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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

DECEMBER 5, 2003

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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES  
DECEMBER 5, 2003

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, December 5, 2003, in the State Room, Tirey Hall.

Trustees present: Mr. Alley, Mr. Bonds, Mrs. House, Ms. Robertson, Mr. Shagley and Dr. Zietlow. Trustees absent: Mr. Carpenter, 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 of the 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 Dr. Zietlow, seconded by Mr. Shagley, the minutes of the October 24, 2003 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The date for the January meeting is Thursday, January 15. This will be a one day meeting.

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

Mrs. House welcomed everyone to the meeting and thanked Mr. Alley for attending the distinguished alumni banquet and giving greetings on behalf of the Board.

Mrs. House also commented on the many publications that the Board receives from the various divisions at the University and offered her compliments. She felt the second annual report from the President is very impressive. It frames the University as an outstanding university.

President House reported attendance at several meetings of the ISU Foundation Board and indicated the enthusiasm of new Foundation Board members. She noted with pride that the gavel has been passed from a good leader, Ralph Cutter, to Larry Boulet who will also do a good job. She also acknowledged Bob Thompson, Interim Vice President for University Advancement, for his efforts.

For the first time the EAP and Support Staff Recognition Banquets were combined and held last evening. She appreciated those people at the University trying to schedule such events when the Trustees are on campus so there is an opportunity to attend. Congratulations to all those who received years of service awards and those who received the University Medallion.

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

EAP/Support Staff Service Recognition Banquet

President Benjamin indicated that the recognition banquet for all staff – support, professional, administrative, and executive – was enjoyable and successful. He thanked the trustees who were able to attend. He expressed appreciation to Human Resources staff, the planning committee, Teddy Lenderman, and Sodexo for their efforts.

In addition to the service awards, six individuals were honored with the University Medallion:

- Joan Evans, Administrative Assistant III, Cunningham Memorial Library;
- Karen Harris, Gardener, Facilities Management;
- Mary Kelly, Administrative Assistant II, Career Center;
- Kevin Hoolehan, Managing Director, ISU Foundation;
- Cliff Lambert, Director, Hulman Center; and
- Mardel Miller, Associate Director, Education Student Services, School of Education.

Holiday Open House

The annual holiday open house and tree lighting at Condit House for the entire campus and local community will be held this afternoon. For the third year, this event has been coordinated so that it is a part of the Downtown Holiday Festival.

Recognition

Dr. Sarah Hawkins, Professor of Family and Consumer Sciences, was recognized as the recipient of the 2003 Leader Award from the Indiana Association of Family and Consumer Sciences and her leadership role in the field of dietetics.

Dr. Allen Varner, Director of the Continuing Education Center, of the Public Service and Community Engagement Center recently completed a term as National President of the Association for Continuing Higher Education. He was commended by the Association for his exemplary service and leadership. As a token of appreciation of Allen's presidency, the Association made a donation of \$1,000 to Indiana State University.

Intercollegiate Athletics recognition for Senior Jessica Crowder of Lewis, Indiana, named an All-American for her outstanding performance at the cross country NCAA national meet.

Gateway Football Conference named Ryan King and Kyle Mitchell – to the All Conference First Team. Tom Brillhart, Marc Phillips, and Jake Shields placed on the First All-Academic Squad.

Natalie Contosta, women's soccer, was named to the MVC Scholar-Athlete Team.

ISU's student-athletes captured the inaugural MVC Academic Excellence Award for having the highest grade point average among participating schools during 2002-03.

Women's basketball and softball teams recognized for having the highest grade point average of all NCAA Division I Programs.

#### C.A.N.D.L.E.S. Holocaust Museum

President Benjamin reported that in the aftermath of the torching of the local C.A.N.D.L.E.S. Holocaust Museum, Indiana State University has been a major responder to the needs in that area. External Relations Director Greg Goode has met with Museum Director Eva Kor and members of the University community to see how the University can be of most help. The outcome of this tragic event is that the entire community has rallied around the Kors to express outrage, sympathy, and constructive responses.

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

Dr. Hudson reported the University Faculty Senate has met once since the Board's last meeting and approved the proposal to change the designation of the schools to colleges and minor changes to the faculty grievance policy.

Standing committees are reviewing a couple of statewide policy proposals: the Commission for Higher Education's Blueprint for Higher Education and the

Education Roundtable's K-12 education standards. There is potential impact of these policy proposals on Indiana State University and the Senate appreciates having formative rather than after-the-fact involvement. The Senate and Academic Affairs will be having open sessions to acquaint the campus community with these important documents.

At the last meeting, Dr. Hudson reported that the Executive Committee has received President Benjamin's response to a memo concerning issues raised last fall (which Dr. Hudson requested and Dr. Benjamin has shared with the Board). A few weeks ago the Senate responded to that response. In the memorandum, the Senate recognized the appointment of Interim Provost Maynard, who has the respect and confidence of the faculty, and expressed appreciation of President Benjamin's affirmation of the University Faculty Senate's role as the legislative body of the University faculty. It was noted that several initiatives relating to faculty concerns have been undertaken: the work of the compensation committee which includes faculty representation; the review of the sabbatical leaves procedure through Senate channels; the establishment of committees to review the arbitrarily imposed student credit hour policy; and the development of a standardized evaluation process for deans. These initiatives are in initial stages, and the Senate awaits the results. The concerns expressed about access to the Board of Trustees would be mitigated by regularly scheduled meetings such as the luncheon with Senate officers which follows his meeting today.

Not all the issues of last year have been resolved. There is continued concern about the proliferation of ad hoc committees that duplicate and bypass the responsibilities of Senate standing committees, and the monitoring of the implementation of experiential learning initiatives through Academic Affairs and appropriate faculty governance channels. The Senate's Administrative Affairs Committee is currently revising the triennial survey of professional satisfaction which will be administered to faculty in spring, 2005. By that time it should be possible to assess what has been accomplished.

The Executive Committee, on behalf of the faculty, appreciates the positive steps taken to address concerns. Continuing improvements in the academic environment at Indiana State University are anticipated.

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

Ms. Langley reported that the Research Committee of the Council has begun reviewing the current by-laws. In addition, a sub-committee has been charged with developing a mission statement. The other Council standing committees have begun working on their charges.

Last Spring the Employee Relations Committee researched class release and reduced tuition waiver benefit usage among support staff. The data suggested that, while the benefit is designed to be applied fairly to all support staff members, there are some areas of campus where a staff member is not allowed to take a class during regular working hours, and several other issues of concern. The Council approved forwarding the Class Release Proposal findings and recommendations to John Sanders, Director of Human Resources, for review and action.

The Employee Relations committee is reviewing its role in support staff grievances. After discussion with Affirmative Action Director Susan Moss and Human Resources Director John Sanders, the Committee's role has been clarified and there will be formal training for the Committee regarding the aspects of a grievance that are appropriate for its involvement.

At the holiday open house at Condit House visitors will be entertained by a group of support staff carolers, led by Cynthia Starks, who have volunteered to sing. The carolers have agreed to also sing at the annual cookies and punch event for students, which will be held on Friday, December 12.

The EAP and support staff service award banquets were combined this year, and the event was held last night, December 4. There were 117 support staff who received an award this year for their service of five, ten, fifteen, twenty, twenty-five, and thirty years of service. The Support Staff Council joins the University in congratulating the employees who were recognized for their service. In addition to the service awards, Joan Evans (Library), Karen Harris (Grounds), and Mary Kelly (Career Center) were recognized at the event with the University Medallion for outstanding dedication to ISU and the community.

On behalf of the support staff at Indiana State University, Ms. Langley thanked the Board for its continued support and service, and extended holiday wishes.

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

Ms. McManama reported that for the past several years a student group, Sycamore Psychos, have been attending men's and women's basketball games to support the teams. Donations were received and the names of the contributors appear on the back of the t-shirts. Students around campus submitted drawings and the winner of the competition received \$50 from SGA. The t-shirts were passed out to all the band members and to the students in attendance at the game.

SGA elections will be held February 24-25. The election code is being reviewed. Nominations for President and Vice President are being accepted.

Megan noted she recently attended a meeting with Darlene Hantzis and other faculty members on the American Democracy Project. The group is trying to increase the number of students who vote in SGA elections and then target the 2004 national election.

