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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

OCTOBER 24, 2003

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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

OCTOBER 24, 2003

The Indiana State University Board of Trustees met in regular session at 1:30 p.m. on Friday, October 24, 2003 in the State Room, Tirey Hall.

Trustees present: Mr. Alley, Mr. Bonds, Mr. Carpenter, Mr. Fleetwood, Mrs. House, Ms. Robertson, Mr. Shagley and Dr. Zietlow. Trustee absent: 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 Mr. Douglas Huntsinger, representing the Student Government Association.

There being a quorum present, Mrs. House called the meeting to order at 1:35 p.m.

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Mr. Fleetwood, seconded by Mr. Carpenter, the minutes of the September 26, 2003 meeting were approved as presented.

B. DATES OF NEXT MEETING (proposed dates: December 4-5, 2003)  
(Mrs. House)

The dates for the next meeting are December 4 and 5, 2003.

Winter Commencement will be held on Saturday, December 20.

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

Mrs. House welcomed everyone to the meeting and to Homecoming weekend. She congratulated the five distinguished alumni award recipients.

Mrs. House commented on the Landsbaum Center dedication which followed the last Board meeting. She felt the facility would provide many enhanced clinical facilities for both nursing and medical students.

Mrs. House noted she attended the State Board of Accounts audit exit interview and congratulated the staff involved for their good work.

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

President Benjamin also welcomed everyone to homecoming weekend. He congratulated Linda Eldred as the parade grand marshal and the five distinguished alumni award recipients—Harriet Darrow, Edwin Hill, Paul Lo, Thomas Moore and Mark Morgan.

Dr. Benjamin noted Greg Goode was in Indianapolis but he has reported that the U.S. Senate has appropriated \$6.5 million for the Federal Building and the Cherry Street Parking Garage project. Special thanks to Senators Bayh and Lugar and Representative Hostetler for helping move those projects along.

World Food Day

On October 16, the campus participated in the “World Food Day” International Teleconference, and 15 student organizations actively participated in a “canstruction” project, collecting more than 2,500 of non-perishable food items that were then donated to the Catholic Charities of Terre Haute.

Dr. Benjamin introduced Dr. Rao Ivaturi and thanked him for his leadership, the student leadership and everyone who participated in this project.

Take Back the Night

On Wednesday night, students in Professor Linda Maule’s Women’s Studies 450 class, entitled, “Social Activism: Theory and Practice,” presented this year’s annual “Take Back the Night” program and march against violence, especially violence against women. This is the second time Professor Maule has opened up one of her traditional classes to members of the Dewey Institute for Lifelong Learning. Last year, Dewey members enrolled in her political science class on “constitutional law.” This joint offering gives undergraduate students the unique opportunity to interact with retired professionals, including many ISU emeriti faculty.

Contemporary Music Festival

The 37<sup>th</sup> Contemporary Music Festival will be held on October 29-31. This year’s theme is “Mysterium: Musical Expressions of Mysticism, Spirituality & Religion”. This is the premier event of its kind in the United States.

Concert of Remembrance

On November 11, Professor John Boyd, the symphonic wind ensemble, and the concert choir will present a “Concert of Remembrance” as a Veterans Day gift in

music for the citizens of Terre Haute and the Wabash Valley. Col. Bryan Shelburn (Ret), conductor/commander of "Pershings Own" Armed Forces Band of Washington, D.C., will be a special guest conductor. This concert will follow the annual Veterans Day Parade.

#### Ways and Means Committee Hearings

Next week, the House Ways and Means Committee will begin a series of public hearings around the State on the issue of property tax reassessment. Their first stop will be in Terre Haute on Monday, October 27, and ISU is pleased to serve as host.

#### Acknowledgements

President Benjamin congratulated the Educational and School Psychology Department and the School of Nursing on their recent reaccreditations of degree programs.

Dr. Benjamin also acknowledged the success of recent music students/graduates: Ryan Zurek, Stephanie Herrington, Amaris Johnson, Brian DiDomenico, and Chad Williams. He introduced chairperson Todd Sullivan and complimented the Music Department.

ISU Mortar Board Chapter has received a national Silver Torch Award recognizing it for successfully meeting all chapter standards for the year in their quest to fulfill the Mortar Board ideals of scholarship, leadership, and service. Only 34 chapters received this honor. Mortar Board is a national college senior honor society.

The ISU Women's Volleyball Team is a recipient of the 2002-03 American Volleyball Coaches Association Team Academic Award.

The School of Education has received a \$3.985 million grant to enhance its teacher education program. The five year grant gives the University and schools in the ISU Professional Development Schools Partnership the resources to transform teacher education. Interim Dean Robert Williams of the School of Education; Ann Rider, Acting Associate Dean of the College of Arts and Sciences; and Holly Pies, Coordinator of Staff Development with the Vigo County School Corporation each spoke briefly about the project.

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

At its October meeting the University Faculty Senate approved and forwarded to the University Compensation Committee for further consideration an item which would enable newly hired faculty to participate in the TIAA/CREF retirement benefit from the time of appointment with a two-year waiting period before vesting. Such action might help ISU to be more competitive in hiring new faculty.

In other action, the Senate also approved a recommendation which would allow pre-tenure faculty members to delay the tenure decision for a year after the birth or adoption of a child, or in cases where faculty become primary care givers for an immediate family member or partner. This policy is in keeping with AAUP positions, and has been strongly supported by department chairs and deans.

The Senate Executive Committee has received President Benjamin's response to last spring's memo concerning issues raised in the lack of confidence vote. The memo indicates that Provost Maynard will be convening a committee to address student credit hour targets for this fall, as well as developing a process for the review of deans. Some of the issues about sabbatical leaves that were raised in past years could be addressed by the revised leaves procedure which is under discussion in the Senate Faculty Affairs Committee. It is felt that regular faculty access to the Board would facilitate matters. Several Senate meetings coincide with trustee meetings this year and trustees are welcome to attend.

Dr. Hudson thanked Susan Moss, John Sanders, and Vice President Schafer for seeking her advice regarding suggested changes to the sexual harassment policy and conveying that, along with their own, to the University President and the Board. Faculty input is necessary on matters regarding academic freedom.

