

MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

SEPTEMBER 26, 2003

Exhibits

SECTION I

- A. Sexual Harassment Prevention Policy
- B. Equal Opportunity and Nondiscrimination Policy Statement
- C. In Memoriam:  
Nellie Lucille Fox  
Richard Hardman  
Manindra Mohapatra  
Jacqueline Havill Phillips  
Chester Sanders  
Lazo Stuper
- D. Memorandum of Understanding/  
Federal Building

SECTION III

- A. Support Staff Report

Attachments

SECTION II

- 1. Revenue Report – Information Only
- 2. Expenditures Report – Information Only

SECTION IV

- 1. Grants – Information Only
- 2. Vendors Report – Information Only

MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

SEPTEMBER 26, 2003

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, September 26, 2003 in the State Room, Tirey Hall.

Trustees Present: Mr. Alley, Mr. Bonds, Mr. Carpenter, Mrs. House, Ms. Robertson, Mr. Shagley, and Dr. Zietlow. Trustees Absent: Mr. Fleetwood and Mr. Smith.

President Benjamin, Vice Presidents Floyd, Ramey, Schafer and Interim Vice Presidents Maynard and Thompson were present. Also attending were Ms. Melony Sacopulos, General University Counsel, Dr. Harriet Hudson, Chairperson, University Faculty Senate, Ms. Trina Langley, Chairperson, Support Staff Council and Ms. Megan McManama, President, Student Government Association.

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

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Mr. Shagley, seconded by Mr. Alley, the minutes of the July 18, 2003 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The next meeting is October 24, a one day meeting on Friday with Homecoming on Saturday, October 25.

C. REPORT OF THE BOARD PRESIDENT (Mrs. House)

Mrs. House welcomed everyone to a new academic year and also welcomed new board members, Ron Carpenter and Jessica Robertson to their first Board meeting. Mrs. House acknowledged Trina Langley the new Chairperson of the Support Staff Council and Dr. Jack Maynard as Interim Provost.

Mrs. House reported that the trustees held a retreat in August for the evaluation of the President and other personnel issues.

She also reviewed the many functions at the University which she and some of the trustees attended including a dinner with the Moroccan delegation, ISU

Foundation meetings in Indianapolis and Terre Haute, Dr. Benjamin's fall welcoming address, and the Foundation donor banquet.

Mrs. House congratulated Ralph Cutter for his work as President of the Foundation Board. She was pleased to attend when Leon Panetta visited the campus and felt this was a very meaningful step to get young people involved.

On Thursday afternoon Dean Bonnie Saucier, School of Nursing, conducted a tour of the Landsbaum Center for the trustees. Mrs. House expressed appreciation for her time and noted the Board was impressed with the building.

Mrs. House also noted the Board's appreciation for the enhanced meeting space environment in the State Room.

Dr. William Dando, Chairperson Emeritus of the Department of Geography, Geology and Anthropology has provided information on the Senior Scholars Academy which is a new and important initiative on the campus.

Mrs. House expressed condolences from the Board to Bob and Penny Schafer on the death of Penny's mother. On behalf of the Board she also acknowledged the death of Governor Frank O'Bannon noting that he was a true Hoosier and friend of education.

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

President Benjamin welcomed back everyone to a new school year. He also recognized the new trustees—Jessica Robertson and Ron Carpenter. Dr. Benjamin complimented Megan on her leadership for SGA and the seriousness of the SGA agenda for this school year.

He thanked Bob Schafer, Gregg Floyd, Bryan Duncan and all those involved in the transformation of the State Room. The sound system and technology enhancements are yet to be completed.

Dr. Benjamin also noted the initial phase of development for the "arts corridor" along north Seventh Street. There is also a "turn-off" for the theater to make it easier to drop off and pick up patrons attending the theater productions.

Dr. Benjamin reviewed September activities including his welcome address and opening fall reception, his State of the University Address to the faculty as mandated in the University Handbook, the campus campaign for the United Way of the Wabash Valley, and the banquet honoring donors and volunteer recognition for Larry and Buffy Boulet, Pete Hudson, and Norm and Linda Pellegrini.

This week has been especially busy and exciting with yesterday's tour and today's luncheon and dedication ceremony of the Landsbaun Center and the kick-off of the American Democracy Project and visit by former White House Chief of Staff Leon Panetta. Dr. Darlene Hantzis, Associate Dean of the College of Arts and Sciences and campus coordinator of the project spoke briefly about the project and the potential for national publicity. She was especially pleased by the large turnout for Panetta's evening address in Hulman Center.

President Benjamin noted in his annual address to the faculty he spoke more specifically about the points raised during his "Welcome Address to the Campus" that were of special interest to the faculty. Issues addressed include the process through which will be developed and implemented an action plan for preeminence, centered around three strategic areas: learning environment; programs of eminence and promise; community engagement and economic development; and six tactical areas, including enrollment and marketing challenges (community college and branch campus systems; CHE and statewide perceptions of ISU; public image); improvement of the institutional environment (specifically, service and advising); the need for technology and campus master plans to serve the institution through the coming decade and continued quality assurance. This plan will unfold over the course of the 2003-04 year and implementation will begin. Dr. Benjamin acknowledged Professor Hudson and members of CAAC for the time spent on this project over the summer.

President Benjamin thanked Dr. Freddie Kramer for information about Family and Consumer Sciences Alumna Elizabeth Jane Steiner who has been named American Association of Family and Consumer Sciences 2003 National Teacher of the Year, representing over 20,000 teachers in the United States. Ms. Steiner is actively involved with ISU student teachers, and is a "Great P.R. Tool For ISU."

Dr. Benjamin reported that ISU will host the 2004, 2005, 2006 NCAA Cross Country Championships. Andi Myers thanked the enthusiastic coaching staffs for their work and complimented the Wabash Valley Family Sports Center staff on the excellent facility.

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

Dr. Hudson reported the Senate has met twice this year to address organizational issues and setting priorities. She noted the Senate continues to press for resolution of issues identified in the lack of confidence motions of last year -- student credit hours, review of deans, sabbatical leave policies, compensation issues, status of special purpose faculty, and shared governance.

Over the summer she and Kevin Snider spent many hours discussing the implementation of the President's plan for preeminence, in an effort to assure that the aspects of that initiative within the purview of the Senate's authority were directed to the appropriate committees. She expressed particular concern that faculty in programs and departments maintain primary authority for the implementation of experiential learning in their disciplines. The "new identity" can only truly be our identity if it grows from the grass roots and has broad faculty support. It can not be accomplished by administrative fiat and high level committees all composed of the same few people.

Another Senate initiative that seems particularly apropos is recommendations regarding special purpose faculty. Among the recommendations were the implementation of higher salary levels (which are being phased in); offering more full-time positions, which bring with them benefits; and more timely and professional hiring procedures. Today the Board will be appointing 58 people to one-year, full-time appointments. One of these has been teaching on an all-but-full-time basis for twelve years. Her teaching has kept a program going when tenured faculty retired and were not replaced. Because of her, students were able to earn their degrees--yet she remained part time, hired from semester to semester, at about one-fourth the salary of those she replaced. You are also appointing 75 part-time faculty, teaching anywhere from 3 hours (one course) to 12 hours (4 courses) which would be considered a full load, or more, in most departments, though there is no expectation of research or service. For the most part, these are not "special purpose" faculty but are essential to the regular operation of the University. The Senate will continue to push for the improvement of compensation and employment practices for non-tenure track faculty.

During the meeting several trustees commented on Dr. Hudson's remarks regarding compensation for temporary/part-time faculty and acknowledged the contributions such faculty make. Dr. Maynard indicated discussions continue related to rate of pay and benefits costs. It was noted that some of these individuals may also have full-time employment elsewhere.

F. REPORT OF THE SUPPORT STAFF COUNCIL CHAIRPERSON  
(Ms. Langley)

Ms. Langley thanked last year's officers of Support Staff Council: Debbie Nelson, Kelly Neese, Kathryn Elson, and Anita Adams. Each brought strengths to the executive board of Council and gave their best effort to meet the needs of support staff at ISU.

The new Council officers for the 2003-04 year are Vice-Chair Kelly Hall, Secretary Nancy Hall, and Anita Adams returning as Treasurer, are all ready to facilitate needed changes within Council. Council officers have adopted the

slogan, "Bringing the Council into the 21<sup>st</sup> Century", which will be the theme for the annual retreat on October 9. Some of the ideas to be discussed at Council this year include: reviewing the dates of representative and officer elections, exploring instituting term-limits for representatives, reviewing and restructuring some of the Council standing committees and reviewing and, if necessary, revising some of the goals and the by-laws of the Council.

Immediate projects include the soup and sandwich sale at the fountain on October 15 to raise funds for the Support Staff Scholarship fund, the homecoming parade on October 25, and preparing for the annual Council retreat on October 9. Ms. Langley also noted she would be following up on proposals from Council that were forwarded to President Benjamin and the President's Cabinet last year.

G. REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT  
(Ms. McManama)

On behalf of the Student Government Association, Megan welcomed the two new Trustees.

SGA is working on many projects including the American Democracy Project. She is representing SGA in the task force to get students to vote and set up voter registration. SGA is also working to increase the number of students who vote in SGA elections.

Thomas Bentley, SGA Vice President, is working on a program called Freshmen 15 to be launched next month. The intent is to have freshmen students from University 101 classes perform 15 hours of community service or campus involvement.

In the evening of October 20, SGA will have a safety walk through campus to identify dark areas.

SGA is very excited about all the activities for this year and want to serve the students in the best way possible.

H. SEXUAL HARASSMENT PREVENTION POLICY (Mr. Sanders)

(This item was tabled by Mrs. House)

I. EQUAL OPPORTUNITY AND NONDISCRIMINATION POLICY STATEMENT (Mr. Sanders)

Recommendation: Approval of the Equal Opportunity and Nondiscrimination Policy Statement as presented in Exhibit B.

On a motion by Dr. Zietlow, seconded by Mr. Alley, the recommendation was approved.

J. CIGNA BEHAVIORAL SERVICES CONTRACT (Mr. Sanders)

Indiana State University's Employee Assistance Program (EAP) has been without a director for approximately one year. This retirement offered an opportunity to review the goals of the University's EAP program and perform a bid process for purposes of outsourcing the program.

CIGNA Behavioral Services was found to provide comprehensive EAP and work/life services for the most competitive price. CIGNA's Full EAP services will provide up to 3 counseling sessions with a specialized (local provider network) provider per situation per employee (and dependents) for the approximately 1,750 active, benefits-eligible employees. Other services include 24-hour, 365 day per year access to services, referral and crisis intervention, family care, personal services, financial information, healthy rewards and discounts on products, and on-line access to resource material on a variety of subjects.

The CIGNA Full services fees are \$1.65 per employee per month effective January 1, 2004, for a 12-month contract; approximately \$3,000 per month; \$35,000 per year.

Mr. Shagley inquired whether bids had been sought for this service. Ms. Barton responded that proposals were secured from local providers and from a benefits consulting firm in Indianapolis. Local bids were received for counseling services only. CIGNA provides many different services and is a very comprehensive program. There may also be access to some local providers. By using an 800 number a provider may be secured. Three sessions are paid in full, other sessions are paid through the insurance coverage. The University will get reports on how many people are using the services but there will be no names attached to the report.

Recommendation: Approval of the CIGNA Behavioral Services contract for EAP Services for the 2004 calendar year.

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

K. IN MEMORIAM (Mr. Schafer)

Memorial Resolutions for the following individuals are presented in Exhibit C.

Nellie Lucille Fox, Cook, (retired), Residential Life, died on September 5, 2003.

Richard Hardman, Plumber, (retired), Facilities Management, died on September 8, 2003.

Manindra Mohapatra, Professor Emeritus of Political Science, died on August 22, 2003.

Jacqueline Havill Phillips, Staff Benefits Manager Emerita, died on August 5, 2003.

Chester Sanders, Associate Professor Emeritus of Physical Education, died on August 13, 2003.

Lazo Stuper, Custodian, (retired), Facilities Management, died on July 22, 2003.

Recommendation: Acceptance of the Resolutions as presented in Exhibit C and acknowledgement of years of service to the University.

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

L. PURCHASES OVER \$250,000 (Mr. Floyd)

Under the University Purchasing Guidelines, during any calendar year a single purchase of more than \$250,000 or vendors with accumulated purchases in excess of \$250,000 are to be approved by the Board.