The Student Senate roster is gradually reaching its mark of 43. Vice President Tom Bentley has been very helpful. Currently interviews are being held for the treasurer position.

H. CANDIDATES FOR DEGREES (Dr. Maynard)

Candidates for graduate and undergraduate degrees to be conferred on December 20, 2003 are presented in Exhibit A.

Recommendation: Approval of the candidates for degrees subject to completion of the requirements.

On a motion by Mr. Alley, seconded by Mr. Bonds, the recommendation was Approved.

I. ACADEMIC SCHOOLS TO COLLEGES NAME CHANGES (Dr. Maynard)

In order to place ISU's academic structure in accordance with many of its peer institutions, it is recommended that the academic schools be renamed "College". Specific titles would be as follows:

<u>Current</u>	<u>New</u>
School of Business	College of Business
School of Education	College of Education
School of Health and Human Performance	College of Health and Human Performance
School of Nursing	College of Nursing
School of Technology	College of Technology

The School of Graduate Studies would retain that title since it does not have separate faculty or separate degree programs. This change reflects the maturity of the campus and also emphasizes the importance of what has been accomplished in each of the academic units. The new names might permit the creation of new organizational models for the various units.

Such a change has been discussed on campus for a number of years. The deans have discussed this proposal within the college/schools and there is support from all units within Academic Affairs. The timing is appropriate since the University is developing a unified marketing plan and most, if not all, publications will be

modified. There will be no negative effect on faculty, staff, or students. Nor will this change have any negative effect on academic programs.

The new names would go into effect on July 1, 2004. This timing will permit the units to plan for the use of current supplies and to begin developing new materials reflecting the appropriate changes.

Recommendation: Approval of the academic schools to colleges name changes as outlined, effective July 1, 2004.

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

J. DUAL ADMISSIONS AGREEMENTS WITH ILLINOIS EASTERN  
COMMUNITY COLLEGE DISTRICT AND VINCENNES UNIVERSITY  
(Dr. Maynard)

1. Illinois Eastern Community College District

The purpose of this agreement is to provide a mechanism whereby individuals can seamlessly be admitted to Illinois Eastern Community College District (IECC) and Indiana State University (ISU). IECC transfer degree graduates (i.e., AA, AS, ASA, or AFA) would automatically become eligible to complete the requirements for a baccalaureate degree of their choice. Such enrollment is subject to conditions as outlined in the agreement presented in Exhibit B.

2. Vincennes University

The purpose of this agreement is to provide a mechanism whereby individuals can enroll with Vincennes University (VU), and at the same time be admitted to Indiana State University (ISU). The Vincennes University students would automatically become eligible to complete the requirements for a baccalaureate degree of their choice. Such admission is subject to the conditions detailed in the exhibit presented in Exhibit C.

Recommendation: Approval of the agreements as presented in Exhibits B and C.

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



K. PURCHASES OVER \$250,000 (Mr. Floyd)  
(for the period July 1, 2003 through November 13, 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.

Previously Reported Vendors, Whose Purchase Amounts Have Recently Increased

<u>Vendor</u>	<u>Previous Amount</u>	<u>Current Amount</u>
NRK, Inc. Terre Haute, IN	\$264,372.62	\$268,102.62
Associated Roofing Terre Haute, IN	\$556,772.97	\$557,329.22
SBC Indianapolis, IN	\$737,439.94	\$774,323.94
Dell Marketing LP Austin, TX	\$890,391.09	\$1,003,801.12

Previously Reported Vendors With Purchases Exceeding \$250,000, Whose Purchase Amount is Unchanged

<u>Vendor</u>	<u>City &amp; State</u>	<u>Amount</u>
ST Construction	Terre Haute, IN	\$282,697.50
Talisma Corporation	Kirkland, WA	\$353,890.00
Energy USA-TPC	Hammond, IN	\$2,200,000.00

Single Purchase Of More Than \$250,000 - Out For Bid, Vendor Unknown, Amounts Estimated

Elevator Modernization – Residential Life (locations: University Apartments 2, 3, and 4 HMSU. Shared Elevator)	\$273,300.00
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Elevator Modernization – Academic/Administrative	\$344,250.00
(Holmstedt Hall, Stadium, School of Education and Nursing)	

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

L. REPAIR AND REHABILITATION REQUEST TO STATE AGENCIES  
(Mr. Floyd)

The 2003 Indiana General Assembly appropriated \$671,606 for General Repair and Rehabilitation and \$359,063 for Infrastructure Upgrades for Indiana State University for the 2003-04 fiscal year. The University is allowed to draw down one-half of the annual appropriation every six months.

Recommendation: Approval to request the Indiana Commission for Higher Education, the State Budget Committee, the State Budget Agency, and the Governor of the State of Indiana to authorize the following projects totaling \$335,803 from General Repair and Rehabilitation and \$179,531 from Infrastructure Upgrades to finance the projects listed below:

General Repair and Rehabilitation

Tirey Hall Restroom Accessibility and Upgrade	\$ 100,000
Asbestos Abatement	50,000
Fairbanks Hall Cooling Upgrade	40,000
Emergency Power Lighting/Utility Relocation	110,000
Building Controls Update	<u>35,803</u>
	\$335,803

Infrastructure

Science Building Sewer Main	\$50,000
Student Service Center Switchgear	95,000
Tunnel Utility Repairs	<u>34,531</u>
	\$179,531

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

M. IN MEMORIAM (Mr. Schafer)

Memorial resolutions for the following individuals are presented in Exhibit D.

Jing Chen, Assistant Professor, Department of Life Sciences, died on October 23, 2003.

Norman Coopridier, Cartographer Emeritus, Department of Geography, Geology and Anthropology, died on November 5, 2003.

Jimmy Goad, Custodian (Retired), Facilities Management, died on November 7, 2003.

Mildred Phillips, Cook (Retired), Residential Life, died on November 15, 2003.

Recommendation: Acceptance of the resolutions and acknowledgement of years of service.

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

CANDIDATES FOR THE ASSOCIATE DEGREE  
DECEMBER 19, 2003  
ASSOCIATE OF ARTS

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Alexander, Bryan Keith	Allen, Steve T
Ball, Edward Lamar	Beard, Dallas Dale
Berry, William E	Case, Christopher Robert
Clark, Michael Roy	Collins, Kenneth Lamar
Dumit, Christopher Patrick	George, Jessica Marie
Haymer, Brian Reginald	Hinton, Gary Antonio
Hunter, Rebecca Lynn	Ingram, Henry Lee, III
Kahlenbeck, Jerred Scott	Ladner, Domenik Lamont
Mattick, Tomi Suzanne	Medley, John Richard
Meyers, David	Miller, Darnell Clearence, Sr
Mitchell, Terry A	Moore, James Robert
Nailer, Deborah Charese	Reyes, Catarino
Sarver, Calvin Laman	Shaw, Angela Rose
Spranger, William Joseph	Stults, Marc Noah
Terry, Jeremy Allen	Thomas, Aaron Jamell
Toomer, James Vernon, Jr	Wederzak, Esther R
Williams, George Allen	Wilson, Vincent R

CANDIDATES FOR THE ASSOCIATE DEGREE  
DECEMBER 19, 2003  
ASSOCIATE OF SCIENCE

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Banks, Kenyacta Lenet	Blackburn, Kristina Louise Sc
Brinkman, Lisa Joanne Austin	Brown, Aaron Michael
Burk, Holly Jean	Clarkston, Tamala Lou
Cummings, Sarah Marie	Dates, Anthony Laron
Frye, Jane Ella Breeden	Gardner, Randall Kent
Grella, Raymond Mark	Hall, Steven Ray
Hamrick, David Moore	Hoyes, Greg Raymond
Inman, Toni Ann Nestler	Kizart Thomas, Avetta Deanna
Leader, Michael Paul	Love, Jason Kyle
Manley, Stephanie Marie	Marrs, Sarah Cherise
Miller, David Lorin	Newton, Marisa
Nolan, Robert Martin	Penny, Kent A
Pepelea, Blythe Annette	Piche', Stephanie Ann
Pond, Joseph L	Salazar, Shelley Rena
Shanks, Doris Suzanne Long	Sheese, Zacree Dean
Shinkle, Lindsay Raye	Sinders, Amber Dawn Williams
Stevenson, Darla Rose	Thompson, Leanna Jean
Van Duyn, Constance Riley Lev	Volz, Emily Nichole