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

Representatives of Support Staff Council met for its annual retreat on October 9, 2003. The meeting was an opportunity to set a course for the upcoming year and begin the process of developing a mission statement for the Support Staff Council. Plans to formalize its meetings, review Council-By-laws, and review and update the goals of standing committees were discussed. The Support Staff Council has formally approved amendments to its by-laws over the past several years and the revised by-laws will be prepared for consideration by the Board of Trustees at an appropriate time.

The Support Staff Scholarship Fundraising Committee recently hosted a successful soup and sandwich sale. Numerous people from all areas of campus and the community provided food and supplies for the event. A large number of ISU staff and administrators participated in the serving. The band Southland provided free entertainment. Over \$1,150 was raised for the ISU Support Staff Scholarship Fund.

In recent meetings with the administration a request was made for a Council office and meeting room in a more central location. Procedures for submitting recommendations from Council to the President and President's Cabinet were also discussed and clarified.

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

Doug Huntsinger reported for Megan due to additional homecoming responsibilities which did not permit her attendance. SGA officers are very busy this weekend with Homecoming activities.

SGA has been working on the American Democracy Project and has been reading Educating Citizens as work continues with that task force. A Mayoral Forum is being sponsored on Thursday, October 30, at 7:00 p.m. in the Science Building.

The Freshman 15 Program for 2004 is also continuing. Sycamore Psycho groups will attend both the men's and women's basketball games. SGA helped with the World Food Day on October 16, and a night walk through the campus with Campus Safety representatives helped to identify dark spots.

Twenty positions are filled in the student senate as efforts continue to fill the 43 seat maximum.

H. SEXUAL HARASSMENT PREVENTION POLICY (Mr. Sanders)

Recommendation: Approval of the Sexual Harassment Prevention Policy, presented in Exhibit A.

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

I. PURCHASES OVER \$250,000 (Mr. Floyd)  
(Purchases over \$250,000 for the period July 1, 2003 through October 9, 2003)

Under 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.

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

Vendors whose purchase amount recently exceeded \$250,000

<u>Vendor</u>	<u>Amount</u>
NRK, Inc. (Electrical Contractor) Terre Haute, IN	\$264,372.62
ST Construction, Inc. (General Contractor) Terre Haute, IN	\$282,697.50
Talisma Corporation (Admissions Software) Kirkland, WA	\$353,890.00
Associated Roofing (Roofing Contractor) Terre Haute, IN	\$556,772.97

Previously reported vendors, whose purchase amounts have recently increased

<u>Vendor</u>	<u>Previous Amount</u>	<u>Current Amount</u>
Dell Computer Austin, TX	\$691,538.88	\$890,391.09
SBC Global Services (Telecommunications) Indianapolis, IN	\$696,818.11	\$737,439.94

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

<u>Vendor</u>	<u>Amount</u>
Energy USA-TPC (Natural Gas Contract) Hammond, IN	\$2,200,000.00

On a motion by Mr. Alley, seconded by Dr. Zietlow, the recommendation was approved. Mr. Fleetwood abstained from voting.

J. DISCLOSURE OF INTEREST STATEMENTS (Mr. Schafer)

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

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

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

K. IN MEMORIAM (Mr. Schafer)

Resolutions for the following individuals are presented in Exhibit C.

Rex Crowder, Jr., Assistant Director Emeritus of the Career Center, died on October 6, 2003.

Bernard Ellingsworth, Equipment Manager (Retired), Athletics, died on October 12, 2003.

Ralph D. Grutza, Chief Accountant Emeritus, Controller's Office, died on September 17, 2003.

Lucille Hatcher, Kitchen Supervisor (Retired), Residential Life, died on September 20, 2003.

Jane McCullough, Research Associate, Terre Haute Center for Medical Education, died on September 23, 2003.

Recommendation: Acceptance of the Resolutions and acknowledgement of years of service to the University.

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



10/14/03

## **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 taking steps to prevent sexual harassment and to promptly addressing any violations of this policy.

### **2.0 Sexual harassment is prohibited and will not be Tolerated.**

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 and will not be tolerated.

### **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, whether in person or through any communication devices:

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 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, depending on severity, 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 A student or employee who believes they are being harassed can discuss their concerns with a Human Resources manager, their direct supervisor or a department Chair, who will in turn contact the Director of Diversity & Affirmative Action.

12.2 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.

12.3 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.

12.4 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 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 University administration to ensure that formal procedures for sexual harassment 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. Sexual harassment prevention training is required for all supervisors, chairs, directors and employees with oversight responsibility for other employees or student workers. Such training is a required part of new employees orientation if they are to carry out personnel oversight duties.

DISCLOSURE OF INTEREST STATEMENT SUMMARY

Annual Disclosure Statement

<u>ISU Staff Member</u>	<u>Name of Vendor or Contractor</u>	<u>Description of Contract or Purchase</u>	<u>Description of the Financial Interest</u>
George S. Fleetwood (Board of Trustees)	SBC Indiana	Telecommunication Services	President
Barbara P. House (Board of Trustees)	Prudential Securities (Wachovia)		Husband /Senior Vice President
	Fifth Third Bank of Kentucky		Son, Jay Trust Officer
Richard J. Shagley (Board of Trustees)	Wright, Shagley and Lowery	Law Firm	Partner

SECTION I  
Exhibit C  
October 24, 2003

IN MEMORIAM

Rex Crowder, Jr.

Bernard Ellingsworth

Ralph D. Grutza

Lucille Hatcher

Jane McCullough

IN MEMORIAM

REX CROWDER JR

WHEREAS, Rex Crowder Jr., Assistant Director Emeritus of the Career Center, died on the sixth day of October two thousand three; and

WHEREAS, Mr. Crowder had given loyal and devoted service to Indiana State University and the Career Center for thirty years and had gained the respect of those who knew him;

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

BERNARD ELLINGSWORTH

WHEREAS, Bernard Ellingsworth, an Equipment Manager (retired) in Physical Education, died on the twelfth day of October two thousand three and;

WHEREAS, Bernard Ellingsworth had given loyal and devoted service to Indiana State University for twenty 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

RALPH D. GRUTZA

WHEREAS, Ralph D. Grutza, Chief Accountant Emeritus in the Controller's Office, died on the seventeenth day of September two thousand three; and

WHEREAS, Ralph D. Grutza had given loyal and devoted service to Indiana State University for twenty-five years and had gained the respect of his colleagues who knew him as a professional 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  
LUCILLE HATCHER

WHEREAS, Lucille Hatcher, a Kitchen Supervisor (Retired) in Residential Life, died on the twentieth day of September two thousand three; and

WHEREAS, Lucille Hatcher had given loyal and devoted service to Indiana State University for thirteen 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

JANE MCCULLOUGH

WHEREAS, Jane McCullough, a Research Associate in the Terre Haute Center for Medical Education, died on the twenty-third day of September two thousand three; and

WHEREAS, Jane McCullough had given loyal and devoted service to Indiana State University for three 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.