Purchases over \$250,000 for the period July 1, 2003 through September 15, 2003:

Vendors whose purchase amount recently exceeded \$250,000

Dell Marketing LP, Austin, TX, \$691,538.88.

Previously reported vendors whose purchase amounts have recently increased

SBC Global Services, Inc., Evansville, IN - Previous Amount: \$325,716.00, Current Amount: \$696,818.11.



Previously reported vendors with purchases exceeding \$250,000, whose purchase amount is unchanged

Energy USA-TPC, Hammond, IN, \$2,200,000.00.

Single purchase of more than \$250,000

Talisma WebCenter student communications/recruitment software to support recruitment and enrollment.

Software License Fee	\$295,000.00
1 <sup>st</sup> Year Maintenance Fee	\$ 22,950.00
1 <sup>st</sup> Year Remote Administration Service	<u>\$ 25,200.00</u>
	\$343,150.00

Recommendation: Approval of the purchases over \$250,000.

On a motion by Dr. Zietlow, seconded by Mr. Alley, the recommendation was approved.

M. FEDERAL BUILDING MEMORANDUM OF UNDERSTANDING (Mr. Floyd)

Following several months of deliberation with the United States Postal Service and the General Services Administration a Memorandum of Understanding has been concluded and is submitted in Exhibit D.

Recommendation: Approval of the Memorandum of Understanding as presented in Exhibit D.

On a motion by Mr. Shagley, seconded by Dr. Zietlow, the recommendation was approved.

9/15/03

## **INDIANA STATE UNIVERSITY SEXUAL HARASSMENT PREVENTION POLICY**

**1.0 Indiana State University (ISU)** is committed to creating and maintaining a positive learning and working environment for its students and employees and will not tolerate sexual harassment. ISU is committed to preventing sexual harassment and to promptly addressing any violations of this policy.

### **2.0 Sexual harassment is prohibited.**

Sexual harassment is demeaning and degrading and a form of prohibited discrimination on the basis of sex. It is an affront to an individual's dignity, sense of self and self-esteem. As such it can have a negative impact on performance at work or in an academic setting. Sexually harassing behaviors are prohibited by the University.

### **3.0 Sexual Harassment is illegal.**

Sexual harassment is a violation of several state and federal laws including the Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972. As a recipient of federal funds, Indiana State University must comply with these federal statutes. Sexual harassment is also prohibited in the Equal Opportunity & Affirmative Action Policy Statement of the ISU Board of Trustees, effected in 1981 and confirmed in 1993 and 2003.

### **4.0 Scope of this Policy:**

This policy applies to all persons at the University or attending University sponsored classes, events and programs. Visitors to the campus and workers employed by private firms engaged in business on the campus are expected to comply with this policy.

### **5.0 Definitions of Sexual Harassment**

5.1 Sexual harassment refers to the unwelcome imposition of sexual attention often in the context of a relationship of unequal power. The policy applies to men and women equally with regard to both opposite sex and same sex harassment.

5.2 Sexual harassment is any conduct, physical or verbal, that is sexual in nature and which has the effect of unreasonably interfering with an individual's or group's educational or work performance or which creates an intimidating, hostile, or abusive educational or work environment.

5.3 Unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting can constitute sexual harassment, if:

5.31 Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, academic status, or progress.

5.32 Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual.

5.33 The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.

5.34 Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution."

5.4 Examples of sexually harassing conduct may include, but are not limited to the following.

Sexual assault

Derogatory comments of a sexual nature

Displaying sexually suggestive pictures or object

Graphic verbal commentaries about an individual's body

Impeding, crowding or blocking movements

Jokes of a sexual nature

Slurs of a sexual nature

Suggestive gestures

Unwelcome touching

5.5 Conduct may be found to be sexually harassing if it is pervasive or repetitive and sufficiently severe to alter the conditions of employment, education, or participation in University sponsored activities or is a single incident that is sufficiently outrageous or harmful, in and of itself, that it substantially alters the conditions of the environment for the complainant or interferes with an individual's right to gain an education or perform job related responsibility.

## **6.0 Academic Freedom:**

Because it is important to safeguard academic freedom and protect the openness and integrity of the teaching process, it is to be understood that discussion of sexual topics and the discussion and display of sexually explicit materials and the touching of students in certain classroom settings may well be professionally appropriate and do not necessarily constitute "sexual harassment." The full context of the actions must be considered.

## **7.0. Intent of Sexually Harassing Behavior:**

A claim by an alleged harasser that he or she did not intend to commit sexual harassment is not a defense to a complaint of sexual harassment. Regardless of intent, it is the nature, effect, characteristics and context of the behavior that determine whether the behavior constitutes sexual harassment.

## **8.0 Sanctions for Sexual Harassment:**

8.1 The sanctions that Indiana State University may impose for sexually harassing behavior may include, but are not limited to, reprimand, mandatory training, suspension, demotion, loss of tenure and dismissal.

8.2 The sanctions imposed for sexually harassing behavior by a student include, but are not limited to, mandatory training, probation, suspension, and expulsion.

8.3 Sexually harassing behavior by non-students or non-employees may result in restricting the harasser's access to campus.

8.4 In addition to University imposed sanctions, persons who commit sexual harassment are subject to personal liability for damages suffered by the complainant.

#### **9.0 Consensual Relationships:**

For purposes of this policy, a consensual relationship is any freely and mutually agreed-to dating, romantic, or sexual relationship between adult individuals. The previous existence of a consensual relationship is not considered a defense in the context of a sexual harassment complaint.

#### **10.0 Responsible Administrative Office for Complaints of Sexual Harassment:**

The Office of Diversity & Affirmative Action is responsible for coordinating the University response to complaints of sexual harassment, investigations and for providing education about sexual harassment for members of the campus community. The office serves as a clearinghouse for all University sexual harassment complaints and investigations, including those that arise in auxiliary corporations. The office will develop and disseminate sexual harassment complaint procedures to implement this policy and applicable state and federal regulations.

#### **11.0 Mandatory Reporting by University Officers:**

Upon learning of allegations of sexual harassment from an alleged victim, Deans, Directors, Department Chairs and other officers of the University shall report such allegations to the Office of Diversity & Affirmative Action within 5 (five) working days.

#### **12.0 Procedures for Reporting Sexual Harassment:**

12.1 Any student, staff, or faculty member who believes that she or he has been sexually harassed may initiate an informal complaint or discuss any concerns with the Office of Diversity & Affirmative Action.

12.2 A formal investigation shall be initiated by the complainant filing and submitting a Formal Complaint Form with the Office of Diversity & Affirmative Action or by lodging a complaint with the appropriate auxiliary office. The procedures for a formal investigation are available at the Office of Diversity & Affirmative Action.

12.3 Mediated interventions can include, but are not limited to, steps to stop the harassing behavior or to remove the complainant or alleged harasser from the harassing environment.

12.4 At any time from the initiation of a complaint to the conclusion of the campus investigation, either party or the University may suggest a confidential, non-binding formal mediation of the dispute.

12.5 Any student, faculty or staff member may discuss behaviors that could be possible sexual harassment with staff in the Office of Diversity & Affirmative Action

without filing a formal complaint. If the behavior described fits the definition of sexually harassing behavior, some intervention may be required.

12.6 It is the responsibility of the University to ensure that formal procedures appropriate to University complaints are followed.

**13.0 Conversations** with persons other than those designated do not constitute notice to the University or auxiliaries of allegations of sexual harassment.

**14.0 University Support for Persons Complaining of Sexual Harassment:**

Upon receiving a complaint of sexual harassment, the Office of Diversity & Affirmative Action shall inform the complainant of the support services available at the University and in the community. At the University this may include the Office of Counseling and Psychological Services, the Office of the Ombudsmen, the Women's Resource Center, Student Health Services, Employee Assistance Programs, and Campus Police.

**15.0 Confidentiality:**

15.1 The Office of Diversity & Affirmative Action shall maintain confidentiality for all parties to the extent permitted by law. It is the responsibility of the University to take prompt action to correct sexually harassing behavior once it is reported. At the complainant's request, the University shall attempt to intervene in a manner that shall maintain the complainant's anonymity. However, complainants should be aware that in a formal investigation due process requires that the identity of the charging party and the substance of the complaint be revealed to persons charged with harassment.

15.2 Students who wish complete confidentiality may obtain confidential counseling and advice about sexual harassment from counselors in the Office of Counseling and Psychological Services or Student Health Services. Faculty and staff can obtain confidential counseling and advice via employee assistance programs

15.3 Non-party witnesses participating in sexual harassment investigations are prohibited from sharing information revealed to them during the investigation with parties, other witnesses or any individuals outside the investigative process.

**16.0 Record Keeping:**

The Office of Diversity & Affirmative Action shall keep all written records of investigations or notes of discussions in a confidential, secure location with access to the records limited to those persons with a "need to know."

**17.0 Retaliation Against Persons Reporting Sexually Harassing Behaviors:**

17.1 It is illegal to retaliate against anyone reporting or thought to have reported sexual harassment behaviors or who is a witness or otherwise is involved in a sexual harassment proceeding. Encouraging others to retaliate also is illegal. Examples include, but are not limited to, retaliatory grading, evaluation, assignment or ridicule, threats and withholding information to which a person is entitled.

17.2 Sanctions imposed for retaliatory behavior by a faculty or staff member include, but are not limited to, reprimand, suspension, demotion, and loss of tenure

and dismissal. The sanctions imposed for retaliatory behavior by a student include, but are not limited to, probation, suspension, and expulsion.

**18.0 False Charges of Sexual Harassment:**

18.1 To make false charges of sexual harassment is a serious offense. In this context, a false charge is one in which the charging party knowingly or recklessly alleges sexual harassment for which there is no basis.

18.2 Sanctions imposed for false charges of sexual harassment by a faculty or staff member include, but are not limited to, mandatory training, reprimand, suspension, demotion, and dismissal (loss of tenure).

18.3 The sanctions imposed for false charges of sexual harassment by a student include, but are not limited to, mandatory training, probation, suspension, and expulsion.

**19.0 Other Legal Remedies for Sexual Harassment:**

Complainants not satisfied with the disposition of their complaint on this campus may contact the Indiana Commission for Civil Rights, the United States Department of Education Office for Civil Rights, or the Equal Employment Opportunity Commission. Contact information is available at the Office of Diversity & Affirmative Action.

**20.0 Information Distribution and Training:**

The Office of Diversity & Affirmative Action is charged with distributing this policy to the University community and providing educational opportunities appropriate to faculty, staff, and students.

9/9/2003

### **Equal Opportunity and Nondiscrimination Policy Statement**

Indiana State University has long been pledged to the principles of nondiscrimination and is firmly and unequivocally committed to the creation of a culturally diverse community among and between its faculty, staff, and students. Diversity within the University community advances the academic purpose of the University, and a nondiscrimination policy is essential to achieving such diversity. Our expectation is that the University will do more than merely comply with civil rights legislation and enactments. The following policy statement was approved by the Board of Trustees in December, 1993 revised in September, 2003.

Indiana State University does not discriminate on the basis of sex, race, age, national origin, sexual orientation, religion, disability, or veteran status. In line with its commitment to equal opportunity, the University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications meeting established criteria.

Indiana State University is committed to equal opportunity for employees and students through active recruitment, promotion, retention, and enrollment of individuals from the full spectrum of diverse populations, including people of color, women, persons with disabilities, and Vietnam-era veterans.

The University subscribes fully to all federal and state laws and regulations regarding discrimination.

Responsibility for implementing the educational and employment decisions in accordance with the University's equal opportunity and nondiscrimination policy rests with the vice presidents, deans, directors, other heads of units, faculty, and staff. The Office of Diversity and Affirmative Action is responsible for overall compliance with all federal and state laws and regulations regarding nondiscrimination and for coordination of the University's commitment to education about, and celebration of, our campus diversity and international reach.

Furthermore, Indiana State University will not tolerate any form of sexual or racial harassment, intimidation, or coercion. Allegations of any form of harassment will be promptly and thoroughly investigated, and offenders will be subject to disciplinary action.

Your help and cooperation are essential to transforming these words into demonstrated equal opportunity in academic programs and employment.