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF ARTS

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Ajayi, Femina Tiffany	Anderson, Ashley Jaclyn Bobbi
Banks, Robin Ann	Boyce, Alison Lisanne
Clark, Joshua Wayne	Elmore, Joshua Leigh
Gilreath, John Michael	Halleck, Tiffany Lee
Herndon, Angel Love	Moffett, Patricia Karen
Moore, Martin Ross	Reed, Corrie Lynne
Robinson, Phillip Wayne, II	Simon, Amber Danielle

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF FINE ARTS

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Bell, Patricia Ann

Hwang, Liang-Wei

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF MUSIC EDUCATION

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Bennett, Cherese Nicole  
Sallee, Sarah Marie

McHugh, Marsha Lynn Meister



CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

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Abrams, Deborah Anne	Abramson, Melissa Sue
Acree, Lacey Marie	Adams, Kyle Keith
Adelsberger, Amy Renee	Adou, Agnini Curtis Samuel
Al-Haddabi, Salah Suleiman	Al-Mawali, Ali Talib
Al-Rawas, Ahmed Musallam	Allen, Brett William
Anderson, Terese Marie	Andrews, Joshua D
Anibra, Mac-Marian Abra	Archer, Jason Andrew
Arnold, Brenda Rena	Arnold, Tyler Jason
Askren, Daniel Lawrence	Aslani, Koosha
Auger, Brian Keith	Austin, Kelley Lynne
Baker, Troy Thomas	Barnes, Erin Michelle
Batton, Curtina Marie	Beach, Kimberly Michelle
Bebout, Stanley K	Bednar, Gretchen Lyn
Bell, Erica Faith	Bell, Nicole Renee
Bellinger, Sarah Elizabeth	Benefiel, Kyle Reese
Bennett, Andrew Michael	Bero, Michael David
Blain, Damien McKinnies	Blakely, Asia Renee Jackson
Boarman, Steve Lee	Boggs, Courtney Renee
Bontekoe, Kim S	Bounsall, Jeffrey Dean
Bowles, Jason Todd	Bowman, Erin Renee
Boyed, Elaina Kay Milner	Boyer, Jeffrey Roger
Bradley, Michelle Rhea	Brandt, Stephanie Leigh
Breneman, Ryan Matthew	Brentlinger, Amber Lyn
Brewer, Jason Ray	Brezko, Jill Nicole
Bright, Amanda L	Brisco, Sarah Abijah
Brown, Kimberly Lynn	Brown, Shawn Michael
Brummett, Taylor Melvin	Bryan, Anna Margret
Bryan, Michael Lee, Jr	Bryant, Bennie E
Buchanan, Allison Cravens	Burdick, Brooke Michelle
Burns, Jamie Jo	Burris, Justin Edward
Callender, Ted Christopher	Callihan, Amanda J
Canada, Amanda Leigh	Cannon, Amber Leigh
Carbaugh, Thomas Adair	Carl, Rachel Veronica
Carlisle, Aimee Lynn	Carrington, Ryan Allen
Carson, Kenneth Lamario	Casler, Tina Marie
Catt, Kena Renee	Cavins, Thomas Lova Seth
Chabot, Rebecca	Cheatham, Lori Ann
Cheever, Andrew W	Childress, Majel Halona Medin
Choi, Henry Jong-Min	Christian, Kevon Marcus
Church, Jerry Lane	Clark, Benjamin M
Clark, Lindy Nicole	Clarke, Cynthia Sue
Clausen, Mitchell Alan	Clay, Amanda Marie
Claypool, Brian Partrick	Clem, Michael Aubrey
Clements, Jennifer Lynn	Coffin, Daniel Richard
Coffman, Randi JoLona	Coker, Kimberly Mae

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

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Cole, Amanda Kay	Colescott, Zachary Abram
Coley, Shane Michael	Contri, Chad Richard
Coon, Stephanie Lynn	Cooper, Audrey Jean
Cortner, Elizabeth Rae	Cottom, Amy Nicole
Courtwright, Mary Carroll	Crespo, Beth Ann
Crimans, Mark Richard	Cripe, Cheri Angela
Crosby, Jason Lee	Cross, Pamela Elizabeth
Crow, Stephen Lynn	Crowder, Nicole Lee
Crumley, David Howard, III	Cunning, Renee Elizabeth
Curry, Shelby Desire Webb	Dalrymple, Angela Lynn
Daly, Kasey Patricia	Daub, Brent Edward
Davis, Elizabeth Ann	Davis, Liza Lee
DeKemper, Steven Augustino	Dennis, Peter A
Dervain, Laurence Tai Andree	Dickerson, Christine Marie
Dickerson, Yuisa Carter	Dickinson, Misty Dawn
Dierks, Carol Diane McClure	Dillon, Stephany Ruth
Dinkel, Andrea	Dixon, Amanda Kay
Donald, Kendrick Demontez	Donn, Andrew
Douglas, Kylie Jo Stakeman	Drumb, Jason Lee
Dudley, Terrence Devon	Duncan, Julia Marie
Dunlap, George Clayton	Durcholz, Eric Steven
Durst, Gretchen Elizabeth	Duzan, Jennifer Lyn
Dwumah-Okyere, Francis	Dyer, Stephanie Rae
Easley, LaShaun Renae	Edwardson, Somer Rae
Ellermann, Amanda Jo	Ellison, Taliah Kristen
Englert, Lisa Faye	English, Joseph Dean
Evans, Aaron Nicole	Evans, Leslie D
Evans, Rebecca Michol	Evans, Steven Kyle
Evans, Trevor Russell	Fagg, Melissa Sue Brown
Fajt, Mary Nicole	Farrell, David Neil
Felger, Heidi Marie	Fischer, Jon Matthew
Florence, Michael Byron	Flowers, Shannon Nicholas
Foglesong, Traci Lynn Moore	Foreman, Nancy JoAnne
Fox, Stacy Lynn	Fredrick, Kathryn Elaine
Freeman, Rodney Edward, Jr	Frey, Meaghan
Fry, Angela Kay	Gackle, Leslie Marie Fields
Gamauf, Amber Grace	Gardner, Randall Kent
Garrison, Julie Melissia	Garrison, Katherine Jane
Geyer, Jennifer Cherie	Gibson, Heidi Lynn
Gillan, Blaine Ray	Gilman, Amber Delores
Gilner, Kate Elizabeth	Girard, Tommie Jean
Gobles, Nathan Edward	Goddard, Bridgette Ann
Gordon, Lara Dee	Gorgas, Bradley Charles
Gorrell, Todd Nathan	Govea, Cynthia
Goyer, Anthony Grantham	Grannan, James Andrew

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

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Gray, Brandon Leslie	Gray, Mary Helen
Green, Melvin Dale	Grizzle, Heather Nicole
Grogan, Michael Drury	Growden, Justin Kyle
Grubb, Alisa Beth	Grubbe, Jill Suzanne
Gunn, Jason Paul	Gupta, Rohit
Hagedorn, Laura Lea	Hagerty, Dixie Jo
Haggenjos, Donna Wilson	Hamilton, Chad Everett
Hammond, Mickey Daniel	Haney, Eric Christopher
Haraburda, Katherine Ten Have	Hardymon, Richard Douglas
Harley, Jamille Aaron	Harper, William Cooper
Hassinger, Brian James	Haszlakiewicz, Caroline Anne
Hawkins, Kathy J	Hayes, Ian Zachariah
Hayhurst, Jessica Marie	Haywood, Batiste A
Hegg, Barbara Welch Herman	Helsper, Krista Nicole
Hendrickson, Jason Paul	Hendrix, Melissa Jordan
Henry, Megan Anne	Herb, Jon Travis
Herrington, Stephanie Lynne	Hess, Andrew Lawrence
Hickey, Heather Joy	Hicks, David Lee
Hill, Ronald Anthony, II	Hinds, Derrick Michael
Hines, Bryan Terrell	Holtsclaw, Dustin Kane
Hopf, Sue Jane	Horn, Jenay Leigh
Howard, Melissa Sue	Howell, Angelique Nicole
Huffer, Royce Marchall, III	Hughes, Jamie Lynn
Hull, Nathan Patrick	Hutton, Laura Lucille
Irvine, Kelly Jean	Jacobs, Christopher John
James, Alan Scott	Jaskiewicz, Charles Joseph, I
Jeffers, Jessica Leigh	Jennings, Heather Ann Ott
Jensen, Carson George	Johnson, Adam Easley
Johnson, Erin Danielle	Johnson, Fatima Victoria
Johnson, Jayisha Ineen	Johnson, Jennifer Lynn
Johnson, Shemeca L	Johnson, Stacy Marie
Johnston, Chad Allen	Jolliff, Robert Gregory
Jones, Angela Michelle Stult	Jones, Doreen Ann Svihla
Jones, Jessica Faith	Jones, Tenielle Jo
Jordan, Erin Nicole	Kamos, Peter Michael
Kendall, Joshua Stewart	Kestler, Valerie Aileen
Kimura, Masakazu	King, Andrew Wayne
King, Sharron Ann	Kissling, Rebecca Lynn
Kitchell, Beau Cason	Kixmiller, Emily Suzanne
Kleptz, Brian Andrew	Kluesner, Summer R
Knies, Beth A Ficker	Knight, Amber Nicole
Knoerzer, Heidi Marie	Koch, Aaron Daniel
Kramer, Brian Joseph	Kress, Joseph Robert
Krouse, Andrea Renee	Kyle, Jason Ryan
LaMaster, Holly Lynn	Lamley, Timothy Joseph