SECTION II

OCTOBER 24, 2003

A. REVENUE REPORT (Mr. Floyd)

The Revenue Report for the period ending September 30, 2003, is presented as an information item in Attachment 1.

B. EXPENDITURES REPORT (Mr. Floyd)

The Expenditures Report for the period ending September 30, 2003, is presented as an information item in Attachment 2.

**Indiana State University**  
**Revenue**  
**September 30, 2003**

	<b>Current Budget</b>	<b>Revenue Sep-03</b>	<b>Revenue Sep-02</b>	<b>Revenue FY 02-03</b>
State Of Indiana	\$ 84,938,941	\$ 19,604,187	\$ 19,617,752	\$ 85,013,881
Student Fees	40,785,634	21,662,756	19,064,847	37,289,203
Sales and Services	1,043,294	317,521	306,443	1,605,263
Rent, Interest, Dividends and Gifts	1,813,587	438,567	476,585	1,809,850
Miscellaneous Income	<u>3,098,761</u>	<u>1,893,640</u>	<u>1,416,909</u>	<u>5,858,549</u>
Subtotal	\$ 131,680,217	\$ 43,916,671	\$ 40,882,536	\$ 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>\$ 138,464,388</b>	<b>\$ 50,736,842</b>	<b>\$ 47,422,537</b>	<b>\$ 138,116,747</b>

**Indiana State University**  
**Expenditures**  
**September 30, 2003**

	FY 2004 Revised Budget	FY 2004 Sep-03 YTD	FY 2003 Sep-02 YTD	FY 2003 Total Year
<b>President</b>				
Wage Expense	\$ 1,995,683	\$ 407,295	\$ 391,194	\$ 1,597,496
Benefits	451,908	108,892	72,072	392,225
Student Wage	170,472	29,053	7,612	96,329
Supplies Expense	501,300	73,598	74,546	306,220
Travel	38,135	27,949	24,042	48,366
Repair and Maintenance	22,026	4,995	1,032	10,253
Capital Equipment	<u>44,643</u>	<u>8,072</u>	<u>3,521</u>	<u>42,616</u>
	\$ 3,224,167	\$ 659,854	\$ 574,019	\$ 2,493,505
<b>Provost-Instruction</b>				
Wage Expense	\$ 51,494,628	\$ 9,933,869	\$ 9,564,402	\$ 49,174,037
Benefits	13,478,853	2,129,573	1,779,327	12,698,871
Student Wage	1,836,644	477,816	443,296	1,932,218
Supplies Expense	10,092,474	1,378,759	1,120,411	4,653,323
Travel	959,154	498,109	527,064	1,190,979
Repair and Maintenance	430,053	388,241	363,818	677,269
Sp Academic Computing	19,292	17,818	17,406	308,406
Capital Equipment	<u>3,877,881</u>	<u>1,141,874</u>	<u>1,316,971</u>	<u>3,932,041</u>
	\$ 82,188,979	\$ 15,966,059	\$ 15,132,695	\$ 74,567,144
<b>Business Affairs</b>				
Wage Expense	\$ 2,766,269	\$ 640,955	\$ 581,107	\$ 2,445,493
Benefits	826,757	202,445	135,757	731,156
Student Wage	105,451	27,456	25,341	77,258
Supplies Expense	1,348,536	363,705	254,533	1,127,438
Travel	52,655	14,719	9,815	38,245
Repair and Maintenance	116,995	38,680	17,250	48,125
Capital Equipment	<u>370,795</u>	<u>51,612</u>	<u>16,587</u>	<u>80,757</u>
	\$ 5,587,458	\$ 1,339,572	\$ 1,040,390	\$ 4,548,472
<b>Facilities Mgmt &amp; Power Plant</b>				
Wage Expense	\$ 5,283,240	\$ 1,186,771	\$ 1,121,462	\$ 4,830,545
Benefits	1,614,522	399,231	377,375	1,519,907
Student Wage	161,077	49,613	36,412	141,926
Utilities	1,000	2,000	4,945	7,140
Supplies Expense	520,632	731,517	687,587	1,064,787
Travel	30,980	11,757	5,448	12,222
Repair and Maintenance	1,629,027	591,565	517,232	1,224,397
Capital Equipment	<u>555,972</u>	<u>225,232</u>	<u>117,048</u>	<u>369,885</u>
	\$ 9,796,450	\$ 3,197,686	\$ 2,867,509	\$ 9,170,809