SECTION I  
Exhibit C  
September 26, 2003

IN MEMORIAM

Nellie Lucille Fox

Richard Hardman

Manindra Mohopatra

Jacqueline Havill Phillips

Chester Sanders

Lazo Stuper



IN MEMORIAM  
NELLIE LUCILLE FOX

WHEREAS, Nellie Lucille Fox, a Cook (Retired) in Residential Life, died on the fifth day of September two thousand three; and

WHEREAS, Nellie Lucille Fox had given loyal and devoted service to Indiana State University for twenty-two years and had gained the respect and affection of those who knew her as a co-worker and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which she gave to students and 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 her family.

IN MEMORIAM

RICHARD HARDMAN

WHEREAS, Richard Hardman, a Plumber (retired) in Facilities Management, died on the eighth day of September two thousand three and;

WHEREAS, Richard Hardman had given loyal and devoted service to Indiana State University for fourteen years and had gained the respect of those who knew him as a dedicated co-worker 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 respect for the service which he gave 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.

IN MEMORIAM

DR. MANINDRA MOHAPATRA

WHEREAS, Dr. Manindra Mohapatra, Professor Emeritus of Political Science, died on the twenty-second day of August two thousand three; and

WHEREAS, Dr. Mohapatra had given loyal and devoted service to Indiana State University and the political science department for thirteen years and had gained the respect 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 respect for the dedicated service which he gave to students and 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.

IN MEMORIAM

JACQUELINE HAVILL PHILLIPS

WHEREAS, Jacqueline Havill Phillips, Staff Benefits Manager Emerita, died on the fourth day of August two thousand three; and

WHEREAS, Jacqueline Havill Phillips had given loyal and devoted service to Indiana State University for thirty-nine years and had gained the respect and affection of the many faculty, staff and students who knew her as a colleague and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude for her loyalty and dedication 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 her family.

IN MEMORIAM

DR. CHESTER E. SANDERS

WHEREAS, Dr. Chester E. Sanders, Associate Professor Emeritus of Physical Education, died on the thirteenth day of August two thousand three; and

WHEREAS, Dr. Sanders had given loyal and devoted service to Indiana State University and the physical education department for twenty-seven years and had gained the respect 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 respect for the superior and dedicated service which he gave to students and 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.

IN MEMORIAM

LAZO STUPER

WHEREAS, Lazo Stuper, a Custodian (retired) in Facilities Management, died on the twenty-second day of July two thousand three and;

WHEREAS, Lazo Stuper had given loyal and devoted service to Indiana State University for 29 years and had gained the respect of those who knew him as a dedicated co-worker 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 respect for the service which he gave 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.

**MEMORANDUM OF UNDERSTANDING  
AMONG THE UNITED STATES POSTAL SERVICE, GENERAL SERVICES  
ADMINISTRATION, AND INDIANA STATE UNIVERSITY  
RELATING TO THE FORMER MAIN POST OFFICE BUILDING  
TERRE HAUTE, INDIANA**

The following Memorandum of Understanding (MOU), dated as of September \_\_\_\_, 2003, is between and among the United States Postal Service (USPS), an independent establishment of the Executive Branch of the government of the United States, the General Services Administration (GSA), and Indiana State University (ISU), an institution of higher education under the laws of the State of Indiana.

**RECITALS**

WHEREAS, the USPS holds title to an 85,000 gross square foot building, known as the former Main Post Office, located at 30 North Seventh Street in Terre Haute, Indiana, a portion of which is currently occupied by client agencies of the GSA;

WHEREAS, the USPS has vacated the majority of its ground floor operational space in the building subsequent to its construction of a new 157,000 square foot processing and distribution facility on Margaret Avenue, three miles distant from the subject property, and wishes to work in concert with ISU to provide for the continuing retail postal needs of the downtown area at the former Main Post Office;

WHEREAS, this MOU supercedes any prior MOU regarding the Post Office between any of the parties hereto, including that MOU dated February 1, 2000;

WHEREAS, ISU has expressed an interest in determining the feasibility of converting the subject property for use as a school of business;

WHEREAS, pursuant to Public Law 106-554, Appendix D, Chapter 12 (114 Stat. 2763A-211) the U.S. Congress appropriated \$2,070,000.00 (appropriated funds) to the General Services Administration (GSA) Federal Buildings Fund (FBF) "for the purpose of renovating and redeveloping portions" of the Post Office "*to accommodate the needs of Federal tenants...*(provided that the funds are) subject to authorization including the preparation and approval of a prospectus as required by the Public Buildings Act of 1959, as amended";

WHEREAS, by letter dated September 3, 2003, GSA informed the U.S. House of Representatives, Committee on Appropriations, Subcommittee on Transportation, Treasury, and Independent Agencies of its plans for this project. This letter was written per OMB direction in lieu of a prospectus; and

WHEREAS, the City of Terre Haute has represented to USPS that it will continue to honor its earlier commitment of the remainder of the original \$430,000 appropriation to the City of Terre Haute Redevelopment Authority (under the aegis of the United States Department of Housing and Urban Development) to the former Main Post Office building, a sum currently approximating \$273,071.67.

NOW, THEREFORE, in furtherance of the foregoing, USPS, GSA, and ISU hereby agree as follows:

**Respective Responsibilities of the Parties with Respect to Planning, Funding, Tenant Relocation, Construction and Transfer of Title**

1. Upon the execution of this MOU by the parties, ISU, through its agents, shall commence a feasibility study of the property including, but not necessarily limited to, a facility space plan for its school of business use, and the development of an overall project cost estimate. This phase of the project will be completed by December 31, 2003. The results of such feasibility study shall be released to USPS and GSA. If the feasibility study results in an unfavorable determination, the provisions of this MOU shall terminate, and the parties to this agreement shall have no further obligations, one to another.
2. The USPS, as in the past, will continue to utilize its best efforts to facilitate the exchange of property specific data between Keating Development Company (KDC) (the entity engaged by the USPS under the terms of the previous MOU between the USPS and GSA dated February 1, 2000) and ISU in order to accelerate the timing of the feasibility study.
3. If the feasibility study conducted by ISU results in a favorable determination to proceed, ISU shall proceed to secure its requisite approvals such as the Dean of the ISU School of Business, the President of ISU, the ISU Board of Trustees, the Indiana Commission of Higher Education, the State Budget Committee and any other party the approval of which is required under the laws of the State of Indiana. The above referenced approvals shall be obtained as soon as is possible by ISU's best efforts to obtain the same, and with notice thereof provided to the USPS and GSA within 7 days after receipt of such approval.
4. Subsequent to the receipt from ISU of notice that it has obtained all necessary approvals:
  - A) The parties to this MOU shall coordinate to develop a tenant relocation and construction timetable for conversion of the property to accommodate the needs of ISU and the USPS. GSA's responsibilities in this regard shall be focused on relocating the current list of federal tenants in occupancy. The USPS shall be responsible for coordinating termination of leases applicable to the non-federal tenants.



- B) The USPS and ISU shall jointly agree upon: 1) the physical configuration of the space to be provided for the dispensation of postal services; and 2) the nature and scope of the future postal services to be provided at this location.
- C) Upon vacating the non-USPS Federal tenants from the Post Office, all occupancy agreements between GSA and USPS for those tenants will be terminated; and GSA will as soon as practicable thereafter pay USPS for any unamortized tenant improvements to the FBI space funded by USPS per the Memorandum of Agreement between GSA and USPS dated June 5, 2000.
- 5) After relocation of all federal tenants, with the sole exception of the USPS, from the subject property has been accomplished, and the leases of the non-Federal tenants have been terminated, the USPS and ISU shall agree on a mutually acceptable date for the commencement of construction by ISU. At a minimum, however, transfer of the title to the subject property, from the USPS to ISU, shall not occur prior to the expenditure of the initial \$2.07 million in congressional funding previously appropriated to the GSA Federal Buildings Fund for the renovation/redevelopment of the former Main Post Office.
- 6) In consideration of the transfer of the subject property from the USPS to ISU, ISU covenants to preserve and maintain the former Main Post Office building in a manner that preserves the building in accordance with the recommended approaches in the *Secretary of the Interior's Standards for Rehabilitation and Guidelines for Rehabilitating Historic Buildings* (National Park Service, 1992) in order to preserve and enhance those qualities that make the former Main Post Office eligible for inclusion in the National Register of Historic Places. ISU agrees to abide by the terms of the memorandum of agreement that results from the consultation process under Section 106 of the National Historic Preservation Act. The USPS agrees to invite ISU to participate in the consultations with the Indiana State Historic Preservation Office.
- 7) Upon GSA's entering into a contract for acquisition of a new site or sites for non-USPS Federal tenants of the former Main Post Office ("New Site"), GSA will use its best efforts to vacate the non-USPS Federal tenants from the Post Office within four (4) years; it being understood by all parties hereto that the GSA must determine there is suitable, occupiable space at the New Site for non-USPS Federal tenants to move into prior to vacating. In this regard, GSA shall provide the other parties to this MOU with a projected schedule for the accomplishment of this task which delineates the estimated time periods associated with the completion of the following project phases: 1) public solicitation; 2) identification and evaluation of alternative sites; and 3) site selection and acquisition.

The parties hereto acknowledge that these dates are projected and represent general estimates. Furthermore, the projected schedule does not take into account unforeseen events, events beyond GSA's control, and/or site specific circumstances that are indeterminable at the time this MOU is executed by the parties.

- 8) The parties undertake this MOU with the full expectation that the federal courts currently located in the former Main Post Office will be relocated in Terre Haute, and not removed from Terre Haute. All parties hereby resolve to allocate appropriate time, effort, and resources to assist in such successful relocation of the federal courts in Terre Haute.
- 9) Any modification to this MOU shall be in writing by all parties hereto.
- 10) This MOU shall not be interpreted to, nor shall it effect, any violation of the Anti-Deficiency Act.

**UNITED STATES  
POSTAL SERVICE**

**GENERAL SERVICES  
ADMINISTRATION**

By: \_\_\_\_\_  
**David W. Eales**  
**Manager, Realty Asset Management**  
**USPS**

By: \_\_\_\_\_  
**J. David Hood**  
**Assistant Regional Administrator**  
**Great Lakes Region**  
**General Services Administration**

**INDIANA STATE UNIVERSITY**

By: \_\_\_\_\_  
**Lloyd W. Benjamin, III**  
**President**

SECTION II  
September 26, 2003

A. UNIVERSITY INVESTMENTS (Mr. Floyd)

At the February 16, 2001, Board of Trustees meeting a resolution was adopted modifying the investment policy and giving the Treasurer authority to manage the short and long-term investments of the University.

The following comparative presentation has been modified to a year-to-date reporting basis for the period from July 1, 2002 to June 30, 2003.

	12-Month Rolling Average Investment	12-Month Rolling Average Rate of Return
<u>Internal Invested Funds</u>		
1. Cash (Sweep)	\$ 6,369,676	.91%
2. Short Term Invest (1 month to 2 years)	\$ 1,641,724	5.61%
3. Common Fund	\$37,777,996	1.68%
<u>Comparative Index</u> Avg Yield on 90-Day T-Bill		<b>.88%</b>
<u>External Invested Funds</u>		
1. Medium Term (exceeds two years)	\$44,295,426	4.70%
<u>Comparative Index</u> Avg Yield on 2 year T-Notes		<b>1.28%</b>

B. REVENUE REPORT (Mr. Floyd)

The Revenue Report for the period ending August 31, 2003, is presented as an information item in Attachment 1.

C. EXPENDITURES REPORT (Mr. Floyd)

The Expenditures Report for the period ending August 31, 2003, is presented as an information item in Attachment 2.

