faculty community service .

Student Development

- Nature of and extent to which students are exposed to and have the opportunity to participate in artistic, cultural, philanthropic, and community-based activities.
- Number of students completing an internship prior to graduation.

Community Development

- Extent to which academic services are aligned with community expectations for education and economic development.
- Community group utilization of campus facilities.
- Student contact hours in vocational and avocational programs for personal enrichment.

Secondary / Post-Secondary Education Linkages

- Options provided for high school students to attend college classes.
- Feedback provided to high schools regarding the academic achievement of their graduates.
- Extent of faculty linkages between institutions and primary / secondary schools.

Access for Non-Traditional Students

- Percentage of courses with section options after 4:00 PM on weekdays.
- Percentage of courses with section options on weekends.
- Alignment of course schedule options with study of customer demand.

Research

- Dollar value of external or sponsored research funds.
- Ratio of research dollars to FTE faculty.
- Faculty publications and awards.

PERSONNEL ACTIONS FISCAL YEAR 2000 UPDATES AND OVERVIEW

Searches and Appointments

- Most of the 49 tenure-track faculty position searches have been completed or will be completed in the next 30 days for FY01.
- 75 full-time temporary and approximately 160 part-time temporary faculty were appointed during 1999-2000.
- Over 80 University-wide searches for EAP replacements or new positions have been conducted.
- Over 180 University-wide searches for support staff replacements or new positions have been conducted.

Annual Probationary Tenure-Track Faculty Evaluations for Retention

- 25 - 1st year faculty reviews were completed.
- 22 - 2nd year faculty reviews were completed.
- 37 - 3rd to 5th year faculty reviews are under consideration by the Provost and Vice President for Academic Affairs.

Promotion and Tenure

- 24 applications for faculty promotion have been reviewed by department committees, chairpersons, school/college committees, deans, the University Promotion Committee, the Provost and Vice President for Academic Affairs, and are presently under review by the President.
- 8 faculty have been reviewed for tenure by campus committees and are presently under review by the Provost and Vice President for Academic Affairs.

Sabbatical Leaves

- 35 applications for 2000-01 faculty sabbatical leaves have been reviewed and are on the agenda for approval. 31 are being recommended for semester leaves, and 4 for academic year leaves.

Performance Reviews

- 550+ tenured, tenure-track, and full-time temporary faculty performance reviews have been completed.
- 300+ EAP performance reviews are underway and will be completed by June 1, 2000.
- 750+ support staff performance reviews are underway and will be completed by June 1, 2000.

Salary Adjustment Recommendations for 2000-01

- 500+ performance-based salary adjustments have been recommended for faculty.
- 300+ performance-based salary adjustment recommendations for EAP staff are underway and will be completed in June.
- 750+ salary adjustment recommendations for support staff are underway and will be completed in June.
- The results of a salary equity study for faculty will be the basis for 2000-01 salary equity adjustments. The study and related recommendations will be completed by early June 2000.
- The results of a salary equity study for E/A/P will be the basis for 2000-01 salary equity adjustments. The study and related recommendations will be completed by mid-June 2000.