**Indiana State University**  
**Expenditures**  
**September 30, 2003**

	FY 2004 Revised Budget	FY 2004 Sep-03 YTD	FY 2003 Sep-02 YTD	FY 2003 Total Year
<b>Administrative Affairs</b>				
Wage Expense	\$ 358,069	\$ 86,690	\$ 112,970	\$ 365,230
Benefits	117,976	22,918	93,248	124,439
Student Wage	24,849	6,655	7,719	31,918
Supplies Expense	102,563	24,917	57,269	134,079
Travel	31,264	12,275	20,257	16,128
Repair and Maintenance	5,864	971	5,236	236
Capital Equipment	32,923	-	3,459	4,490
	<u>\$ 673,508</u>	<u>\$ 154,426</u>	<u>\$ 300,158</u>	<u>\$ 676,520</u>
<b>Advancement</b>				
Wage Expense	\$ 860,121	\$ 393,990	\$ 370,971	\$ 1,518,442
Benefits	376,414	143,448	129,568	530,249
Student Wage	42,775	11,565	13,947	90,061
Supplies Expense	888,204	282,708	234,348	896,529
Travel	49,941	74,199	49,332	81,195
Repair and Maintenance	2,136	-	40	3,710
Capital Equipment	40,601	19,083	15,347	46,621
	<u>\$ 2,260,192</u>	<u>\$ 924,993</u>	<u>\$ 813,553</u>	<u>\$ 3,166,807</u>
<b>Student Affairs</b>				
Wage Expense	\$ 4,691,302	\$ 1,064,484	\$ 1,012,291	\$ 4,270,011
Benefits	1,337,311	308,574	289,608	1,231,891
Student Wage	247,207	48,315	42,285	216,932
Supplies Expense	616,304	173,217	144,167	432,596
Travel	49,019	14,858	14,021	36,142
Repair and Maintenance	60,556	20,978	38,099	54,928
Capital Equipment	112,654	26,523	29,595	95,883
	<u>\$ 7,114,353</u>	<u>\$ 1,656,949</u>	<u>\$ 1,570,066</u>	<u>\$ 6,338,383</u>
<b>University Wide</b>				
Wage Expense	\$ 80,567	\$ 80,567	\$ 66,000	\$ 279,347
Benefits	6,629,442	1,461,940	1,356,859	5,663,081
Student Wage	-	1,695	1,484	7,107
Utilities	6,359,762	3,314,900	2,610,198	6,253,077
Supplies Expense	3,549,769	2,341,582	1,215,197	12,928,388
Travel	-	86	324	334
Bond & Interest	553,820	-	-	-
Student Aid	8,668,234	3,595,219	3,137,510	6,355,824
	<u>\$ 25,841,594</u>	<u>\$ 10,795,989</u>	<u>\$ 8,387,572</u>	<u>\$ 31,487,158</u>
<b>TOTAL</b>	<b>\$ 136,686,701</b>	<b>\$ 34,695,528</b>	<b>\$ 30,685,962</b>	<b>\$ 132,448,798</b>



SECTION III

OCTOBER 24, 2003

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

One-Year Appointments  
(effective August 21, 2003)

John A. Benton; Instructor, Department of History; M.A., Indiana State University; salary \$24,000 per academic year.

Marilyn C. Bisch; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$24,000 per academic year.

Lucy Campbell; Instructor of Spanish, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$24,000 per academic year.

Duane E. Caperton; Instructor, Department of Psychology; M.S., Indiana State University; salary \$24,000 per academic year.

Patricia S. Dean; Instructor, Departments of English and Communication; M.S., Indiana State University; salary \$24,000 per academic year.

Connie Elmore; Instructor of Spanish, Department of Languages, Literatures, and Linguistics; M.A., University of Gaeriana, Columbia; salary \$24,000 per academic year.

Rita Ghosh; Instructor, Department of Life Sciences; M.S., University of Illinois; salary \$24,000 per academic year.

Cheryl L. Kremer; Temporary Assistant Professor, Department of Family and Consumer Sciences; M.S., University of Southern Illinois; salary \$38,220 per academic year.

Katherine R. Lloyd; Instructor, Department of Political Science; M.A., Indiana State University; salary \$24,000 per academic year.

Anthony E. Macheak; Instructor of French, Department of Languages, Literatures, and Linguistics; Ph.D., Purdue University; salary \$24,675 per academic year.

Robert D. McMahan; Instructor, Analytical Department; J.D., Indiana University; salary \$34,391 per academic year.

Catherine S. Montgrain; Instructor in French, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$24,000 per academic year.

Stephen W. Moore; Instructor, Department of Life Sciences; M.S., Indiana State University; salary \$26,250 per academic year.

Beverly C. Pestel; Instructor, Departments of Chemistry and Physics; D.A., Lehigh University; salary \$29,000 per academic year.

Karen A. Pierce; Instructor, Department of Educational and School Psychology; Ph.D., University of Memphis; salary \$32,000 per academic year.

Melissa S. Plew; Instructor, Department of Communication; M.A., Indiana State University; salary \$25,000 per academic year.

Bellampalli R. Ramachandran; Temporary Assistant Professor, Department of Chemistry; Ph.D., McMaster University; salary \$32,865 per academic year.

Joyce Christine Alexis Riter; Instructor, Department of Geography, Geology, and Anthropology; Ph.D., University of Texas at Austin; salary \$26,500 per academic year.

Travis D. Rutherford; Instructor, Department of Criminology and the Student Academic Services Center; B.S., Indiana State University (33 hours toward master's); salary \$24,000 per academic year.

Douglas E. Sperry; Instructor, Department of Educational and School Psychology; M.A., Catholic University of America; salary \$28,500 per academic year.

William H. Svihla; Instructor, Analytical Department; D.B.A., Mississippi State University; salary \$52,500.

Millie A. Vaughn; Instructor, Department of Elementary and Early Childhood Education; Ph.D., Indiana State University; salary \$31,500.

Elizabeth Waggoner; Instructor, Departments of Criminology and Psychology; M.S., Indiana State University; salary \$24,000 per academic year.

Roberta J. Wilson; Instructor/Clinic Supervisor-SLP, Department of Communication Disorders and Special Education; M.S., Indiana State University; salary \$35,067 per academic year.

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

Tonya Balch; Lecturer III, Department of Counseling; M.A., Indiana State University; equivalent of 4.5 hours; salary \$4,500.

Karla Barahona; Lecturer II, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; three hours; salary \$2,175.

Deborah Bartnick; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; equivalent of 4.5 hours; salary \$5,355.

William Brett; Professor Emeritus, Department of Life Sciences; Ph.D., Indiana State University; six hours; salary \$5,100.

Daniel L. Burgei; Lecturer II, Department of Criminology; M.P.A., Indiana University; three hours; salary \$2,175.

Janet E. Campbell; Lecturer II, Department of Music; M.M., DePauw University; three hours; salary \$2,175.

Penny Clevenger; Lecturer II, Department of Family and Consumer Sciences and the Student Academic Services Center; M.S., Indiana State University; nine hours; salary \$6,525.

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

Kathy R. Comp; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,175.

Charlotte Connerton; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; equivalent to six hours; salary \$7,140.

John J. Corrigan; Professor Emeritus, Department of Life Sciences; Ph.D., University of Illinois; three hours; salary \$2,550.