**Indiana State University**  
**Revenue**  
**August 31, 2003**

	<b>Current Budget</b>	<b>Revenue Aug-03</b>	<b>Revenue Aug-02</b>	<b>Revenue FY 02-03</b>
State Of Indiana	84,938,941	13,071,719	13,078,501	85,013,881
Student Fees	40,802,741	21,439,568	19,125,138	37,289,203
Sales and Services	962,073	173,751	122,495	1,605,263
Rent, Interest, Dividends and Gifts	1,811,465	291,679	330,114	1,809,850
Miscellaneous Income	<u>2,450,726</u>	<u>1,102,960</u>	<u>1,230,459</u>	<u>5,858,549</u>
Subtotal	\$ 130,965,946	\$ 36,079,677	\$ 33,886,707	\$ 131,576,746
Carryforwards	<u>6,784,171</u>	<u>6,820,171</u>	<u>6,540,001</u>	<u>6,540,001</u>
<b>Total</b>	<b>\$ 137,750,117</b>	<b>\$ 42,899,848</b>	<b>\$ 40,426,708</b>	<b>\$ 138,116,747</b>

**Indiana State University**  
**Expenditures**  
**August 31, 2003**

	FY 2004 Revised Budget	FY 2004 Aug-03 YTD	FY 2003 Aug-02 YTD	FY 2003 Total Year
<b>President</b>				
Wage Expense	\$ 1,989,683	\$ 269,525	\$ 255,112	\$ 1,597,496
Benefits	451,908	72,137	40,160	392,225
Student Wage	170,472	19,307	3,773	96,329
Supplies Expense	468,126	59,854	51,627	306,220
Travel	38,135	24,221	13,644	48,366
Repair and Maintenance	22,026	4,995	1,032	10,253
Capital Equipment	<u>27,343</u>	<u>4,008</u>	<u>3,052</u>	<u>42,616</u>
	\$ 3,167,693	\$ 454,047	\$ 368,400	\$ 2,493,505
<b>Provost-Instruction</b>				
Wage Expense	\$ 51,427,756	\$ 5,027,821	\$ 4,860,197	\$ 49,174,037
Benefits	13,478,939	907,198	612,956	12,698,871
Student Wage	1,829,012	321,786	287,664	1,932,218
Supplies Expense	9,756,642	1,051,489	889,066	4,653,323
Travel	941,947	345,352	365,101	1,190,979
Repair and Maintenance	433,069	342,353	344,536	677,269
Sp Academic Computing	19,292	17,818	17,462	308,406
Capital Equipment	<u>3,863,938</u>	<u>757,894</u>	<u>1,200,751</u>	<u>3,932,041</u>
	\$ 81,750,595	\$ 8,771,711	\$ 8,577,733	\$ 74,567,144
<b>Business Affairs</b>				
Wage Expense	\$ 2,776,752	\$ 423,705	\$ 384,339	\$ 2,445,493
Benefits	826,757	133,459	83,786	731,156
Student Wage	105,451	19,373	18,898	77,258
Supplies Expense	1,348,136	247,870	154,790	1,127,438
Travel	53,055	13,634	5,955	38,245
Repair and Maintenance	116,995	29,079	10,405	48,125
Capital Equipment	<u>735,220</u>	<u>48,445</u>	<u>16,587</u>	<u>80,757</u>
	\$ 5,962,366	\$ 915,565	\$ 674,760	\$ 4,548,472
<b>Facilities Mgmt &amp; Power Plant</b>				
Wage Expense	\$ 5,283,240	\$ 780,681	\$ 747,895	\$ 4,830,545
Benefits	1,614,522	265,761	242,429	1,519,907
Student Wage	160,885	34,937	25,427	141,926
Utilities	1,000	2,000	4,928	7,140
Supplies Expense	279,247	733,514	592,734	1,064,787
Travel	30,980	4,885	2,548	12,222
Repair and Maintenance	1,629,027	575,638	432,582	1,224,397
Capital Equipment	<u>202,547</u>	<u>193,181</u>	<u>113,642</u>	<u>369,885</u>
	\$ 9,201,448	\$ 2,590,597	\$ 2,162,185	\$ 9,170,809

**Indiana State University**  
**Expenditures**  
**August 31, 2003**

	FY 2004 Revised Budget	FY 2004 Aug-03 YTD	FY 2003 Aug-02 YTD	FY 2003 Total Year
<b>Administrative Affairs</b>				
Wage Expense	\$ 356,269	\$ 56,715	\$ 84,587	\$ 365,230
Benefits	117,976	14,337	77,050	124,439
Student Wage	24,849	5,597	5,485	31,918
Supplies Expense	102,363	20,083	57,223	134,079
Travel	31,464	10,454	18,381	16,128
Repair and Maintenance	5,864	971	5,236	236
Capital Equipment	32,923	-	-	4,490
	<u>\$ 671,708</u>	<u>\$ 108,157</u>	<u>\$ 247,962</u>	<u>\$ 676,520</u>
<b>Advancement</b>				
Wage Expense	\$ 835,987	\$ 258,303	\$ 246,287	\$ 1,518,442
Benefits	363,346	94,263	86,491	530,249
Student Wage	39,835	8,795	8,117	90,061
Supplies Expense	769,159	217,875	179,660	896,529
Travel	49,941	67,761	47,021	81,195
Repair and Maintenance	2,136	-	40	3,710
Capital Equipment	34,101	12,786	13,496	46,621
	<u>\$ 2,094,505</u>	<u>\$ 659,783</u>	<u>\$ 581,112</u>	<u>\$ 3,166,807</u>
<b>Student Affairs</b>				
Wage Expense	\$ 4,691,303	\$ 698,812	\$ 664,211	\$ 4,270,011
Benefits	1,337,311	205,305	189,623	1,231,891
Student Wage	246,787	26,771	24,913	216,932
Supplies Expense	605,128	130,294	120,667	432,596
Travel	48,019	10,810	11,074	36,142
Repair and Maintenance	59,212	19,295	35,804	54,928
Capital Equipment	112,654	26,623	31,750	95,883
	<u>\$ 7,100,414</u>	<u>\$ 1,117,910</u>	<u>\$ 1,078,042</u>	<u>\$ 6,338,383</u>
<b>University Wide</b>				
Wage Expense	\$ 52,436	\$ 52,436	\$ 43,827	\$ 279,347
Benefits	6,629,442	978,823	907,150	5,663,081
Student Wage	-	1,356	912	7,107
Utilities	6,359,762	2,960,677	2,209,785	6,253,077
Supplies Expense	3,199,975	588,076	554,870	12,928,388
Travel	-	77	324	334
Bond & Interest	553,820	-	-	-
Student Aid	8,578,269	3,373,109	2,906,892	6,355,824
	<u>\$ 25,373,704</u>	<u>\$ 7,954,554</u>	<u>\$ 6,623,760</u>	<u>\$ 31,487,158</u>
<b>TOTAL</b>	<b>\$ 135,322,433</b>	<b>\$ 22,572,324</b>	<b>\$ 20,313,954</b>	<b>\$ 132,448,798</b>

SECTION III

SEPTEMBER 26, 2003

PERSONNEL: (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

Full-time Appointments

(Effective August 20, 2003, unless otherwise stated)

Tony H. Kiani; Associate Professor, Department of Manufacturing and Construction Technology; Ph.D., University of Waterloo; salary \$63,000.

Loretta L. White; Assistant Professor, Associate Degree Nursing Department; D.N.S., Indiana University; salary \$50,000.

One-Year Appointments – 2003-04 Academic Year

(effective August 21, 2003, unless otherwise stated)

Ayman Abuhamdieh; Visiting Assistant Professor of Management Information Systems, Organizational Department; Ph.D., Rutgers University; salary \$86,100.

Ronald T. Allen; Visiting Assistant Professor, Department of Aerospace Technology; M.S., Embry-Riddle Aero University; salary \$52,500.

James J. Ball; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$32,130.

Matthew J. Barker; Instructor, Department of Industrial and Mechanical Technology; M.S., Indiana State University; salary \$36,000.

Kathryn L. Bauserman; Instructor, Department of Elementary and Early Childhood Education; Ph.D., Ball State University; salary \$35,000.

Melissa A. Benningfield; Instructor, Department of Criminology; M.S., Indiana State University; salary \$25,410.

Kathy S. Boone-Tovey; Instructor, Department of Physical Education; Ph.D., University of Tennessee; salary \$39,900.



Jody B. Brucker; Instructor, Department of Athletic Training; Ph.D., Brigham Young University; salary \$42,788.

Alison Cannady; Instructor, Department of Criminology; J.D., University of Oregon; salary \$30,000.

James W. Cassell; Instructor, Department of Sociology; M.A., Penn State University; salary \$26,000.

Elizabeth G. Chaney; Instructor, Department of Curriculum, Instruction, and Media Technology; M.S., Indiana State University; salary \$31,500.

Yuli Chi; Instructor, Department of Mathematics and Computer Science; M.S., University of Buffalo; salary \$24,000.

Charles Andrew Cooper; Instructor, Organizational Department; M.B.A., Indiana State University; salary \$42,788.

Nancy P. Cummins; Instructor, Department of Physical Education; B.S., Indiana University (special credentials on file); salary \$24,094.

Catherine A. Davis; Instructor, Department of Recreation and Sport Management; B.S., Butler University (special credentials on file); salary \$25,000.

Walter W. Dininger; Instructor, Department of Physical Education; M.S., Indiana University; salary \$24,000.

John P. Dolan; Instructor, University Honors Program; M.A., Indiana State University; salary \$24,000.

Stephanie S. Doty; Instructor and Slide Librarian, Department of Art; M.F.A., Indiana State University; salary \$24,000.

Kathleen J. Egan; Instructor, Department of Theater; M.F.A., University of Washington; salary \$24,000.

Nicholas D.W. Farha; Visiting Associate Professor, Department of Electronics and Computer Technology; M.S., Friends University; salary \$56,700.

Deborah Flurkey; Instructor, Department of Elementary and Early Childhood Education; M.Ed., Clemson University; salary \$26,250.

Michael R. Frame; Instructor, Organizational Department; M.B.A., Ball State University; salary \$37,485.

Mark A. Franklin; Instructor, Department of Political Science; P.A., University of Illinois; salary \$46,200.

Harry E. Gallatin; Instructor, Analytical Department; M.B.A., Indiana State University; salary \$36,000.

Larry J. Gambaiani; Instructor, Department of Educational Leadership, Administration, and Foundations; Ph.D., Indiana University; salary \$36,750.

Jong-Koo Han; Instructor, Department of Industrial and Mechanical Technology; Ph.D., Michigan State University; salary \$60,000.

Michael D. Harrold; Instructor in Composition, Department of English; M.A., Indiana State University; salary \$24,000.

Susan L. Hoffman; Instructor in Composition, Department of English; M.A., Indiana State University; salary \$24,000.

Hani Homsy; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$60,000.

Jennifer K. Inlow; Instructor, Department of Chemistry; Ph.D., Texas A & M University; salary \$26,000.

Betty James; Instructor, Organizational Department; M.B.A., Indiana State University; salary \$45,000.

Donald E. Jordan; Instructor, Department of Economics; M.A., Eastern Illinois University; salary \$36,750.

David L. Kelty; Instructor in Composition, Department of English; M.S., Indiana State University; salary \$24,000.

Shin Kim; Instructor, Department of Philosophy; M.A., Purdue University; salary \$28,000.

Jennifer Dennis Krozier; Instructor, Department of Criminology; M.S., Indiana State University; salary \$25,704.

Margaret S. Landess; Instructor in Composition, Department of English; M.A., Indiana State University; salary \$24,000.

Kathleen A. Lay; Instructor in Composition, Department of English; M.A., Eastern Illinois University; salary \$24,000.

Cinda A. May; Temporary Assistant Librarian/Visiting Original Cataloger, Library Services; M.L.S., University of Michigan; salary \$40,000 per fiscal year, prorated from the effective date of August 6, 2003.

C. Teresa McCullough; Instructor, Department of Physical Education; B.S., Indiana University (special credentials on file); salary \$24,094.

Donald R. McNabb; Instructor, Department of Manufacturing and Construction Technology; B.S., Indiana State University (special credentials on file); salary \$43,470.

Martha K. Mertens; Instructor, Department of Humanities; M.A., Indiana State University; salary \$24,000.

Rhea A. Meyerholtz; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$24,000.

Matthew J. Morgan; Instructor, Department of Criminology; M.S., Indiana State University; salary \$24,000.

Nancy Nichols-Pethick; Instructor, Department of Art; M.F.A., Indiana State University; salary \$24,000.

Terry L. Nicoletti; Visiting Assistant Professor, Department of Industrial and Mechanical Technology; M.S., Pitts State University; salary \$49,350.

Alan G. Phillips, Jr.; Temporary Assistant Professor, Department of Educational Leadership, Administration, and Foundations; Ph.D., University of Illinois; salary \$33,838.

Monty Records; Instructor in Composition, Department of English; M.A., Indiana State University; salary \$24,000.

Rhonda J. Reed; Instructor, Associate Degree Nursing Department; M.S.N., University of Evansville; salary \$35,280.

Melissa J. Reynolds; Instructor, Department of Physical Education; M.S., Indiana State University; salary \$24,000.