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

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Lancaster, Richard Trenell	Lane, Carrie Lee
Lankford, Tanya Marie	Lanoue, Beth Ann
Lantz Rasoo, Sally Ann	Lasecki, Amanda Mae Nina
Layne, William J	Lee, Heather Dawn
Lemon, Laura Sipe	Loeb, Jacqueline Liliane Mora
Long, Melissa Evelyn	Loper, Caleb Richard
Love, Jason Kyle	Lykins, Cherish Ondrea
Lyles, Marsha Marie	Lynch, Jason Alan
Mabry, David Hilton, Jr	Madlem, Gabriel Wayne
Madsen, Kimberly Lynn	Majors, Danielle Lynn
Malone, Stacie Lynn	Mann, Michael T
Manning, Jeremy Aaron	Maris, Rod Alan
Marrs, William Joseph, II	Martin, Adam Joseph
Martin, Chester Allen	Martin, Jennifer Lynn
Martini, Curtis Jay	Mason, Amy Renae
Mathews, Joshua Charles	Maurer, Candice Ann
McCallister, Anna Marie	McClelland, Emily Marie
McClure, Michael Ryan	McDaniel, Elise Nicole
McElheny, Brian Scott	McFarland, Amanda Lynn
McMahan, Phillip Ryan	McMillan, Derek Duane
McNeely, David Andrew	McQueary, Eva Annette
McQueary, Helen Frances	McQueen, Molly A
Meadors, Heather Elizabeth	Means, Christopher Alan
Meginnis, Laurie Ford	Merriwether, Ryan Douglas
Meyer, Barbara Jean	Miley, Abigail Lynn
Miller, Allison Christine	Miller, Benjamin Dana
Miller, Lesa Jo	Miller, Michelle Jacquelyn
Miller, Stephanie Lynn	Mills, Steven Paul
Miner, Allison Marie	Minett, Ernest Edward
Miskuf, David Kevin	Mitchell, Cathy Joan Davis
Mitseff, Nicholas Ryan	Mizuochi, Aya
Moesner, Alice Diann	Mollabashy, Reza
Mollencupp, Michelle Marie Gu	Molter, Andrea Michelle
Moore, Eric Matthew	Moore, Jon Alan
Moorhead, Leigh Anne	Morgan, Angela Michelle
Nading, Nicholas Trent	Najbert, Kathy Elizabeth
Natalie, Nicole Renee	Ncube, Norris Mabandla
Neese, Kelly Jo	Nelson, Daniel Lee
Nelson, Kristin Lu	Nelson, Ola L
Neves, Michael Rene	Newman, Travis Robert Iacoli
Newman, William Arthur	Newton, John Mark
Newton, Steven Kenneth	Nichols, Katie Louise
Nickel, Matthew David	Nightenhelser, Megan Miranda
Nimaga, Aliou	O'Connell, David Kiernan
O'Keefe, Jennifer Marie	Ochs, Amanda Renee

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

---

Oehl, Amy Elizabeth  
Orman, Andrew Ryan  
Pahl, Marcie Marie  
Parker, Jesse Dell  
Patel, Jignaben K  
Payne, Daniel Lee  
Penny, Kent A  
Penrod, Mindi Marie  
Perna, Lauren Kathleen  
Pettit, Caleb R  
Philly, Mesha Rene'  
Pierce, Bradley Dowell  
Porter, Catrina Marie  
Porter, Matthew Ryan  
Powers, Alicia Denise  
Pruett, Robert Alan  
Rafiuddin, Muhammad Adnan  
Reed, Bryan Alan  
Rentschler, Christy Sue  
Rhodes, Erin Michelle  
Ringen, Angela Renee  
Roach, Charles Dean  
Roberts, Jamie Dean  
Robinson, Matthew  
Roe, Chris Doane  
Rogerson, Denise D.  
Rucienski, Megan Michelle  
Sampson, Casey Joe  
Sanli, Necmi  
Sayre, Amy Jennifer  
Schmit, Alexander Louis  
Schmitt, Rose Elizabeth  
Scholl, Ricky Lee  
Schultz, Jeffrey Joel  
Schwartz, Matthew Ryan  
Scott, Karyn Elane  
Sears, Richard Lee  
Seever, Teresa A Britton  
Seo, Hyun-A  
Shaw, Adriane Elizabeth  
Sheese, Zacree Dean  
Sheren, Robert Michael  
Shonk, Gregory M  
Shumaker, Trina Kay  
Sipkema, Matthew Scott  
Olson, John R  
Oskay, Jennifer Nicole  
Papinchock, Aubrey Lynn  
Parrish, Rick J  
Patrick, Justin Wyatt  
Pelfrey, Leland Tyler Gene  
Penrod, Leighly George Arthur  
Peperak, Michael Paul  
Pestikas, Lauren Monique  
Phelps, Ryan Thomas  
Phillips, Joshua Adam  
Pirtle, Stephanie Kay  
Porter, Jacqueline Danielle  
Pound, Jonathan Aaron  
Price, Carrie Lynne  
Purdom, John Lucian, III  
Rasche, Eric Michael  
Reif, Tamara Grace  
Rhodes, DeAndre Lamont  
Richey, Melissa Ann  
Risner, Angel Charlene Dawn  
Robbins, Ty Gregory  
Roberts, Johnathan Daniel  
Robinson, Terressa Diane  
Roesner, Nicole Elizabeth  
Ross, Talia Ann  
Russell, Sharla Diane  
Sanders, Barbara Jean  
Sawyer, Scott David  
Scamihorn, Jessica Sue  
Schmitt, Joshua Michael  
Schoffstall, Shaun Matthew  
Schubring, Jacquelyn Denise/M  
Schum, Tonya Renee  
Scott, Heather Melissa  
Scott-Underwood, Chabwera Atu  
Sedigh, Soureh Aliyah  
Sendelweck, Jeffrey Dean  
Shafer, Rayna Eileen  
Sheeley, Ryan Kristopher  
Sheets, Jeremy J  
Sheridan, Bobbi Michelle  
Shorter, Amy Lynn  
Siemens, Megan Elizabeth  
Slater, Michele Beth