Brittany M. Cottrell; Lecturer II, Department of Life Sciences; M.S., Indiana State University; six hours; salary \$4,350.

Donna Crawford; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana University; equivalent to six hours; salary \$7,140.

Michelle L. Ealy; Lecturer I, Department of Physical Education; B.S., Indiana State University (special credentials on file); one hour; salary \$600.

John R. Fish; Lecturer II, Department of Psychology; M.A., Eastern Illinois University; six hours; salary \$4,350.

Aric S. Frazier; Lecturer II, Department of Criminology; M.S., University of Evansville; three hours; salary \$2,175.

Donald V. Gamble; Lecturer II, Department of Music; M.S., Indiana State University; six hours; salary \$4,350.

Glenn A. Gettinger; Lecturer III, Department of Electronics and Computer Technology; M.S., Indiana State University; five hours; salary \$4,250.

Sujata Gopalan; Lecturer II, Department of Art; M.F.A., Louisiana State University; six hours; salary \$4,350.

Barry M. Hand; Lecturer III, Analytical Department; M.B.A., Indiana State University; three hours; salary \$2,550.

Uwe J. Hansen; Professor Emeritus, Department of Mathematics and Computer Science; Ph.D., Brigham Young University; six hours; salary \$5,100.

Richard E. Harden; Lecturer I, Department of Mathematics and Computer Science; M.Ed., Indiana State University; six hours; salary \$3,600.

Janet L. Harris; Lecturer III, Analytical Department; M.S., Indiana State University; six hours; salary \$5,100.

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

Patricia M. Holsapple; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,350.

Sharon S. Jackson; Lecturer II, Department of Music; M.S., Indiana State University; three hours; salary \$2,175.

Sudershan K. Jetley; Lecturer III, Department of Manufacturing and Construction Technology; Ph.D., University of Birmingham, U.K.; three hours; salary \$3,600.

Richard Jinbo; Assistant Professor Emeritus, Department of Electronics and Computer Technology; M.Ed., Bowling Green State University; six hours; salary \$7,200.

Michael R. Johanson; Lecturer III, Department of Music; M.M., Indiana University; five hours; salary \$4,250.

Edward Jones; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,350.

Billie A. Kelsheimer; Lecturer II, Department of Mathematics and Computer Science and the Student Academic Services Center; M.S., Olivet Nazarene University; six hours; salary \$4,350.

Leslie Alan King; Lecturer III, Department of Electronics and Computer Technology; M.S., Indiana State University; three hours; salary \$3,600.

Nancy R. Latta; Lecturer III, Department of History; Ph.D., Purdue University; six hours; salary \$5,100.

Letitia K. Lee; Lecturer II, Department of Art; M.F.A., Indiana State University; three hours; salary \$2,175.

David L. Lisman; Lecturer III, Department of Counseling; M.Ed., Indiana State University; three hours; salary \$3,000.

William A. Livers; Lecturer III, Department of Counseling; M.S.W., IUPUI; three hours; salary \$3,000.

Marthann B. Markle; Assistant Professor Emerita, Department of Physical Education; M.S., Indiana State University; one hour; salary \$600.

Jennifer McGiverin; Lecturer III, Analytical Department; Ph.D., Indiana State University; nine hours; salary \$7,650.

Kristy A. Miller; Lecturer III, Department of Educational Leadership, Administration, and Foundations; M.S., Indiana State University; six hours; salary \$6,000.

Dorothy Mimms; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; equivalent to 6.6 hours; salary \$7,854.

Linda A. Minty; Lecturer II, Department of English; M.A., Indiana State University; six hours; salary \$4,350.

Robert Murphy; Lecturer III, Department of Electronics and Computer Technology; M.S., Purdue University; three hours; salary \$3,600.

David Nearpass; Lecturer II, Department of Music; M.S., Indiana State University; three hours; salary \$2,175.

Thomas H. Patterson; Lecturer III, Department of Curriculum, Instruction, and Media Technology; M.L.S., University of Pittsburgh; six hours; salary \$6,000.

Susan Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; equivalent to six hours; salary \$7,140.

Tanya Ruth Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; equivalent to three hours; salary \$3,570.

Virginia Riesenbeck; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; equivalent to three hours; salary \$3,570.

Dottie Rigsby; Lecturer II, Departments of Communication and Sociology; M.S., Indiana State University; six hours; salary \$4,350.

M. Brent Roark; Lecturer III, Department of English; M.S. plus 30, Indiana State University; six hours; salary \$5,100.

Mary Jo Sampson; Lecturer II, Department of History; M.S./M.Ed., Indiana State University; six hours; salary \$4,350.

Kathleen S. Sego; Lecturer II, Department of Sociology; B.S., Indiana State University (all but thesis on M.A.); six hours; salary \$4,350.

Nicole A. Shiber; Lecturer III, Department of Psychology; Ph.D., Indiana State University; three hours; salary \$2,550.

Glenna L. Simons; Lecturer III, Department of Sociology; J.D., Loyola University; nine hours; salary \$7,650.

Riette Smith; Lecturer III, Department of Counseling; M.S., Indiana University; three hours; salary \$3,000.

Scotty A. Stepp; Lecturer II, Department of Music; M.M., Bowling Green State University; four hours; salary \$2,900.

Donovan Stokes; Lecturer II, Department of Music; M.M., Indiana University; 5.5 hours; salary \$3,987.50.

Jacquelyn S. Trinler; Lecturer III, Department of Communication; M.A., Ohio University; six hours; salary \$5,100.

Gary Turner; Lecturer II, Department of Music; M.A., Indiana State University; six hours; salary \$4,350.

Raymond R. Vrydaghs; Lecturer II, Department of Sociology; M.A., University of Notre Dame; three hours; salary \$2,175.

Tyler J. Wall; Lecturer I, Department of Criminology; B.S., Indiana State University (all but thesis on M.A.); three hours; salary \$1,800.

Robert L. Zigler; Lecturer II, Department of Geography, Geology, and Anthropology; M.S., Indiana State University; six hours; salary \$4,350.

2. Changes of Status and/or Rate

Susan M. Berta; continuation as Interim Chairperson and Associate Professor, Department of Geography, Geology, and Anthropology; stipend of \$10,000 for this added responsibility; effective for the 2003-04 academic year.