Matthew T. Riley; Instructor, Department of Health, Safety, and Environmental Health Sciences; M.P.H., Indiana University; salary \$40,950.

Paula J. Ringo; Instructor, Department of Elementary and Early Childhood Education; M.S., Indiana State University; salary \$32,601.

Lynette Schwane; Director of the Community Music Center, Department of Music; D.M.A., University of Miami; salary \$29,000.

John P. Shireman; Instructor, Department of Physical Education; B.S., Indiana State University (special credentials on file); salary \$24,000.

Amanda C. Solesky; Speech Clinic Coordinator, Department of Communication Disorders and Special Education; M.S., Indiana State University; salary \$38,000.

John R. Storsved; Instructor, Department of Athletic Training; H.S.D., Indiana University; salary \$42,788.

Marcia A. Tozer; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$24,000.

Joseph O. West; Temporary Assistant Professor, Department of Physics; Ph.D., Arizona State University; salary \$45,150.

Guo Ping Zhang; Temporary Assistant Professor, Department of Physics; Ph.D., Fudan University (China); salary \$45,150.

Temporary Part-time Faculty Appointment, 2003-04 Fiscal Year

Angela Stucker; Temporary Reference/Web Librarian, Library Services; M.L.S., Indiana University; 66 percent time; salary \$24,000; effective July 1, 2003.

Temporary Part-time Faculty Appointments, 2003-04 Academic Year  
(effective August 21, 2003)

Jerry R. Morgan; Clinical Supervisor, NCA Commission on Accreditation and School Improvement, School of Education; Ed.S., Indiana State University; six hours each semester; salary \$12,000.

Rhonda Packer; Visiting Professor, Department of History; Ph.D., University of California; nine hours each semester; salary \$18,000.

Temporary Part-time Faculty Appointment, 2003 Fall Semester  
(effective August 21, 2003)

J. Blaine Akers; Lecturer III, Department of English; J.D., Indiana University; three hours; salary \$2,550.

Tuovia Amerman; Lecturer III, Department of Social Work; M.S.W., Indiana University Purdue University in Indianapolis; three hours; salary \$2,550.

Eric Anderson; Lecturer III, Department of Psychology; M.A., University of Waterloo-Canada; six hours; salary \$5,100.

Robert Bischoff; Lecturer III, Department of Psychology; Ph.D., University of Southern Mississippi; three hours; salary \$3,000.

Carole Brassie; Lecturer I, Department of Physical Education; (special credentials on file); one hour; salary \$600.

Bradley Brubaker; Lecturer III, Department of Psychology; Ph.D., University of Wisconsin; nine hours; salary \$7,650.

Lori Brucken; Lecturer III, Department of Elementary and Early Childhood Education; M.A., St. Xavier University; six hours; salary \$6,000.

Joy D. Burris; Lecturer I, Department of Social Work; M.S.W., Indiana University Purdue University in Indianapolis; three hours; salary \$1,800.

Peggy S. Byrer; Lecturer III, Department of Counseling; Ed.S., Indiana State University; three hours; salary \$3,000.

Dawn Carlson; Lecturer III, Department of Elementary and Early Childhood Education; M.S., Baylor University; three hours; salary \$3,000.

Eric Cass; Lecturer I, Department of Physical Education; (special credentials on file); one hour; salary \$600.

Reece Chaney; Professor Emeritus, Department of Counseling; Ph.D., Ohio State University; 1.5 hours; salary \$1,500.

El-Houcine Chaqra; Lecturer III, Department of Political Science; M.P.A., Indiana State University; three hours; salary \$2,550.

Terry Clark; Lecturer II, Department of African and African American Studies; B.S., Xavier University (special credentials on file); nine hours; salary \$6,525.

Mark J. Clauss; Lecturer III, Department of Manufacturing and Construction Technology; M.S., Indiana State University; three hours; salary \$3,600.

Robert Clouse; Professor Emeritus, Department of History; Ph.D., State University of Iowa; six hours; salary \$5,100.

Peggy Conklin; Lecturer III, Department of English; M.S., Indiana State University; twelve hours; salary \$10,200.

Jennifer L. Cox; Lecturer III, Department of Communication; M.A., Indiana State University; twelve hours; salary \$10,200.

Nelson W. Dias; Instructor, Department of Geography, Geology, and Anthropology; Ph.D., Indiana State University; twelve hours; salary \$10,202.24.

Karen M. Duffy; Lecturer III, Department of English; Ph.D., Indiana University; six hours; salary \$5,100.

Julie B. Edwards; Lecturer II, Department of Music; M.M., University of North Carolina; twelve hours; salary \$8,700.

William N. Elliott; Lecturer III, Department of Criminology; Ph.D., Indiana State University; three hours; salary \$2,550.

D. Gene England; Professor Emeritus, Department of English; Ph.D., University of Texas; three hours; salary \$2,550.

Roberta J. Feuquay; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$8,700.

Dale G. Findley; Professor Emeritus, Department of Educational Leadership, Administration, and Foundations; Ph.D., University of Iowa; six hours; salary \$6,000.

Shozet I. Francis; Lecturer II, Department of Languages, Literatures and Linguistics; M.Ed., Indiana State University; three hours; salary \$2,175.

Laura Fredendall; Lecturer III, Department of Psychology; Psy.D., Indiana State University; nine hours; salary \$8,000.25.

Joan A. Fuelle; Lecturer III, Department of Counseling; Ph.D., Indiana State University; three hours; salary \$3,000.

Peggy A. Hanna; Lecturer III, Department of Elementary and Early Childhood Education; M.S., Indiana State University; nine hours; salary \$9,000.

Gary R. Hartsock; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,175.

James E. Hatch; Associate Professor Emeritus, Department of English; Master's +60; University of Michigan; three hours; salary \$2,550.

Bryan T. Hayden; Lecturer III, Department of Communication; M.S., Indiana State University; twelve hours; salary \$10,200.

David B. Hoffa; Lecturer I, Department of Physical Education; M.S., Indiana State University; two hours; salary \$1,200.

Judith M. Huter; Lecturer II, Department of Communication; M.A., DePauw University; six hours; salary \$4,350.

Jerry A. Jenkins; Lecturer III, Department of Educational and School Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Edward Jones; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,175.

Saundra K. Kassis; Lecturer III, Department of Elementary and Early Childhood Education; M.S., Indiana State University; three hours; salary \$3,000.

Isami Kawachi; Lecturer II, Department of Music; M.M., Indiana University; 7.5 hours; salary \$5,437.50.

Brian D. Kiser; Lecturer II, Department of Music; M.M., University of Illinois; twelve hours; salary \$8,700.

Roland M. Kohr; Visiting Associate Professor, Department of Criminology; M.D., Indiana University School of Medicine; three hours; salary \$3,000.

Richard Landini; Professor Emeritus, Department of English; Ph.D., University of Florida; three hours; salary \$2,550.

Paul D. Lottino; Lecturer II, Department of Criminology; M.S., Troy State University; three hours; salary \$2,175.

David Mannell; Lecturer III, Department of Music; M.S., Indiana University; twelve hours; salary \$10,200.

Douglas D. Martin; Lecturer III, Department of English; Ph.D., Oklahoma State University; twelve hours; salary \$10,200.

Ron G. Martin; Lecturer II and Librarian Emeritus, Department of English; M.S., Indiana State University; nine hours; salary \$6,525.

David McCarter; Lecturer III, Department of History; Ph.D., University of Iowa; nine hours; salary \$7,650.

Brent McPike; Lecturer II, Department of Music; M.M., Indiana University; ten hours; salary \$7,250.

Harry E. Minniear; Lecturer III, Department of Aerospace Technology; M.S., Troy State University; three hours; salary \$3,000.

Michelle Killion Morahn; Lecturer II, Department of History; M.A., Indiana State University; nine hours; salary \$6,525.

Dean C. Myers; Professor Emeritus, Department of Political Science; Ph.D., Indiana University; three hours; salary \$2,550.

William Nardini; Professor Emeritus, Department of Criminology; Ph.D., State University of Iowa; three hours; salary \$2,550.

Donna Ourand; Lecturer III, Organizational Department; M.A., George Washington University; two hours; salary \$1,700.

Kenneth A. Pell; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$8,700.

Kimberly Randall; Lecturer II, Department of Music; M.M., Boston University; ten hours; salary \$7,250.

Walter J. Rinderle; Lecturer III, Department of Communication; Ph.D., Notre Dame University; twelve hours; salary \$10,200.

Chad Roseland; Lecturer II, Department of Music; M.M., University of Arizona; 10.5 hours; salary \$7,612.50.

Kerri Salamanca; Lecturer III, Department of Psychology; Ph.D., University of Illinois at Chicago; four hours; salary \$3,400.

Jeffrey Schneider; Lecturer III, Department of English; Ph.D., Purdue University; twelve hours; salary \$10,200.

Neil A. Singleton; Lecturer II, Department of Communication; M.A., Indiana State University; twelve hours; salary \$8,700.

Christina Sneddon; Lecturer I, Department of Physical Education; (special credentials on file); four hours; salary \$2,400.

Sharilyn Spicknall; Lecturer II, Department of Music; M.S., Indiana State University; two hours; salary \$1,450.



Scott Stalcup; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$8,700.

Matthew G. Stanard; Lecturer II, Department of History; M.A., Indiana University; three hours; salary \$2,175.

John H. Strange; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,175.

Linda J. Stroot; Lecturer III, Department of Manufacturing and Construction Technology; B.S., Howard Payne University; two hours; salary \$2,400.

Kimberly Sullivan; Lecturer II, Department of Music; B.A., Northwestern University (special credentials on file); seven hours; salary \$5,075.

Josephine A. Thomas; Lecturer II, Department of Communication Disorders and Special Education; M.A., Wichita State University; six hours; salary \$4,350.

Nathaniel Truedell; Lecturer III, Department of African and African American Studies; M.A., Butler University; one hour; salary \$1,000.

Linda Vickers; Lecturer III, Department of Elementary and Early Childhood Education; M.S., Indiana State University; three hours; salary \$3,000.

Carole Waltman; Lecturer III, Department of Elementary and Early Childhood Education; B.S., West Chester University (special credentials on file); three hours; salary \$3,000.

Kevin S. Ward; Lecturer II, Department of Communication; M.S., Indiana State University; twelve hours; salary \$8,700.

Karen S. Wilcox; Lecturer III, Department of Elementary and Early Childhood Education; M.A., Western Michigan University; three hours; salary \$3,999.

Kristi K. Williams; Lecturer III, Department of Psychology; Pharm.D., Purdue University; six hours; salary \$5,100.

Rebecca G. Williams; Lecturer II, Department of English; M.A.T., DePauw University; twelve hours; salary \$8,700.

Mark R. Wright; Lecturer II, Department of English; M.S., Indiana State University; three hours; salary \$2,175.

2. Changes in Status and/or Rate

Jeffrey L. Alexander; Department of Physical Education; \$1,200 added to the 2003-04 academic year base for completion of the doctorate; Ph.D., Arizona State University; salary \$45,000 per academic year; effective August 21, 2003.

Herschel N. Chait; from Associate Professor of Management, Organizational Department, to Interim Chairperson and Associate Professor of Management, Organizational Department; effective for the 2003-04 academic year; salary \$78,950.

Gerald W. Cockrell; from Professor, Department of Electronics and Computer Technology, to Administrative Fellow and Professor, Department of Electronics and Computer Technology; effective for the fall semester of the 2003-04 academic year; \$2,000 stipend for the added responsibility.

William E. Croft; delay of approved leave of absence, with pay, from the 2003 fall semester to the 2004 fall semester; change from Chairperson and Professor, Department of Electronics and Computer Technology, to Acting Assistant Dean, School of Technology, Chairperson, and Professor, Department of Electronics and Computer Technology; effective for the 2003-04 academic year; \$7,500 stipend for the added responsibility.

Robert C. Guell; from Associate Professor, Department of Economics, to Interim Coordinator, First-Year Programs, and Associate Professor, Department of Economics; salary \$91,769 per fiscal year; effective July 1, 2003, through June 30, 2004.

Arthur M. Halpern; from Chairperson and Professor, Department of Chemistry, to Interim Chairperson, Department of Physics, Chairperson and Professor, Department of Chemistry; effective for the 2003-04 academic year; stipend of \$3,000 for the added responsibility.