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

---

Slayten, Douglas Aaron	Smith, Adam Robert
Smith, Bre'e Morgan	Smith, Chad Allen
Smith, Christopher Michael	Smith, Melanie Anne
Smith, Ryan P	Smith, Sheva Danese
Smith, Walden Whitney	Smith, Walter Christopher
Snodgrass, Joseph Lee	Snyder, Joshua Marcus
Solada, Erinn Elizabeth	Soman, Swapna Amit
Soppe, Travis William	Spicer, Jared Adam
Spurr, Jennifer Christine	St Clair, Amber Dawn
Staisch, Tomi Elise	Stakeman, Linda Albin
Stallings, Bryan Zachary	Starr, Joshua Gabriel
Starr, Maria Joy	Stefaniak, Nicholas Richard
Stephens, Katherine Jane	Stephens, Katrina Lynn
Stepp, Michael Arthur	Stepro, Travis Ray, III
Sterle, Adam Tyler	Stetter Mitchel Blake
Stevenson, Michael Laine	Stewart, Kristin Elizabeth
Stewart, Timothy N	Stewart, Timothy S
Stigdon, Toby Justin	Stott, Sheranda Letieese
Straley, Valerie Lynn	Strbac, Tricia Lynn
Strohm, Corey Harlow	Stroud, Jeffrey Michael
Stump, Julie Ann	Sutfin, Amber Michelle
Sutton, Gregory Lee	Sveum, Michelle Ann
Swalls, Clint Alan	Szigethy, Ilona Sophia
Tatalovich, Melissa Katherine	Taylor, Anthony Kenneth
Terrell, Julie Dawn Anderson	Teulker, Natalie Ann
Thames-Dates, Danielle Sharic	Thayer, Andrew Paul
Thomas, Brian Scott	Thomas, Danielle Marie
Thomas, Kellee Teyonne	Thomas, Krista Sue
Thomas, LaKisha Shawnta	Thomas, Robert N, Jr
Thompson, Justin Rex	Thompson, Laurel Amy
Tinnin, George Ricco	Tislow, Sarah Gene
Todderud, Ross Christian	Torrez, Angel Elaine
Towles, Shannon Yvette	Tretter, Eric Charles
Turchi, Brett Christopher	Turner, Angela Kristen
Turner, Kalisha ViMooring	Turner, Lydia Marie
Turpen, Alicia Renee	Tuttle, Marcus Crofton
Tuttle, Steven Lee	Tyree, Patrick Wayne
Updike, William Robert	Van Holsbeke, Nicholas Paul
Vandegriff, Jessica Anne	Vaughan, Deborah Lynn
Vaughan, Eric Chad	Vaughn, Mary Ann
Vencel, Jody Lynn	Virgo, Lynne Gail
Vogel, James Kyle	Vogt, Kelly Ann
Volz, Emily Nichole	Wagner, Benjamin LaMar
Walker, Nicole Marie	Walters, Jamie Owen
Ward, Elaine	Warren, Carol

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SCIENCE

---

Waters, Nicholas Bane  
Watson, Eric Marshall  
Weaver, Kathryn Lee  
Weber, James Ted  
Wehr, Luke Anthony  
Wence, David Matthew  
Wessel, Kendra Lynn  
Wetnight, Shawna Leigh  
Whitaker, Jessica Dawn  
White, Amanda Sue  
Whitman, Evan Dyer  
Wickens, Ryan Gene  
Wilkerson, Kelli Marie  
Williams, Jaukeela D  
Williams, Kimberly Sue  
Wills, Rashonda D'nee  
Wineinger, Julie Ann  
Wise, Megan Grace  
Wolfe, Troy Jason  
Wortinger, Chad James  
Wright, Lora Ruth  
Wright, Whitney T  
Yegerlehner, Thomas Christian  
Young, Amy Elizabeth  
Zurek, Ryan David

Watson, Amy Michelle  
Watson, Sumiko Myon  
Weber, Amy Kathleen  
Weeks, Nia Coleman  
Weliever, Brett Richard  
Wentz, Brandon David  
West, Andy K  
Weyer, Clifford Ryan  
Whitaker, Thomas Michael  
Whitehead, Brett Michael  
Wiatt, Elizabeth Ann  
Wilcox, Monisha Renee  
Williams, Andrew James  
Williams, John Sherman  
Williamson, Crystal Lynn  
Wilson, Byyinah Akua  
Winters, Michael Robert  
Wolfe, Derek Steven  
Woodward, Kasia Lee  
Wright, Beverly Rose  
Wright, Michael David  
Yanego, Andrea J  
Yotka, Gregory Alan  
Yu, Han-Yeol

CANDIDATES FOR THE BACCALAUREATE DEGREE  
DECEMBER 19, 2003  
BACHELOR OF SOCIAL WORK

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Daffron, Patricia Lynn



SUMMARY OF CANDIDATES BY DEGREE

AA	AB	AS	BFA	BME	BS	BSW
34	14	36	2	3	589	1

Candidates for Graduate Degree  
Fall 2003  
Doctor of Philosophy

**Aloor, Jim Jose**  
**Anaya, Juan Manuel**  
**Arbuckle, Gregory Keith**  
**Aurora, Deepti**  
**Chohan, C. Meera**  
**Hamill, Robert P.**  
**Hoeverner, Lori Ann**  
**Hutchinson, Arlene Coleman**  
**Krochmal, Aaron Reuven**  
**Li, Hui**  
**Li, Qin**  
**Rybak, Jeffry A.**  
**Schaub, Kimberley Kay**  
**Schenk, Daniel L.**  
**Scott, Sophia K.**  
**Titus, Melvin L.**

Candidates for Graduate Degree  
Fall 2003  
Doctor of Psychology

**Bjork, Leslie Dawn**  
**Monroe, Keith J.**  
**Mossey, Jonathan Carl**  
**Springer, Kathryn Ann**

Candidates for Graduate Program  
Fall 2003  
Educational Specialist Degree

**Clendening, David E.**  
**Eaton, Ann**  
**Himsel, Christopher A.**  
**Stevens, Brent Alan**  
**Stockdale, Dennis Lawrence**  
**Younghans, Barry C.**

Candidates for Graduation Degree  
Fall 2003  
Master of Arts

**Alexander, Kerisha L.**  
**Asai, Chizu**  
**Biller, Jason Allen**  
**Gentry, Christopher Michael**  
**Han, Keun Su**  
**Holycross, David Neil**  
**Kemmer, Symone**  
**Kostyn, Catherine L.**  
**Li, Guiying**  
**Loveall, Michelle Hele'ne**  
**Lu, Pei-Hsuan**  
**Mitchell, Polly Suzanne**  
**Overpeck, Joel Michael**  
**Quist, Michelle L.**  
**Scott, Veronica O.**

Candidates for Graduate Degree  
Fall 2003  
Master of Business Administration

**Andani, Ramya**  
**Anouan, Tatchi Moulot Louis**  
**Balan Nair, Ajith Kumar**  
**Baxter, Brogan Daniel**  
**Boneva, Diana Lazarova**  
**Brown, Gary Edward**  
**Chang, Ching-Hsing**  
**Erdem, Ozer**  
**Liu, Xueliang**  
**Mundolikkalam, Anupama**  
**Santimataneedol, Sarittaporn**  
**Savitchev, Alexey V.**  
**Tano, Cedric**  
**Vasi, Zainub Taher**

Candidates for Graduate Degree  
Fall 2003  
Master of Education

**Briles, Gregory G.**  
**Greenwood, Evelyn Marie**  
**Higgins, Brett Michael**  
**Leinenbach, John J.**

Candidates for Graduate Degree  
Fall 2003  
Master of Fine Arts

**Biggs, James Edward**  
**Burton, Chester Jay**  
**Mollenhauer, Rebecca Ellen**



Candidates for Graduate Degree  
Fall 2003  
Master of Public Administration

**Purnell, Jester G.**

Candidates for Graduate Degree  
Fall 2003  
Master of Science

**Allen, Connie Lynn**  
**Anderson, Paula Michelle**  
**Ax, Jeanne Conway**  
**Baker, Tanya Michelle**  
**Balabhadrapatruni, Naveen**  
**Blagg, Kelli Lynn**  
**Blair, Denise L.**  
**Boorla, Chalapathi**  
**Borders, Scott Alan**  
**Brady, Clyde N.**  
**Cho, Minh**  
**Chun, Jooyoung**  
**Dailey, Theresa Ann Bordenkecher**  
**Davis, Darrin Keith**  
**Degni-Segui, Rene Philippe**  
**Deng, Zuotian**  
**Dhar, Partha**  
**Diekmann, Kip**  
**Dorich, Ann E.**  
**Fitzgerald, Michelle Lee**  
**Fowler, Michelle Beth**  
**Freda, Jennifer Lindsay**  
**Frogozo, Catherine de Jesus**  
**Gabel, Brian Michael**  
**Ganti, Soma Sunder**  
**George, Kathleen**  
**Ghanwat, Dhairyasheel Shivaji**  
**Gibson, James Arthur**  
**Guy, Shane Douglas**  
**Harris, Devon Nicole**  
**Hayes, Rita M.**  
**Islam, Muhammad Rezwan**  
**Jiang, Bingxing**  
**Jordan, Alana Rae**  
**Jurado, Juan Alfredo**  
**Kalangi, Deepa**  
**Kantamneni, Ravikiran**  
**Karukonda, Archana**  
**Kemper, Crystal Sue**  
**Kerl, Christine Marie**  
**Kingston, Kenneth J.**  
**Kishida, Keisaku**