Kimberly Bodey; Department of Recreation and Sport Management; \$1,200 added to the 2003-04 academic year base for the completion of the doctorate; Ed.D., University of Arkansas; salary \$45,000 per academic year; effective August 20, 2003.

Brendan W. Corcoran; Department of English; \$1,200 added to the 2003-04 academic year base for the completion of the doctorate; Ph.D., Emory University; salary \$42,000 per academic year; effective August 20, 2003.

Phillip Shon; Department of Criminology; \$1,200 added to the 2003-04 academic year base for the completion of the doctorate; Ph.D., University of Illinois at Chicago; salary \$43,000 per academic year; effective August 20, 2003.

Scott R. Youmans; Department of Communication Disorders and Special Education; \$1,200 added to the 2003-04 academic year base for the completion of the doctorate; Ph.D., Florida State University; salary \$45,000 per academic year; effective August 20, 2003.

3. Retirements

Lewis Hackleman, III; Associate Professor, Department of Theater; retirement leave during the fall 2004 semester; retirement effective December 18, 2004.

Gregory R. Ulm; Associate Professor, Department of Educational Leadership, Administration, and Foundations; retirement leave during the 2005 spring semester; retirement effective May 7, 2005.

B. ADMINISTRATION

1. Appointments

April Hay; Assistant Registrar, Office of Registration and Records; M.S., Indiana State University; salary \$32,000 per fiscal year, prorated from the effective date of September 8, 2003.

Charles F. Holley; Microcomputer/Network Consultant, Information Technology; M.Ed., Indiana State University; salary \$38,500 per fiscal year, prorated from the effective date of September 15, 2003.

Nathaniel Hopkins; Staff Psychologist, Student Counseling Center; salary \$41,000 per fiscal year, prorated from the effective date of October 13, 2003.

Andrew Kellett; Senior Buyer, Purchasing; salary \$36,000 per fiscal year, prorated from the effective date of July 28, 2003.

Andrew W. Vincent; Distance Education Video Technician, Information Technology; B.S., Indiana State University; salary \$35,588 per fiscal year; effective July 1, 2003.



Temporary Appointments

Richie A. Adderley; Educational Specialist, Educational Talent Search; B.S., Indiana State University; salary \$28,350 per fiscal year; effective September 1, 2003, through August 31, 2004.

Rita S. Cottrell; Regional Parent Coordinator, 21<sup>st</sup> Century Scholars Program; M.S., Indiana State University; salary \$21,800 per fiscal year; effective September 1, 2003, through August 31, 2004.

LaShona L. Donica; Area Learning Center Coordinator-Bedford North Lawrence Vocational Technical Center; B.G.S., Indiana University; salary \$34,424 per fiscal year; effective July 1, 2003, through June 30, 2004.

Elizabeth A. Flach; Assistant Athletic Academic Coordinator, Athletic Academic Advisement; B.A., Capitol University; salary \$27,936.30 per fiscal year, effective July 1, 2003 through June 30, 2004.

Elizabeth A. Gaither; Assistant Director, Upward Bound; B.S., Indiana State University; salary \$38,850 per fiscal year; effective September 1, 2003, through August 31, 2004.

Karen S. Goehl; Project Director, Deaf-Blind Services Project; M.S., Indiana University; salary \$63,028 per fiscal year; effective October 1, 2003, through September 30, 2004.

Janice Krumb; Director, Upward Bound Math and Science Program; M.S., Indiana State University; salary \$32,000 per fiscal year, prorated for the period of September 15, 2003, through August 31, 2004.

S. Allen Lindsay; Assistant Director, Educational Talent Search; M.S., Indiana State University; salary \$31,973 per fiscal year; effective September 1, 2003, through August 31, 2004.

Sandra E. Moore; Educational Specialist, Educational Talent Search; B.S., Indiana State University; salary \$27,578 per fiscal year; effective September 1, 2003, through August 31, 2004.

Lisa Poff; Program Coordinator, Deaf-Blind Services Project; J.D., Indiana University; salary \$43,371 per fiscal year; effective October 1, 2003, through September 30, 2004.

Gregory W. Putman; Physics Laboratory Supervisor, Department of Physics; M.S., Indiana State University; salary \$25,725 per academic year.

Ruby Robinson; Coordinator, 21<sup>st</sup> Century Scholars Program; M.Ed., The College of William and Mary; salary \$41,000 per fiscal year, prorated for the period of September 8, 2003, through August 31, 2004.

Rebecca J. Sanders; Area Learning Center Coordinator-North Vernon, College Cooperative Southeast; Ph.D., Walden University; salary \$34,637 per fiscal year; effective July 1, 2003, through June 30, 2004.

Kevin M. Sluyter; Director, Upward Bound, Upward Bound Math and Science Program and Educational Talent Search; M.S., Indiana State University; salary \$46,200 per fiscal year; effective September 1, 2003, through August 31, 2004.

Venita O. Stallings; Academic Counselor, Student Support Services; M.S., Indiana State University; salary \$30,871 per fiscal year; effective September 1, 2003, through August 31, 2004.

David Unsinger; Academic Coordinator, Upward Bound; M.S., Indiana State University; salary \$27,000 per fiscal year, prorated for the period of September 15, 2003, through August 31, 2004.

Jodie D. Ward; Tutor Coordinator/Counselor, Student Support Services; M.S., Indiana State University; salary \$29,400 per fiscal year; effective September 1, 2003, through August 31, 2004.

David A. Warren; Assistant Director of Information Technology, Instructional and Information Technology Services; B.S., Ball State University; salary \$40,000 per fiscal year, prorated for the period of September 5, 2003, through June 30, 2004.

Thomas M. Weller; Writing Specialist, Student Support Services; M.S., Indiana State University; salary \$32,445 per fiscal year; effective September 1, 2003, through August 31, 2004.

2. Changes of Status and/or Rate

Jamie Lee Clouse; Staff Benefits Manager; salary from \$32,865 to \$34,365 per fiscal year, prorated from the effective date of October 1, 2003; increase reflects changed and increased duties, as well as maintaining internal equity.

Jason M. Hiddle; from Web Graphics Specialist, Division of Lifelong Learning, to Web Graphics Specialist, Office of Information Technology; salary \$34,211 per fiscal year; effective July 1, 2003.