Barbara A. Hernandez; Department of Counseling; \$1,200 added to the 2003-04 academic year base for completion of the doctorate; Ph.D., University of Minnesota; salary \$44,040 per academic year; effective August 21, 2003.

Donald L. Jennermann; from Chairperson and Professor, Department of Humanities, and Director, University Honors Program, to Interim Chairperson, Department of Philosophy, Chairperson and Professor, Department of Humanities, and Director, University Honors Program; stipend \$5,000; for the 2003-04 academic year; effective August 21, 2003.

Steven W. Lamb; Analytical Department; \$2,000 increase in chairperson supplement; salary \$95,448 per academic year; effective August 21, 2003.

Bruce J. McLaren; from Professor, Organizational Department, to Associate Dean, School of Business, and Professor, Organizational Department; salary \$110,000 per fiscal year; effective July 1, 2003.

Susan M. Moncada; Analytical Department; delay of approved leave of absence, with pay, from the 2003 fall semester to the 2004 spring semester.

Christopher J. Olsen; from Associate Professor, Department of History, to Interim Chairperson and Associate Professor, Department of History; \$3,000 stipend for this added responsibility; for the 2003-04 academic year; effective August 21, 2003.

Yasenska V. Peterson; Department of Health, Safety, and Environmental Health Sciences; salary adjustment of \$265 added to the 2003-04 academic year base; salary \$46,120; effective August 21, 2003.

Susan M. Powers; Department of Curriculum, Instruction, and Media Technology; delay of approved leave of absence, with pay, from the 2003 spring semester to the 2005 spring semester; continuation of temporary assignment as Acting Associate Dean, School of Education, and Associate Professor, Department of Curriculum, Instruction, and Media Technology; \$20,000 stipend for the added responsibility; effective July 1, 2003, through June 30, 2004.

N. Ann Rider; from Associate Professor of German, Department of Languages, Literatures, and Linguistics, to Interim Associate Dean, College of Arts and Sciences, and Associate Professor of German, Department of Languages, Literatures, and Linguistics; stipend of \$18,613 for this added responsibility; effective July 1, 2003, through June 30, 2004.

Marion D. Schafer; from Associate Professor, Department of Industrial and Mechanical Technology, to Chairperson and Associate Professor, Department of Industrial and Mechanical Technology; salary \$69,896 for the 2003-04 academic year.

Gregory L. Schwab; from Assistant Professor, Department of Aerospace Technology, to Chairperson and Assistant Professor, Department of Aerospace Technology; salary \$62,184; for the 2003-04 academic year.

Dale L. Varble; from Professor, Organizational Department, to Associate Dean, School of Business, and Professor, Organizational Department; salary \$110,000 per fiscal year; effective July 1, 2003.

3. Leaves of Absence Without Pay

James E. Genova; Department of History; for the 2003-04 academic year.

Debra L. Luegenbiehl; Baccalaureate and Higher Degree Nursing Department; for the 2003-04 academic year.

4. Tenure

Myrna J. McCallister, Library Services; effective September 26, 2003.

5. Retirement

David L. Andrews; Associate Professor, Department of Educational and School Psychology; retirement leave during the fall semester of the 2003-04 academic year; retirement effective December 20, 2003.

Frederick Draper; change in leave without pay from the 2003-04 academic year to fall semester of the 2003-04 academic year; retirement leave during the spring semester of the 2003-04 academic year; retirement effective May 8, 2004.

Kwang-Soo Lee; Professor of Management, Analytical Department; retirement leave during the 2004-05 academic year; retirement effective May 7, 2005.

6. Resignations

Heath A. Diehl; Department of English; appointment effective August 20, 2003, but declined the position before beginning work.

Pamela S. Garriott; Department of Communication Disorders and Special Education; effective May 10, 2003.

Craig M. McDaniel; Department of Art; effective May 10, 2003.

B. ADMINISTRATION1. Appointments

Faye M. Bradshaw; Instructional Designer, Center for Teaching and Learning; M.A., Western Kentucky University; salary \$37,439 per fiscal year; effective July 1, 2003.

Connie DuKate-Nasser; Website Coordinator, Office of Information Technology; special credentials on file; salary \$36,000 per fiscal year; effective July 7, 2003.

Cynthia H. Evans; Assistant AOP Coordinator, Student Academic Services Center; B.F.A., Indiana State University; salary \$30,563 per fiscal year, prorated from the effective date of August 1, 2003.

Mark David Gibson, Assistant Director, Public Affairs, B.S., Indiana State University; salary \$35,000 per fiscal year, prorated from the effective date of September 22, 2003.

R. Brad Lawson; Director of Development, School of Technology; Ed.D., Indiana University; salary \$60,000 per fiscal year; effective July 1, 2003.

Roberta L. Shaw; Coordinator, Office of Sponsored Programs; M.B.A., Indiana State University; salary \$41,789 per fiscal year; effective July 1, 2003.

Charlene Shivers; Assistant Director, Office of Student Financial Aid; B.S., Indiana State University; salary \$36,000 per fiscal year, prorated from the effective date of August 1, 2003.

Kent Waggoner; Director, Career Center; M.S., Air University; salary \$60,000 per fiscal year, prorated from the effective date of December 1, 2003.

Jason Yaman; Assistant Athletics Director/Media Relations; M.A., University of Michigan; salary \$41,000 per fiscal year, prorated from the effective date of September 10, 2003.

Temporary Appointments

Orville A. Alexander; Assistant Director, Small Business Development Center; M.B.A., Indiana State University; salary \$44,020 per fiscal year, prorated for the period of July 1, 2003, through December 31, 2003.

Esther Anderson; Follow-up Manager, Blumberg Center; B.S., Indiana State University; salary \$28,375 per fiscal year; effective July 1, 2003, through June 30, 2004.

Jane H. Austin; Area Learning Center Coordinator-Greensburg, College Cooperative Southeast; B.A., Hanover College; salary \$37,766 per fiscal year; effective July 1, 2003, through June 30, 2004.

Angela M. Beanblossom; Area Learning Center Coordinator, South Central Indiana Education Alliance/CAPE Grant; M.S., Indiana University; salary \$33,600 per fiscal year; effective August 1, 2003, through July 31, 2004.

Bonita Buddle; CPSI Project Coordinator, Blumberg Center; M.S., Indiana State University; salary \$55,686 per fiscal year; effective July 1, 2003, through June 30, 2004.

Mark E. Cantin; Assistant Director of the Anthropology Laboratory, Department of Geography, Geology, and Anthropology; M.A., Indiana State University; salary \$35,690 per fiscal year; effective July 1, 2003, through June 30, 2004.

Michael Carlton; Assistant Athletic Trainer, Department of Athletic Training; M.P.A., Drake University; salary \$26,775 per fiscal year, prorated for the period of August 8, 2003, through June 30, 2004.

Brian M. Coldren; Academic Advisor, Education Student Services; M.S., Drake University; salary \$31,500 per fiscal year; effective July 1, 2003, through June 30, 2004.

Gary D. Collings; Executive Director, ISEAS Project; Ed.D., University of Florida; salary \$72,629 per fiscal year; effective July 1, 2003, through June 30, 2004.

Carl J. Conley; Field Campus Resource Manager, Department of Recreation and Sport Management; B.S., Indiana State University; salary \$23,547 per fiscal year; effective July 1, 2003, through June 30, 2004.

Rick Donnelly; Technology Coordinator, South Central Indiana Education Alliance; B.A., Earlham College; salary \$42,000 per fiscal year; effective July 1, 2003, through June 30, 2004.

Steven B. Gonzales; Learning Center Coordinator, South Central Indiana Education Alliance; B.A., Northwestern College; salary \$33,600 per fiscal year; effective July 1, 2003, through June 30, 2004.

Lisa S. Hamner; Area Marketing Coordinator, College Cooperative Southeast; B.S., Ball State University; salary \$32,750 per fiscal year; effective July 1, 2003, through June 30, 2004.

Bret T. Hawkins; Marketing Coordinator, South Central Indiana Education Alliance; B.S., Indiana University; salary \$42,000 per fiscal year; effective July 1, 2003, through June 30, 2004.

Jennifer L. Isbell; Coordinator, Corrections Education; B.A., Indiana State University; \$31,500 per fiscal year; effective July 1, 2003, through June 30, 2004.

Pamela C. Jackson-Abel; Regional Coordinator for Marketing and Administrative Services, College Cooperative Southeast; A.S., Vincennes University; salary \$29,400 per fiscal year; effective July 1, 2003, through June 30, 2004.

Aimee L. Jacobs; extension of temporary appointment as Unit Assessment System Database Developer, Education Student Services; salary \$40,000 per fiscal year, prorated for the period of July 1, 2003, through July 31, 2003; appointed as Programmer Analyst, Office of Information Technology; B.S., Indiana State University; salary \$40,000 per fiscal year, prorated for the period of August 1, 2003, through June 30, 2004.

Dean E. Johnson; Area Learning Center Coordinator-Orange, South Central Indiana Education Alliance; M.S., Purdue University; salary \$35,115 per fiscal year; effective July 1, 2003, through June 30, 2004.

Kristen E. Kauffman; Assistant Athletic Trainer, Department of Athletic Training; M.S., Indiana State University; salary \$26,775 per fiscal year; effective July 1, 2003, through June 30, 2004.

Penny L. Kinley; Imaging and Business Process Specialist, Office of Student Financial Aid; B.A., Eastern New Mexico University; salary \$40,000 per fiscal year, prorated for the period of July 1, 2003, through December 31, 2003.

William R. Littlejohn; Director, Blumberg Center; Ed.D., Indiana University; salary \$84,896 per fiscal year; effective July 1, 2003, through June 30, 2004.

Cinda L. Long; Program Coordinator, ISEAS Project; M.S., Indiana State University; salary \$32,143 per fiscal year; effective July 1, 2003, through June 30, 2004.

Miche'le Pantle; Director of Continuing Education, School of Nursing/West Central Indiana Area Health Education Center; M.S.N., Indiana State University; salary \$60,000 per fiscal year; effective July 1, 2003, through June 30, 2004.

Anthony N. Pass; Assistant Athletic Trainer, Department of Athletic Training; M.Ed., University of Houston; salary \$36,987 per fiscal year; effective July 1, 2003, through June 30, 2004.

Leslie D. Payne; Area Learning Center Coordinator-Lawrenceburg, College Cooperative Southeast; M.A., Western Michigan University; salary \$35,784 per fiscal year; effective July 1, 2003, through June 30, 2004.

Stephen D. Ray; Regional Director, South Central Indiana Education Alliance; Ed.S., Indiana State University; salary \$53,171 per fiscal year; effective July 1, 2003, through June 30, 2004.

Amy Reinhart; Assistant Athletic Trainer, Department of Athletic Training; B.S., Indiana University; salary \$25,500 per fiscal year; effective August 6, 2003, through June 30, 2004.

Teresa L. Reynolds; Business Manager, Blumberg Center; special credentials on file; salary \$27,749 per fiscal year; effective July 1, 2003, through June 30, 2004.

Mary Beth Seaward; Medical Educational Specialist, Terre Haute Center for Medical Education/AHEC; M.S., Indiana State University; salary \$40,344 per fiscal year; effective July 1, 2003, through June 30, 2004.

William E. St. Pierre; Regional Director, College Cooperative Southeast; M.S., Northern Kentucky University; salary \$62,031 per fiscal year; effective July 1, 2003, through June 30, 2004.

Linda F. Terrell; Area Learning Center Coordinator-Scottsburg, College Cooperative Southeast; B.S., Franklin University; salary \$31,500 per fiscal year; effective July 1, 2003, through June 30, 2004.

Susan A. Thacker; Executive Assistant, ISEAS Project; A.S., Butler University; salary \$35,290 per fiscal year; effective July 1, 2003, through June 30, 2004.

Camille E. Trampke; Area Learning Center Coordinator-Greene, South Central Indiana Education Alliance; M.S., Indiana University; salary \$35,522 per fiscal year; effective July 1, 2003, through June 30, 2004.



Michelle Iva Marie Walls; Area Learning Center Coordinator-Shelbyville, College Cooperative Southeast; M.A., University of South Florida; salary \$34,968 per fiscal year; effective July 1, 2003, through June 30, 2004.

Priscilla Stanton Wolfe; Director of the Leadership Development Institute, School of Business; Ph.D., Indiana State University; salary \$68,250 per fiscal year; effective July 1, 2003, through June 30, 2004.