**Kuehn, Rebecca Denise**  
**LaVanne, Janet Leigh**  
**Liao, Fu-Jun**  
**Love, Sara Michelle**  
**Maudlin, Brian Andrew**  
**McQueen, Julie Ann**  
**Murgueytio, Sonia R.**  
**Okpokho, Ngohide G.**  
**Onsomu Elijah Ogeto**  
**Padala, Tarun**  
**Paravastu, Satish Chandra Vikram**  
**Phares, Kurt Alfred**  
**Piatt, Breanne**  
**Placek, Mary A.**  
**Poduri, Gautam Rao**  
**Poduri, Ratnakar**  
**Pullen, James S.**  
**Qiu, Yun**  
**Ring, Molly Ann**  
**Robinson, Michelle**  
**Shafer, Carmen Ann**  
**Somu, Vijaya Bhaskara Reddy**  
**Steele, Tamara Ann**  
**Sumpter, Tina L.**  
**Svendsen, Sara Ann**  
**Taylor, Alisha Sue**  
**Taylor, Susanne Elizabeth**  
**Teliha, Lora Marie**  
**Trivedi, Ashish**  
**Varanasi, Vasavi**  
**Wada, Natsuko**  
**Wade, Amy E.**  
**Walford, Kimberly Cher'rey**  
**Warren, David**  
**Watts, Kelly Ann**  
**Wells, William Scott**  
**Wyndham, Scott M.**  
**Yelisetty, Neelima**  
**Yenamandra, Janaki**

Indiana State University  
Office of Academic Partnerships and Services

DUAL ADMISSIONS AGREEMENT

Indiana State University

And

Illinois Eastern Community College District

Statement of Intent

The purpose of this agreement is to provide a mechanism whereby individuals can seamlessly be admitted to Illinois Eastern Community College District (IECC) and Indiana State University (ISU). IECC transfer degree graduates (i.e., AA, AS, ASA, or AFA) would automatically become eligible to complete the requirements for a baccalaureate degree of their choice. Such enrollment is subject to the conditions detailed below.

Principles upon which dual enrollment is based

1. Indiana State University (ISU) agrees to dual admit all Illinois Eastern Community College District (IECC) students who qualify for admission into ISU.
2. Open only to domestic students.
3. The student will submit a dual admission application to ISU.
4. ISU will assess an admissions fee upon initial enrollment at ISU.
5. Admission into specific academic programs (e.g., School of Business complete specific courses and maintain a 2.25 gpa; School of Education complete prerequisites, testing, and maintain a 2.5 gpa) may require the student to meet additional prerequisite course or testing requirements and a gpa greater than 2.0.
6. ISU will be allowed to communicate with IECC students upon completion of a dual admissions application.
7. IECC students who are dually admitted and enrolled in at least three semester hours at ISU will have an ISU id card giving them access to the library, recreation facilities, student computer center, Le Club (separate fee required), and ISU athletic events (less than six semester hours requires a separate fee)

8. **Students will not qualify for financial aid from ISU until they are either graduates from IECC or transfer to ISU.**
9. **Students who elect to transfer prior to completion of an IECC transfer or the IAI GECC degree are no longer considered to be dually admitted, and must apply to ISU for admission.**
10. **ISU and IECC will jointly prepare marketing materials for dual admission (i.e., print and electronic).**
11. **Students must declare their dual admission intentions by no later than 24 credit hours.**
12. **ISU will share comparative performance data relative to dually admitted IECC students on an annual basis.**
13. **ISU will submit a list of active dually admitted student transcript requests every semester.**
14. **ISU will provide contact information for ISU staff dedicated to field transfer questions.**

Indiana State University  
and  
Vincennes University

Statement of Intent

The purpose of this agreement is to provide a mechanism whereby individuals can enroll with Vincennes University (VU), and at the same time be admitted to Indiana State University (ISU). The VU students would automatically become eligible to complete the requirements for a baccalaureate degree of their choice. Such admission is subject to the conditions detailed below.

Principles upon which dual admissions is based

- Indiana State University (ISU) agrees to dual admit all Vincennes University domestic (VU) students who qualify for admission into ISU.
- International students will be admitted to ISU on an individual basis.
- VU will ensure that all students dual admitted are aware that twenty-four transferable semester hours and a cumulative grade point average (gpa) of 2.0, on a 4.0 scale, or better are required for transfer to ISU.
- ISU will defer its application fee until the student's initial ISU registration.
- Admission into specific academic programs (e.g., School of Business complete specific courses and maintain a 2.25 gpa; School of Education complete prerequisites, testing, and maintain a 2.5 gpa) may require the student to meet additional prerequisite course or testing requirements and a gpa greater than 2.0 on a 4.0 scale.
- Students admitted to VU will have the right to decline dual admission to ISU upon application to VU.
- ISU will be allowed to market programs to VU students after the completion of 50 hours.
- VU students who are dual admitted and enrolled at ISU for at least three credit hours will be issued an ISU ID card giving them access to the Cunningham Memorial Library and its data bases, recreation facilities, LeClub (fee required), and ISU athletic events (fee required under six hours).
- Students will not qualify for financial aid from ISU until they either graduate from VU or transfer to ISU.

SECTION I  
Exhibit D  
December 5, 2003

IN MEMORIAM

Jing Chen

Norman Coopriider

Jimmy Goad

Mildred Phillips

IN MEMORIAM

DR. JING CHEN

WHEREAS, Dr. Jing Chen, Assistant Professor of Life Sciences, died on the twenty-third day of October two thousand three; and

WHEREAS, Dr. Chen had given loyal and devoted service to Indiana State University and the life sciences department for five 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  
NORMAN COOPRIDER

WHEREAS, Norman Coopriders, Cartographer Emeritus of Geography, Geology, and Anthropology, died on the fifth day of November two thousand three; and

WHEREAS, Mr. Coopriders had given loyal and devoted service to Indiana State University and the geography department for thirty-three 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

JIMMY GOAD

WHEREAS, Jimmy Goad, a Custodial Worker (retired) in Facilities Management, died on the seventh day of November two thousand three and;

WHEREAS, Jimmy Goad had given loyal and devoted service to Indiana State University for fifteen 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  
MILDRED PHILLIPS

WHEREAS, Mildred Phillips, a Cook (retired) in Residential Life, died on the fifteenth day of November two thousand three; and

WHEREAS, Mildred Phillips had given loyal and devoted service to Indiana State University for twelve 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  
December 5, 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, 2003 to September 30, 2003.

	3-Month Rolling Average Investment	3-Month Rolling Average Rate of Return
<u>Internal Invested Funds</u>		
1. Cash (Sweep)	\$ 4,061,063	.55%
2. Common Fund	\$31,727,113	1.07%
<u>Comparative Index</u> <b>Avg Yield on 90-Day T-Bill</b>		<b>.89%</b>
<u>External Invested Funds</u>		
1. Medium Term (exceeds two years)	\$ 45,752,472	4.49%
<u>Comparative Index</u> <b>Avg Yield on 2 year T-Notes</b>		<b>1.34%</b>

B. REVENUE REPORT (Mr. Floyd)

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

C. EXPENDITURES REPORT (Mr. Floyd)

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

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

	<b>Current Budget</b>	<b>Revenue Oct-03</b>	<b>Revenue Oct-02</b>	<b>Revenue FY 02-03</b>
State Of Indiana	\$ 84,938,941	\$ 26,136,655	\$ 26,157,003	\$ 85,013,881
Student Fees	40,791,468	21,673,328	19,076,460	37,289,203
Sales and Services	1,065,686	447,192	410,083	1,605,263
Rent, Interest, Dividends and Gifts	1,814,154	590,268	621,190	1,809,850
Miscellaneous Income	<u>3,909,550</u>	<u>2,799,851</u>	<u>2,443,248</u>	<u>5,858,549</u>
Subtotal	\$ 132,519,799	\$ 51,647,294	\$ 48,707,984	\$ 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>\$ 139,303,970</b>	<b>\$ 58,467,465</b>	<b>\$ 55,247,985</b>	<b>\$ 138,116,747</b>