Bryan M. Jackson; Human Resources; from Recruiter to Interim Employment Manager and Recruiter; salary \$34,066 per fiscal year, prorated for the period October 1, 2003 through June 30, 2004.

C. Jack Maynard; from Dean, School of Education to Interim Provost and Vice President for Academic Affairs; salary \$150,000 per fiscal year, prorated from the effective date of September 2, 2003.

Domenic Nepote; Assistant Controller, Bursar Operations; monthly stipend of \$1,000, prorated for the period of October 1, 2003 through June 30, 2004 for added responsibilities.

Donna Jeanne Patterson; Human Resources; from Recruiter to Compensation Manager; salary \$33,300 per fiscal year, prorated from the effective date of October 1, 2003.

Stephen D. Ray; Regional Director, South Central Education Alliance; stipend of \$9,000 per year as compensation for additional responsibilities for the 2003-04 and 2004-05 fiscal years.

Mary Kathrine Walker; Assistant Bursar, Fiscal Operations; monthly stipend of \$500 prorated for the period October 1, 2003 through June 30, 2004 for added responsibilities.

Robert O. Williams; from Associate Dean, School of Education, and Professor in the Department of Curriculum, Instruction, and Media Technology to Acting Dean, School of Education, Associate Dean, School of Education and Professor in the Department of Curriculum, Instruction, and Media Technology; stipend of \$14,580, prorated for the period of September 2, 2003, through June 30, 2004 for this added responsibility.

3. Leave of Absence, With Pay

Steven K. Pontius; Provost and Vice President for Academic Affairs; administrative leave of absence with pay for the period September 2, 2003 through December 31, 2003.

4. Resignations

Robert E. Loomis; University Publications; effective September 26, 2003.

William E. St. Pierre; Regional Director, College Cooperative Southeast; effective October 15, 2003.

C. INTERCOLLEGIATE ATHLETICS

1. Appointment

Walter William Dininger; part-time Assistant Track Coach; salary \$5,038 for the employment period of September 1, 2003 through May 31, 2004.

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending October 8, 2003, is presented in Exhibit A.

INDIANA STATE UNIVERSITY  
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES  
 FOR THE PERIOD ENDING OCTOBER 08, 2003

**A. APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Barnett, Erick	Facilities Management	Grounds Wrkr	\$15,698	09-29-03
Brewer, Matthew	Hulman Center	Tech Svcs Asst	\$21,255	09-15-03
Carver, Rachel	Upward Bound	Ofc Asst III	\$12,706	10-06-03*
Claytor, Natasha	Ctr Res Ent Econ Dev	Ofc Asst III	\$18,525	09-29-03
Embree, Adrienne	Arts & Sciences	Academic Associate	\$30,030	09-22-03
Guinn, Darla	Student Financial Aid	Data Entry Op II	\$17,648	09-29-03
Land, Lacy	Facilities Management	Grounds Wrkr	\$15,698	09-22-03
Light, John	Hulman Center	Maint Mech II	\$18,525	09-22-03
Link, Tamra	Sandison Housing	Ofc Asst II	\$16,868	10-06-03
Meyer, Cindy	Student Financial Aid	Data Entry Op II	\$17,648	09-29-03
Nave, Kile	Public Safety	Public Safety Ofc	\$22,672	09-22-03
Shuey, Kevin	Purchasing	Storekeeper II	\$18,038	10-06-03
Slopsema, Marsha	Physics	Academic Svcs Asst	\$18,038	10-06-03
Stephens, Mark	Facilities Management	Grounds Wrkr	\$15,698	09-29-03
Turpen, Randall	Hulman Memorial Student Union	Cust Wrkr II	\$16,868	09-15-03

\* FTE 0.72

**B. LEAVING UNIVERSITY EMPLOYMENT**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Clark, Brian	Library	10-20-03
Compton, Jason	Sandison Housing	09-12-03
Hose, Stephen	Public Safety	09-16-03
McKay, Lila	Sycamore Housing	09-22-03
Nickel, Rachael	Terre Haute Center Medical Education	09-29-03
Taylor, Sarah	International Affairs	10-17-03
Witty, Larry	Hulman Memorial Student Union	09-24-03

C. Other

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
McCullough, Jane	Terre Haute Center Medical Education	09-23-03*

\*Deceased

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>
Greaver, James	Facilities Management Grounds Wrkr \$16,244	Facilities Management Grounds Equip Op \$17,862	09-22-03
Lutz, Marsha	Purchasing Storekeeper II \$19,715	Purchasing Warehouse Supv \$23,400	09-22-03

2. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Bennett, Michelle	Student Counseling Ctr Ofc Asst III \$17,940	School of Business Ofc Asst III \$17,940	10-16-03

3. Other

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Archibald, Tommy	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	09-09-03*
Blauski, Robert	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	09-16-03*

\*Skill Assessment

## SECTION IV

OCTOBER 24, 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. Tek.Xam, LLC, Richmond, Virginia  
  
The purpose of this agreement is to be the test site administrator for the on line technology proficiency exam that ISU will administer to its students that was developed by Tek.Xam.
  2. Driver Education Internships  
  
Agreements have been reached with the following agencies to provide driver education internships.  
  
A Auto Driving School, Indianapolis, IN  
Batesville School Corporation, Batesville, IN  
Drive Time of Evansville, Inc., Evansville, IN  
Indiana All-Star Driving School, Kokomo, IN  
Milestone Driving School, Inc., Lafayette, IN  
New Albany – Floyd County Schools, New Albany, IN
  3. AHA International, Portland, Oregon  
  
This is an addendum to an already existing agreement for the purpose of continuing the relationship for study abroad programs.
  4. Rehabilitation Hospital of Indiana, Indianapolis, Indiana  
  
The purpose of this agreement is to provide clinical experiences for students in the Department of Recreation and Sport Management.
  5. Barnes-Jewish Hospital, St. Louis, Missouri  
  
The purpose of this agreement is to provide internships in a hospital for students in the Department of Communication Disorders and Special Education.

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

Dr. Antonak introduced Dr. Mark Green who reviewed the copies of the annual report of the Office of Sponsored Programs and the latest copy of the newsletter.