2. Changes in Status and/or Rate

Richard F. Antonak; end stipend as Interim Associate Vice President for Information Services; effective June 30, 2003; change of status from Associate Vice President for Academic Affairs, Chief Research Officer, Professor of Education, to Senior Associate Vice President for Academic Affairs, Chief Research Officer, and Professor of Education; salary \$115,965 per fiscal year; effective July 1, 2003.

Jennifer Bradley; Assistant Director, Student Counseling Center; change in educational status; \$500 increase in base salary; salary \$46,000 per fiscal year, effective July 1, 2003.

Aaron Brink; from Microcomputer/Network Consultant, Office of Information Technology, to Acting Consultant Group Coordinator and Microcomputer/Network Consultant, Office of Information Technology; monthly stipend of \$200, prorated from the effective date, for the added responsibility; effective April 15, 2003, through December 31, 2003.

Robert E. English; from Assistant Dean, School of Technology, and Professor, Department of Electronics and Computer Technology, to Interim Associate Vice President for Academic Affairs, and Assistant Dean, School of Technology, and Professor, Department of Electronics and Computer Technology; \$6,985 stipend for this added responsibility; effective July 1, 2003, through June 30, 2004.

Anita Gabbard; Hulman Memorial Student Union; change in effective date in transfer from support staff to administrative staff; from July 1, 2003 to July 7, 2003.

Lisa S. Hamner; College Cooperative Southeast; salary adjustment of five percent to the 2002-03 base; salary \$34,388 per fiscal year; effective July 1, 2003.

Darlene M. Hantzis; from Associate Dean, College of Arts and Sciences, and Associate Professor of Communication, to Special Assistant to the Vice President for Academic Affairs, Associate Dean, College of Arts and Sciences, and Associate Professor of Communication; \$7,200 stipend for the added responsibility; effective July 1, 2003, through June 30, 2004.

Melissa L. Hughes; from Program Development Coordinator, Division of Lifelong Learning, to Director, Distance Education Services, Office of Enrollment Services; change in pay grade from 26 to 28; salary \$53,000 per fiscal year; effective July 1, 2003.

David J. Langley; from Professor, Department of Physical Education, to Director, Center for Teaching and Learning and Professor, Department of Physical Education; salary \$90,000 per fiscal year; effective July 1, 2003.

Rebecca W. Libler; continuation of appointment as Interim Associate Vice President for Enrollment Services, Associate Dean, School of Education, and Associate Professor, Department of Educational Leadership, Administration, and Foundations; stipend of \$14,631 for the added responsibilities and duties; effective July 1, 2003, through June 30, 2004.

Ronald W. Payne; from Course Delivery Coordinator, Division of Lifelong Learning, to Course Delivery Coordinator, Office of Information Technology; salary \$34,740 per fiscal year; effective July 1, 2003.

David M. Peter; Instructional Design Specialist, Division of Lifelong Learning, to Instructional Design Specialist, Center for Teaching and Learning; salary \$42,000 per fiscal year; effective July 1, 2003.

Karen Schmid; end stipend as Interim Associate Vice President for Academic Affairs; effective June 30, 2003; change from Associate Dean, College of Arts and Sciences, and Associate Professor, Department of Family and Consumer Sciences, to Associate Vice President for Academic Affairs and Associate Professor, Department of Family and Consumer Sciences; salary \$103,320 per fiscal year; effective July 1, 2003.

Julia A. Tipton; from Communications and Marketing Coordinator, Division of Lifelong Learning, to Communications and Marketing Coordinator, Office of Enrollment Services; salary \$33,053 per fiscal year; effective July 1, 2003.

3. Retirement

William Mooney; Recreational Sports; leave of absence during the 2003 fall semester; retirement effective December 31, 2003.

4. Resignations

Norman A. Hayes, Student Financial Aid; effective July 31, 2003.

Kristen E. Kauffman; Department of Athletic Training; effective July 31, 2003.

Penny L. Kinley; Student Financial Aid; effective August 1, 2003.

Tamara L. Spoor; Division of Lifelong Learning; effective June 27, 2003.

Melissa A. Thomeczek; Technology Services; effective July 18, 2003.

5. Termination

Jane H. Austin; College Cooperative Southeast; effective August 5, 2003.

C. INTERCOLLEGIATE ATHLETICS1. Appointments

Heather Black; part-time Assistant Softball Coach; salary \$11,612; employment period August 15, 2003 through May 31, 2004.

Christiaan J. Keating; Assistant Baseball Coach; MBA, Bellevue University; employment period July 1, 2003 through June 30, 2004; salary \$26,500 prorated from the effective date of September 15, 2003.

Ryan Lee Ray; Head Men's Tennis Coach; M.S., University of Oklahoma; employment period July 1, 2003 through June 30, 2004; salary \$27,000, prorated from the effective date of July 28, 2003.

Nathaniel Seaward; part-time Assistant Football Coach; salary \$6,882 for the employment period of August 1, 2003 through April 30, 2004.

Reappointments

Megan Stephenson; part-time Assistant Volleyball Coach; salary \$13,218 for the employment period of August 1, 2003 through April 30, 2004.

Chad Zaucha; part-time Assistant Baseball Coach; salary \$8,830 for the employment period of August 15, 2003 through May 31, 2004.

D. RESIDENTIAL LIFE1. Appointments

(Compensation includes maintenance in the form of a furnished apartment and board for the period of August 1, 2003 through May 11, 2004)

Jeffrey Brown; Assistant Hall Director; salary \$8,200.

Brett Creech; Assistant Hall Director; salary \$8,200.

Tammi Dokes; Assistant Hall Director; salary \$8,300.

Craig Enyeart; Assistant Hall Director; salary \$8,300.

Michael Fouts; Assistant Hall Director; salary \$8,200.

Kristen Gauly; Assistant Hall Director; salary \$8,300.

Bashar Haddad; Assistant Hall Director; salary \$8,300.

Camishe Hairston; Assistant Hall Director; salary \$8,200.

Jodie Hedden; Assistant Hall Director; salary \$8,300.

Mitch Isaacs; Assistant Hall Director; salary \$8,200.

Shawntae Jones; Assistant Hall Director; salary \$8,300.

Craig Kilgore; Assistant Hall Director; salary \$8,300.

Jennifer Koegel; Assistant Hall Director; salary \$8,200.

Michael Lee; Assistant Hall Director; salary \$8,300.

Bethany Marksberry; Assistant Hall Director; salary \$8,300.

Lindsey Martin; Assistant Hall Director; salary \$8,200.

Karen Meriweather; Assistant Hall Director; salary \$8,200.

Hicham Rahmouni; Assistant Hall Director; salary \$8,200.

April Stephens; Assistant Hall Director; salary \$8,200.

Justina Torres; Assistant Hall Director; salary \$8,200.

E. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending September 10, 2003, is presented in Exhibit A.

INDIANA STATE UNIVERSITY  
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES  
 FOR THE PERIOD ENDING SEPTEMBER 10, 2003

**A. APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Beal, Melissa	Facilities Management	Cust Wrkr	\$15,698	09-02-03
Bulauski, Mary	Facilities Management	Cust Wrkr	\$15,698	07-21-03
Compton, Mamie	Sandison Housing	Cust Wrkr I	\$16,088	09-02-03
Coopridier, David	Facilities Management	Cust Wrkr	\$15,698	07-28-03
Dennis, MacKenzie	Permanent Art Collection	Art Collection Asst	\$16,868	07-07-03
Diel, Mary	Student Health Center	Radiological Tech	\$35,100	09-03-03
Farrand, Jim	Hulman Memorial Student Union	Cust Wrkr II	\$16,868	07-28-03
Flaherty, Josh	Information Technology	Website Tech	\$33,150	07-28-03
Hallam, Debra	Facilities Management	Cust Wrkr	\$15,698	07-28-03
Haney, Verna	Sandison Housing	Cust Wrkr I	\$16,088	09-08-03
Hart, Darlene	Public Safety	Communication Ofc	\$20,800	08-04-03
Hawkins, Diana	School of Technology	Ofc Asst III	\$17,648	08-11-03
Jacks, Brenda	Arts & Sciences	Academic Srvc Spec	\$20,280	07-14-03
Kelley, Debbie	Facilities Management	Cust Wrkr	\$15,698	07-21-03
Leslie, Daniel	Information Technology	Help Desk Assoc	\$24,921	09-08-03
Lindsey, Beverly	Blumberg Center	Ofc Asst III	\$18,525	08-04-03
Lopez De Victoria, Luz	International Affairs	Admin Asst II	\$21,255	08-18-03
Lowe-Vasas, Kristel	Facilities Management	Facilities Asst	\$18,038	09-02-03
Meyer, Paula	Public Affairs	Public Affairs Asst	\$19,500	09-08-03
Miner, Katherine	Burford Housing	Cust Wrkr I	\$16,088	08-11-03
Moseman, Holli	Library	Library Assoc II	\$20,280	09-08-03
Roberts, Rebecca	Facilities Management	Acct Clerk II	\$17,258	08-18-03
Shonk, Jerami	Admissions	Admissions Asst	\$18,038	09-08-03
Simmons, Lakesha	Student Financial Aid	Data Entry Op II	\$17,648	08-16-03
Smith, Christopher	Public Safety	Public Safety Ofc	\$22,672	07-07-03
Thompson, Amanda	Arts & Sciences	Student Srvs Spec	\$20,280	07-14-03
Vincent, Marisa	Early Childhood Education Ctr	Head Teacher	\$20,280	08-13-03

**A. APPOINTMENTS (CONTINUED)**

Wagley, Christopher	Sycamore Housing	Maint Mech II	\$18,525	09-02-03
Whitecotten, Kimberly	Burford Housing	Cust Wrkr I	\$16,088	08-25-03
Wright, Gina	ISU Foundation	Admin Asst II	\$21,255	07-28-03

**B. LEAVING UNIVERSITY EMPLOYMENT**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Banta, Denise	Facilities Management	07-30-03
Cain, Laura	Facilities Management	07-25-03
Dickerson, Susan	Upward Bound	08-11-03
Farrand, Jim	Hulman Memorial Student Union	07-28-03
Fox, Sylvia	Student Financial Aid	07-18-03
Hendrix, Jennifer	Early Childhood Education Center	08-15-03
Keefer, Ruby	Registrars Office	09-06-03
Keusch, Stephanie	Burford Housing	08-27-03
Koehler, Larry	Public Affairs	07-25-03
Long, James	Facilities Management	08-18-03
Marrs, Tiffany	Dean of School of Technology	06-25-03
Modesitt, Helen	Library	08-29-03
Mosbarger, Heather	Public Safety	08-15-03
Oprisko, Martha	Teaching & Learning	08-15-03
Reagin, Cindy	Burford Housing	06-25-03
Rue, Jack	Purchasing	08-22-03
Schimmel, Terri	Physics	08-22-03
Sears, Lynda	Facilities Management	06-19-03
Snyder, Donald	Facilities Management	06-12-03
Watson, Lonna	Enrollment Management	07-17-03

**C. Retirement**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YRS OF SERVICE</u>	<u>EFFECTIVE DATE</u>
Bledsoe, Susan	Information Technology	23	08-15-03
Boardman, Jack	Facilities Management	16	08-29-03
Mars, Bonnie	Sandison Housing	25	09-08-03

E. CHANGE IN STATUS OR RATE

1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Edwards, Sandra	Physical Education Ofc Asst II \$17,102	Life Sciences Ofc Asst III \$18,818	09-02-03
Lynch, Carl	Sycamore Housing Maint Mech II \$18,818	Sycamore Housing Maint Mech III \$21,899	07-28-03
Vicory, Michael	Student Financial Aid Data Entry Op II \$18,311	Student Financial Aid Financial Aid Spec \$21,938	08-14-03
Youngen, Deborah	Student Financial Aid Data Entry Op II \$22,172	Student Financial Aid Financial Aid Spec \$24,395	08-25-03

2. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Ard, Danyelle	International Affairs Admin Asst II \$24,141	ISU Foundation Acct Clerk II \$21,723	07-21-03
Mehl, Michael	Library Library Assoc II \$20,748	School of Nursing Admin Asst I \$20,748	08-25-03
Warden, Marilyn	Admissions Admissions Asst \$18,759	Human Resources Ofc Asst III \$17,648	08-18-03

3. Other

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Benjamin, David	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	07-14-03*
Giles, Sandra	Public Safety Comm Officer \$20,800	Public Safety Comm Officer \$22,880	09-08-03-
Johnson, Gayle	Health and Safety Ofc Asst III \$23,907	Health and Safety Ofc Asst II \$21,509	09-02-03^
McCollough, Wendell	Public Safety Public Safety Ofc \$23,234	Public Safety Public Safety Ofc \$27,269	08-16-03+
Scank, Teresa	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	07-28-03*

\*Skill Assessment

+Completed Police Academy Training, IDACS certification

-Completed CO Training

^Involuntary Demotion



## SECTION IV

SEPTEMBER 26, 2003

### INFORMATION/DISCUSSION ITEMS

- A. Agreements – Information Only (Dr. Maynard)  
(copies of the standard agreement forms are on file in the Office of the Secretary of the University).