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

	FY 2004 Revised Budget	FY 2004 Oct-03 YTD	FY 2003 Oct-02 YTD	FY 2003 Total Year
<b>President</b>				
Wage Expense	\$ 1,995,681	\$ 560,487	\$ 522,979	\$ 1,597,496
Benefits	451,908	147,513	105,261	392,225
Student Wage	170,472	41,437	16,563	96,329
Supplies Expense	534,221	108,770	102,059	306,220
Travel	38,470	30,600	34,154	48,366
Repair and Maintenance	22,026	4,995	7,121	10,253
Capital Equipment	<u>47,143</u>	<u>9,297</u>	<u>22,408</u>	<u>42,616</u>
	\$ 3,259,921	\$ 903,099	\$ 810,545	\$ 2,493,505
<b>Provost-Instruction</b>				
Wage Expense	\$ 51,424,677	\$ 15,140,807	\$ 14,267,789	\$ 49,174,037
Benefits	13,478,796	3,359,214	2,921,658	12,698,871
Student Wage	1,838,644	664,257	607,224	1,932,218
Supplies Expense	9,988,448	1,864,830	1,499,607	4,653,323
Travel	962,435	605,185	666,493	1,190,979
Repair and Maintenance	429,792	396,808	376,329	677,269
Sp Academic Computing	19,292	18,103	17,406	308,406
Capital Equipment	<u>3,880,657</u>	<u>1,391,366</u>	<u>1,571,924</u>	<u>3,932,041</u>
	\$ 82,022,741	\$ 23,440,570	\$ 21,928,430	\$ 74,567,144
<b>Business Affairs</b>				
Wage Expense	\$ 2,763,587	\$ 902,396	\$ 781,731	\$ 2,445,493
Benefits	826,757	275,901	191,279	731,156
Student Wage	105,451	35,862	31,106	77,258
Supplies Expense	1,442,319	489,676	350,469	1,127,438
Travel	58,872	28,405	13,828	38,245
Repair and Maintenance	116,995	48,649	17,496	48,125
Capital Equipment	<u>353,295</u>	<u>60,490</u>	<u>18,200</u>	<u>80,757</u>
	\$ 5,667,276	\$ 1,841,379	\$ 1,404,109	\$ 4,548,472
<b>Facilities Mgmt &amp; Power Plant</b>				
Wage Expense	\$ 5,283,240	\$ 1,758,653	\$ 1,504,602	\$ 4,830,545
Benefits	1,614,522	554,332	499,212	1,519,907
Student Wage	162,105	72,431	47,954	141,926
Utilities	1,000	2,000	4,950	7,140
Supplies Expense	521,911	798,769	743,279	1,064,787
Travel	30,980	12,652	8,288	12,222
Repair and Maintenance	1,629,027	615,573	614,095	1,224,397
Capital Equipment	<u>558,154</u>	<u>312,952</u>	<u>264,542</u>	<u>369,885</u>
	\$ 9,800,939	\$ 4,127,362	\$ 3,686,922	\$ 9,170,809

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

	FY 2004 Revised Budget	FY 2004 Oct-03 YTD	FY 2003 Oct-02 YTD	FY 2003 Total Year
<b>Administrative Affairs</b>				
Wage Expense	\$ 358,070	\$ 120,666	\$ 140,980	\$ 365,230
Benefits	117,976	31,832	104,947	124,439
Student Wage	24,849	7,935	10,035	31,918
Supplies Expense	102,602	34,634	67,985	134,079
Travel	31,264	19,117	20,257	16,128
Repair and Maintenance	5,864	971	5,236	236
Capital Equipment	<u>32,923</u>	<u>579</u>	<u>3,464</u>	<u>4,490</u>
	\$ 673,548	\$ 215,734	\$ 352,904	\$ 676,520
<b>Advancement</b>				
Wage Expense	\$ 1,002,469	\$ 537,815	\$ 498,650	\$ 1,518,442
Benefits	428,611	195,158	176,355	530,249
Student Wage	46,998	22,615	24,786	90,061
Supplies Expense	1,184,216	356,498	408,432	896,529
Travel	58,592	86,664	58,231	81,195
Repair and Maintenance	2,136	131	40	3,710
Capital Equipment	<u>40,601</u>	<u>19,321</u>	<u>19,305</u>	<u>46,621</u>
	\$ 2,763,623	\$ 1,218,202	\$ 1,185,799	\$ 3,166,807
<b>Student Affairs</b>				
Wage Expense	\$ 4,691,411	\$ 1,505,010	\$ 1,370,198	\$ 4,270,011
Benefits	1,337,311	475,907	400,560	1,231,891
Student Wage	247,207	86,074	63,209	216,932
Supplies Expense	613,976	220,600	187,805	432,596
Travel	51,147	21,823	14,271	36,142
Repair and Maintenance	60,556	21,364	38,825	54,928
Capital Equipment	<u>113,254</u>	<u>25,203</u>	<u>34,144</u>	<u>95,883</u>
	\$ 7,114,862	\$ 2,355,981	\$ 2,109,012	\$ 6,338,383
<b>University Wide</b>				
Wage Expense	\$ 115,337	\$ 115,337	\$ 88,494	\$ 279,347
Benefits	6,629,442	1,966,361	1,800,411	5,663,081
Student Wage	1,356	2,149	2,187	7,107
Utilities	6,359,762	3,702,915	3,017,489	6,253,077
Supplies Expense	3,876,844	2,698,657	2,075,057	12,928,388
Travel	-	86	324	334
Bond & Interest	553,820	-	-	-
Student Aid	<u>8,668,234</u>	<u>3,654,907</u>	<u>3,186,373</u>	<u>6,355,824</u>
	\$ 26,204,795	\$ 12,140,412	\$ 10,170,335	\$ 31,487,158
<b>TOTAL</b>	\$ 137,507,705	\$ 46,242,739	\$ 41,648,056	\$ 132,448,798

SECTION III  
DECEMBER 5, 2003

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

One-Year Appointments

(effective August 21, 2003, unless otherwise stated)

Sharon L. Anderson; Instructor, Department of English; M.A., Indiana State University; salary \$24,000.

Dennis L. Ballard; Instructor, Department of Music; M.M., University of Oregon; salary \$28,000.

Molly A. Barth; Clinic Supervisor, Department of Communication Disorders and Special Education; M.S., Indiana State University; salary \$24,000.

Ulla E. Belstra; Instructor in German, Department of Languages, Literatures, and Linguistics; M.A., University of Wurzburg-Germany; salary \$24,000.

Jennifer D. Laue; Instructor, Department of Communication; B.S., University of Evansville; special credentials on file; salary \$24,000.

Leigh A. Lawson; Instructor, Department of Geography, Geology, and Anthropology; M.S., Indiana State University; salary \$24,000.

Floyd McWilliams; Instructor, Department of Mathematics and Computer Science; Ph.D., Indiana State University; salary \$24,000.

Angela R. Vitosky; Instructor, Department of Communication; M.A., Indiana State University; salary \$25,000.

Mary F. Wright; Instructor, Department of English; M.Ed., University of Illinois; salary \$24,000.



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

Beatrice J. Abernathy; Lecturer II, Organizational Department; M.S., Indiana State University; three hours; salary \$2,250.

Gladys A. Arome; Lecturer III, Department of Curriculum, Instruction, and Media Technology; Ph.D., Barry University; six hours; salary \$6,000.

Radine Bazier, Jr.; Lecturer II, Department of Health, Safety, and Environmental Health Science; special credentials on file; five hours; salary \$3,625.

Jenny A. Bowman; Lecturer III, Department of English; M.S., Indiana University; six hours; salary \$5,100.

Scott Brish; Lecturer III, Department of Geography, Geology, and Anthropology; M.A., University of Wisconsin; six hours; salary \$5,100.

Allen D. Carty; Lecturer II, Department of Economics; M.B.A., University of Wisconsin-Whitewater; nine hours; salary \$6,525.

Steve Chao; Lecturer III, International Studies Program; Ph.D., St. Louis University; three hours; salary \$2,550.