Mrs. House and President Benjamin acknowledged publicly the success of many people and the work of the Office of Sponsored Programs.

C. Purchasing Report – Information Only (Mr. Floyd)  
Purchasing Order Activity for the period September 16, 2003 through October 9, 2003:

Purchases Over \$25,000 – Only One Bid Received, Three Bids Solicited

Stratagene -- P0046975 -- \$26,995.00  
(Lab Instruments for Terre Haute Center for Medical Education)

Sole Source, Direct from Software Company

Parature, Inc. -- P0046884 -- \$28,500.00  
(Software Licensing & Consulting for Information Technology)

Novell Incorporated -- P0046962 -- \$59,999.94  
(Renewal of Annual Site License for Information Technology)

Sole Source, Campus Wide Standard

Simplex Grinnell -- P0046923 -- \$58,742.00  
(Fire Alarm Software Upgrades for Facilities Management)

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

Mrs. House adjourned the meeting at 3:00 p.m.



SECTION IV

OCTOBER 24, 2003

1. Indiana Campus Compact, Fund No. 547819, Proposal No. 02-155  
An agreement in the amount of \$3,000 has been received from Indiana Campus Compact for the project entitled, "Neighborhood Partners," under the direction of Susan Macke, Educational Leadership, Administration, & Foundations, for the period January 1, 2003 through May 30, 2004.
  
2. Indiana Department of Education, Fund No. 547789, Proposal No.03-215  
An agreement in the amount of \$428,000 has been received from Indiana Department of Education for the project entitled, "ISEAS Project-25<sup>th</sup> Year," under the direction of Gary Collings, Office of Educational Research & Evaluation, for the period July 1, 2003 through June 30, 2004.
  
3. Indiana Department of Education, Fund No. 547809, Proposal No. 04-038  
An agreement in the amount of \$229,500 has been received from Indiana Department of Education for the project entitled, "Connections," under the direction of Karen Goehl, Blumberg Center, for the period July 1, 2003 through September 30, 2004.
  
4. U.S. Department of Education, Fund No. 547810, Proposal No. 04-021  
An agreement in the amount of \$210,092 has been received from U.S. Department of Education for the project entitled, "Indiana Deafblind Services Project," under the direction of Karen Goehl, Blumberg Center, for the period October 1, 2003 through September 30, 2004.
  
5. U.S. Department of Education, Fund No. 547817, Proposal No. 03-090  
An agreement in the amount of \$222,916 has been received from U.S. Department of Education for the project entitled, "Upward Bound Math & Science," under the direction of Kevin Sluyter, Upward Bound, for the period September 1, 2003 through August 31, 2004.
  
6. U.S. Department of Education, Fund No. 547818, Proposal No. 02-063  
An agreement in the amount of \$247,570 has been received from U.S. Department of Education for the project entitled, "Educational Talent Search" under the direction of Kevin Sluyter, Upward Bound, for the period September 1, 2003 through August 31, 2004.

7. Arts Illiana, Fund No. 547825, Proposal No. 03-186

An agreement in the amount of \$500 has been received from Arts Illiana for the project entitled, "Six-County High School Art Exhibit (Part of 2004 Terre Haute Human Rights Day)," under the direction of Charles Norman, Sociology, for the period August 31, 2003 through May 31, 2004.

The following vendors have accumulated purchases from the University for the time period July 1, 2003 through September 30, 2003 (Fiscal Year) in excess of \$100,000:

**Vendors with Purchases Exceeding \$100,000  
September 1, 2003 through September 30, 2003**

<u>Vendor Name</u>	Current <u>YTD Paid</u>	<u>Services Rendered</u>
AAA Electric of Terre Haute Inc	\$ 103,962	Gillum Hall Fire Alarm Replacement
Associated Roofing	104,202	University Apts Unit 1 Roof Replacement
Indiana-American Water Company	104,449	Water Utility Payments
YBP Library Services	107,761	Library Book Purchases
SBC Global Services Inc	109,082	Telephone Maintenance Payments
Duke University	109,645	Subcontractor on Health & Human Services Grant
Postmaster	125,151	Postage
NRK Inc	144,118	Science Bldg Generator Phase II
RJE Business Interiors	158,785	Office Furniture
SBC	255,485	Video Conferencing Equip & Voice Mail Upgrade

**Previously Reported Vendors with Purchases**

**Exceeding \$100,000**

Rixan Association Inc	\$ 110,388	Robotics Equipment
Xerox Corporation	136,224	Copier Agreement
Suburban Glass Service Inc	149,230	Hulman Center Entrance Door Replacements
Gateway 2000 Major Accounts Inc	158,951	Computer Equipment and Supplies
John Hancock Life	160,817	Life Insurance Premiums
Manpower Incorporated	170,231	Temporary Employee Services
ST Construction Inc	195,774	Parking Lot M Expenses
IT Travel Agencies	196,143	Travel Expenses for the University
Network Solutions Inc	200,853	SMARTnet Maint & Software Support, Cisco Switch, & Cisco Access Point Bundle
Novell Incorporated	204,419	Novell Software Upgrades
Cognos Corp	226,267	Software Reporting Tool and Support
Delta Dental Plan of Indiana	230,512	Dental Payments Reimbursements
Energy USA-TPC	337,551	Natural Gas Contract Purchases
Sycamore Engineering Inc	416,139	Landsbaum Ctr for Health Educ Construction & Holmstedt Hall Mechanical Renov
Terre Haute First National Bank	510,000	VEBA Contributions
ElectriCom	559,089	Fiber Optic Lines for Univ Apt, Landsbaum and Sullivan Project
Indiana Department of Corrections	673,548	Academic Courses
PCS Health Systems, Inc	676,635	Prescription Drug Coverage
Dell Marketing LP	742,376	Computer Equip & Supplies, Microsoft License Agreement, & PC Maintenance Agreement
Cinergy Services Inc	862,927	Electricity Utility Payments
Jungclaus Campbell Company Inc.	1,078,151	Mills Hall Renovation, & Holmstedt Hall Room 102 & 103 Renovation
Sodexo Inc and Affiliates	1,547,593	Dining Services and Catering
J F Molloy and Associates Inc	2,273,241	University Medical Payments