1. Athletic Training Internships

Agreements have been reached with the following facilities to provide athletic training internships for students in the Department of Athletic Training.

Bossier City Battlewings Arena Football, Bossier City, LA  
Decatur Memorial Hospital, Decatur, IL  
Kings' Daughters Hospital and Health Services, Madison, IN  
Kosciusko Community Hospital, Warsaw, IN  
Sports Plus Orthopedics, Terre Haute, IN

2. Driver Education Internships

Agreements have been reached with the following facilities to provide driver education internships for students enrolled in the Department of Health, Safety, and Environmental Health Sciences.

Brownsburg Community School Corporation, Brownsburg, IN  
Drive Time of Evansville, Inc., Evansville, IN  
Indiana All Star Driving School, Jasper, IN  
Jackson Christian School, Jackson, TN  
Lutheran High School, Indianapolis, IN  
MSD of Shakamak, Jasonville, IN  
North Harrison Community Schools, Ramsey, IN  
Roncalli High School, Indianapolis, IN  
Southwest Sullivan School Corporation, Sullivan, IN  
Spring Valley Community Schools, French Lick, IN

3. Flight Training Agreements

Agreements have been reached with the following facilities to provide flight training agreements for students enrolled in the Department of Aerospace Technology.

Brown Flying School, Terre Haute, IN  
Terre Haute Air Center, Terre Haute, IN

4. Burnsides Nursing Home, Marshall, IL

The purpose of this agreement is to provide clinical experiences for nursing students.

5. Correctional Training Institute, New Castle, IN

The purpose of this agreement is to provide certification of the Indiana Department of Correction's staff training by the issuance of college credit for those employees of the Department who successfully complete the training period with the Correctional Training Institute.

6. Noncredit Certificate in Safety Management - Heritage Group Safety/Indiana State University

The purpose of this agreement is to cover the noncredit certificate program Heritage Group Safety will offer in Safety Management with CEU's awarded by ISU, and final noncredit certificate offered jointly by Heritage Group Safety and ISU.

7. Yamaha Corporation of America, Buena Park, CA

This is a renewal of the Yamaha Keyboard Loaner Program. The Conservatory of Music is involved in the business of distributing Yamaha brand acoustic and digital pianos, and furnishes on a loan/purchase basis Yamaha instruments for use by ISU Department of Music faculty, students and professionals.

Mrs. House asked how and when agreements are reviewed. Ms. Sacopulos briefly reviewed procedures for approval. She also commented on the Board approved signatory policy and said contracts are included in that category. Mrs. House felt that policy should be brought back to the Board for review in order to keep new trustees informed.

B. Grants – Information Only – Attachment 1 (Dr. Maynard)

Dr. Antonak briefly reviewed the grant and contract report. Dr. Mark Green introduced Ken Janz, Director of Instructional and Information Technology in the School of Education and Nancy Hunt, Technical Coordinator of the Southwest Sullivan School Corporation. Dr. Janz made a brief slide presentation on the Sullivan County CAPE Grant. Ms. Hunt commented on the excitement the program has created in Sullivan County, especially for the students.

Dr. Zietlow inquired about possibilities to include the Wabash Valley Correctional Facility. Dr. Kinley responded that is being explored. Mr. Shagley noted he represents the Wabash Valley Community Foundation and is pleased to see this project implemented.

- C. Purchasing Update – Information Only (Mr. Floyd)  
(purchase order activity for the period July 4, 2003 through September 15, 2003)

Purchases Over \$25,000.00

Lowest Bid To Meet Specifications

Transformations Furniture, P0046580, Furniture, Cunningham Library,  
\$35,795.24.

Only Bid Received, Three Bids Solicited

Diamond Equipment of Indiana, Inc., P0046724, Case 580 Loader Exhoe,  
Facilities Management, \$42,400.00.

Only Bid Received, Thirteen Bids Solicited

GL Hair Construction, Inc., P0046122, renovation for coffee shop, Cunningham  
Library, \$56,465.00.

Only Bid Received, Six Bids Solicited

NRK, Inc., P0046049, Science Building Generator Phase II, Facilities,  
\$181,700.00.

Only Bid Received, Eight Bids Solicited

B and S Plumbing, P0046412, Hulman Center mechanical, \$196,724.00.

Only Bid Received, Eight Bids Solicited

Associated Roofing, P0046433, Replace roof on Unit 1 of University Apartments,  
\$230,154.00.

Sole Source, Direct From Software Company, Quote Obtained

Cognos Corp., P0046210, Database Software, Information Technology,  
\$202,299.00.

Rehabilitation and Repair, Information Item

Associated Roofing, Hulman Memorial Student Union Re-roof, \$322,010.00.

E. Vendors Report – Information Only – Attachment 2 (Mr. Floyd)

Mrs. House adjourned the meeting at 10:45 a.m.

SECTION IV

September 26, 2003

GRANTS

Grants and Contracts

1. Domestic Violence Network of Greater Indianapolis, Fund No. 547797, Proposal No. 03-176  
An agreement in the amount of \$10,248.48 has been received from Domestic Violence Network of Greater Indianapolis for the project entitled, "Domestic Violence Network Community Plan Evaluation Project," under the direction of Rhonda Impink, Social Work, for the period May 1, 2003 through April 30, 2004.
2. Chances for Indiana Youth, Fund No. 547781, Proposal No. 03-177  
An agreement in the amount of \$10,000 has been received from CHANCES for Indiana Youth for the project entitled, "Higher Education Communities of Excellence in Tobacco Control," under the direction of Yasenka Peterson, Health, Safety, and Environmental Health Sciences, for the period January 1, 2003 through December 31, 2003.
3. Indiana University, Fund No. 547803, Proposal No. 02-161  
A subcontract agreement under Indiana State Department of Health in the amount of \$36,849 has been received from Indiana University for the project entitled, "Indiana Area Health Education Center Program (AHEC)," under the direction of C. Jack Maynard, Academic Affairs, for the period September 1, 2002 through August 31, 2003.
4. Indiana Commission for Higher Education, Fund No. 547801, Proposal No. 03-217  
An agreement in the amount of \$38,174 has been received from Indiana Commission for Higher Education for the project entitled, "Consortium Agreement Under the Carl Perkins Act with Ivy Tech-Wabash Valley," under the direction of Robert English, Technology, for the period July 1, 2003 through June 30, 2004.
5. U.S. Department of Education, Fund No. 547800, Proposal No. 03-224  
An agreement in the amount of \$353,119 has been received from U.S. Department of Education for the project entitled, "Integrating Technology Into Standards-Based Teacher Preparation: Changing the Way We Do Business," under the direction of Kenneth Janz, Elementary Education, for the period July 1, 2003 through June 30, 2004.

6. U.S. Department of Education, Fund Nos. 547804 & 547805, Proposal No. 04-004  
An agreement in the amount of \$296,196 has been received from U.S. Department of Education for the project entitled, "Student Support Services," under the direction of Rita Worrall, Student Support Services, for the period September 1, 2003 through August 31, 2004.
7. USDA Forest Service Rocky Mt. Research Station, Fund No. 547806, Proposal No.04-001  
An agreement in the amount of \$10,000 has been received from USDA Forest Service Rocky Mt. Research Station for the project entitled, "Professional Development Experience Through the 13<sup>th</sup> Annual North American Dendroecological Fieldweek," under the direction of James Speer, Geography, Geology, and Anthropology, for the period July 7, 2003 through July 19, 2003.
8. U.S. Department of Education, Fund No. 547802, Proposal 03-083  
An agreement in the amount of \$220,427 has been received from U.S. Department of Education for the project entitled, "Ronald E. McNair Postbaccalaureate Achievement Project," under the direction of Tony Brewer, McNair Scholars Program, for the period October 1, 2003 through September 30, 2004.
9. National Science Foundation, Fund No. 547811, Proposal 03-106  
An agreement in the amount of \$24,384 has been received from National Science Foundation for the project entitled, "Collaborative Research-Sediment Production and Alluvial Buffering in a Steepland River Basin: Waipaoa River Basin, New Zealand," under the direction of Basil Gomez, Geography, for the period August 1, 2003 through July 31, 2004.
10. Rose Hulman Institute of Technology, Fund No. 547812, Proposal 03-080  
A subcontract agreement under National Science Foundation in the amount of \$21,125 has been received from Rose Hulman Institute of Technology for the project entitled, "Sophomore Course and Ancillaries in Nanoscience (SCAN)," under the direction of Guoping Zhang, Physics, for the period May 15, 2003 through April 30, 2004.
11. Wabash Valley Community Corrections, Fund No. 547678, Proposal No. 02-113  
An agreement in the amount of \$24,000 has been received from Wabash Valley Community Corrections for the project entitled, "Criminal Justice Planning Activities for Management of the Knox County Population Under Correctional Supervision, Phase One," under the direction of David Skelton, Criminology, for the period September 1, 2001 through December 31, 2002.

12. Indiana Department of Education, Fund No. 547808, Proposal No. 04-005  
An agreement in the amount of \$975,000 has been received from Indiana Department of Education for the project entitled, "Indiana Creative Problem Solving Initiative," under the direction of William Littlejohn, Blumberg Center, for the period July 1, 2003 through June 30, 2004.
  
13. National Science Foundation, Fund No. 547798, Proposal No. 03-118  
An agreement in the amount of \$133,250 has been received from National Science Foundation for the project entitled, "Acquisition of Aisa+ Hyperspectral Sensor," under the direction of Ryan Jensen, Geography and Geology, for the period September 1, 2003 through August 31, 2005.

The following vendors have accumulated purchases from the University for the time period July 1, 2003 through August 31, 2003 (Fiscal Year) in excess of \$100,000:

**Vendors with Purchases Exceeding \$100,000  
July 1, 2003 through August 31, 2003**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	<u>Services Rendered</u>
John Hancock Life	\$ 107,086	Life Insurance Premiums
Rixan Association Inc	110,388	Purchase of Robotics
Gateway 2000 Major Accounts Inc	122,205	Computer Equipment and Supplies
Xerox Corporation	136,112	Copier Contract
Manpower Incorporated	137,263	Temporary Employee Services
Suburban Glass Service Inc	141,769	Hulman Center Entrance Door Replacements
IT Travel Agencies	146,445	Travel Expenses for the University
Delta Dental Plan of Indiana	150,735	Dental Payments Reimbursements
Network Solutions Inc	181,630	SMARTnet Maintenance & Software Support, Cisco Switch, & Cisco Access Point Bundle
ST Construction Inc	187,288	Parking Lot M Expenses
Novell Incorporated	192,621	Novell Software Upgrades
Sycamore Engineering Inc	197,089	Landsbaum Ctr for Health Educ Construction & Holmstedt Hall Mechanical Renovation
Cognos Corp	226,267	Software Reporting Tool and Support for It
Energy USA-TPC	227,520	Natural Gas Contract Purchases
Terre Haute First National Bank	340,000	VEBA Contributions
PCS Health Systems, Inc	444,297	Prescription Drug Coverage
ElectriCom	461,664	Fiber Optic Lines Univ Apt, Landsbaum, & Sullivan Project
Dell Marketing LP	566,613	Computer Equipment & Supplies, Microsoft License Agreement
Cinergy Services Inc	570,357	Electricity Utility Payments
Indiana Department of Corrections	634,476	Academic Courses
Sodexo Inc and Affiliates	802,280	Dining Services and Catering
Jungclaus Campbell Company Inc.	891,542	Mills Hall Renovation & Holmstedt Hall Room 102 & 103 Renovation
J F Molloy and Associates Inc	1,543,675	University Medical Payments