Mihir Chatterji; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; three hours; salary \$5,000.

Cindy Gloye; Lecturer III, Communication Disorders and Special Education; M.Ed., Indiana State University; three hours; salary \$2,550.

Stephen T. Heck; Lecturer III, Department of Educational Leadership, Administration, and Foundations; Ed.D., Indiana University; three hours; salary \$3,000.

Merv D. Hendricks; Lecturer II, Department of Communication; B.A., Indiana University; special credentials on file; three hours; salary \$2,175.

Jason Hoggatt; Lecturer III, Organizational Department; M.B.A., Indiana State University; two hours; salary \$1,700.

Stephen Hose; Lecturer III, Department of Recreation and Sport Management; special credentials on file; one hour; salary \$850.

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

Jennifer L. Isbell; Lecturer I, Student Academic Services Center; B.S., Indiana State University; special credentials on file; six hours; salary \$3,600.

Donald E. Kaufman; Lecturer III, Department of Electronics and Computer Technology; M.S., Indiana State University; six hours; salary \$7,200.

Eun Sook Kim; Lecturer II, Department of Music; M.M., Indiana State University; six hours; salary \$4,350.

Kent Koerner; Lecturer II, Departments of Life Sciences and Political Science; M.S., Indiana State University; nine hours; salary \$6,525.

Daniel McGrath; Lecturer III, Department of Curriculum, Instruction, and Media Technology; M.S. +30, Indiana State University; six hours; salary \$6,000.

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

Emily Mupinga; Lecturer III, Department of Family and Consumer Sciences; M.S., Louisiana State University; six hours; salary \$5,100.

Michael Neary; Lecturer II, Department of Art; M.F.A., Indiana University; nine hours; salary \$6,525.

Vincent R. Neff; Lecturer I, Department of Physical Education; special credentials on file; one hour; salary \$600.

April Newton; Lecturer III, Department of Communication Disorders and Special Education; M.S., Indiana State University; three hours; salary \$2,550.

Tammy D. Roeschlein; Lecturer III, Department of Curriculum, Instruction, and Media Technology; Ph.D., Indiana State University; three hours; salary \$3,000.

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

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

Robin Shamsaie; Lecturer III/Clinical Supervisor, Department of Educational and School Psychology; Ph.D., Indiana State University; three hours; effective September 25, 2003; salary \$3,000.

Mark E. Siefert; Lecturer III, Department of Communication; B.A., Southern Illinois University; special credentials on file; three hours; salary \$2,550.

Kyle Slaven; Lecturer I, Department of Recreation and Sport Management; B.S., Indiana State University; special credentials on file; two hours; salary \$1,200.

Dale W. Sparks; Lecturer III, Department of Life Sciences; Ph.D., Indiana State University; three hours; salary \$2,550.

Mark D. Stalcup; Lecturer III, Department of Communication; J.D., Indiana University; five hours; salary \$4,250.

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

Robert A. White; Lecturer III, Department of Music; M.M., Indiana University; 10.5 hours; salary \$8,925.

2. Changes in Status and/or Rate

Jung-Ran Park; Library Services; \$1,200 added to 2003-2004 fiscal year base for completion of the doctorate; Ph.D., University of Hawaii; salary \$42,427, prorated from the effective date of October 1, 2003.

Jacqueline J. Shinker; Department of Geography, Geology, and Anthropology; \$1,200 added to 2003-2004 academic year base for completion of the doctorate; Ph.D., University of Oregon; salary \$45,000, prorated from the effective date of November 3, 2003.

Marcus B. Stone; Department of Athletic Training; \$1,200 added to 2003-2004 academic year base for completion of the doctorate; Ph.D., Indiana State University; salary \$50,000; effective August 20, 2003.

William J. Wilhelm; from Assistant Professor of Administrative Systems and Business Education, Organizational Department, to Coordinator of Administrative Systems and Business Education and Assistant Professor of Administrative Systems and Business Education, Organizational Department; stipend of \$2,000 for this added responsibility; effective for the 2003-2004 academic year.

3. Resignation

John R. Storsved, II; Department of Athletic Training; effective December 20, 2003.

4. Deceased

Jing Chen; Department of Life Sciences; October 23, 2003.

B. ADMINISTRATION1. Temporary Appointments

Bruce E. Drummond; Instructional Designer, Center for Teaching and Learning; M.A., University of Iowa City; salary \$40,016 per fiscal year, prorated from the effective date of October 1, 2003, through June 30, 2004.

Michelle Fowler; Assistant Coordinator, Student Academic Services Center; B.S., Indiana State University; salary \$31,618 per fiscal year, prorated from the effective date of September 29, 2003, through August 31, 2004.

Louis Lindinger; Admissions Counselor, Office of Admissions; Ph.D., Indiana State University; salary \$8,000; effective October 8, 2003, through May 31, 2004.

Allison Palmer; Director of Communications, Networks; M.P.H., Indiana University; salary \$82,000 per fiscal year, prorated from the effective date of October 9, 2003, through June 30, 2004.

2. Changes of Status and/or Rate

Cathleen McGregor Foster; from Interim Director to Associate Director, Career Center; salary \$45,000 per fiscal year, prorated from the effective date of December 1, 2003.

Kenneth Janz; from Director, Instructional and Information Technology, School of Education, to Director, Instructional and Research Technology Services, Office of Information Technology; salary \$70,000 per fiscal year, prorated from the effective date of November 1, 2003.

Scott L. Neal; from Help Desk Analyst/Web Support, Office of Information Technology, to Microcomputer/Network Consultant, Office of Information Technology; salary \$35,000 per fiscal year, prorated from the effective date of October 15, 2003.

3. Resignation

Rita S. Cottrell; 21<sup>st</sup> Century Scholars Program; effective October 6, 2003.

4. Termination

F. Michael Taylor; Office of Information Technology; effective October 30, 2003.

C. INTERCOLLEGIATE ATHLETICS

1. Reappointments

Vernon Croft; Head Women's Soccer Coach; salary \$32,325 for the employment period January 1, 2004 through December 31, 2004.

Rozanne DeWeese; Assistant Women's Soccer Coach; salary \$21,750 for the employment period January 1, 2004 through December 31, 2004.

2. Resignations

Kip Hytrek; Head Strength and Conditioning Coach; effective December 3, 2003.

Nichlaus Zumsande; Assistant Baseball Coach; effective August 20, 2003.

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending November 12, 2003 is presented in Exhibit A.

INDIANA STATE UNIVERSITY  
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES  
 FOR THE PERIOD ENDING NOVEMBER 12, 2003

A. APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Adamson, Ryan	Public Safety	Public Safety Ofc	\$22,672	11-17-03
Boone, Jean	Dean of School of Business	Ofc Asst II	\$16,868	11-10-03
Clouser, Linda	Facilities Management	Cust Wrkr	\$15,698	11-10-03
Curtis, Donel	Sandison Housing	Cust Wrkr II	\$16,868	10-20-03
English, Melva	NetWorks	Admin Asst I	\$19,500	11-17-03
Hodge, Mechele	NetWorks	Admin Assoc	\$30,003	10-27-03
Lindley, Shannon	Sandison Housing	Cust Wrkr I	\$16,088	11-10-03
Majors, Jessica	Burford Housing	Ofc Asst II	\$11,245	11-10-03*
Nesius, Elizabeth	THCME	Ofc Asst III	\$19,500	11-10-03
Walden, Mary	Sycamore Housing	Cust Wrkr I	\$16,088	11-10-03

\* FTE 0.67

B. LEAVING UNIVERSITY EMPLOYMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Cortez, John	Facilities Management	10-24-03
Goodrich, Catherine	Registrars	12-03-03
Haney, Verna	Sandison Housing	10-20-03
Poole, Linda	Admissions	10-31-03
Rooksberry, Terry	Facilities Management	10-24-03

C. Retirement

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YRS OF SERVICE</u>	<u>EFFECTIVE DATE</u>
Ayala, Linda	Physical Education	30	09-19-03

D. CHANGE IN STATUS OR RATE

1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Campbell, Craig	Public Safety Public Safety Officer \$28,226	Public Safety Public Safety Corporal \$31,054	11-01-03
Stinnett, Alvin	Facilities Management Cust Wrkr II \$17,102	Facilities Management Cust Wrkr III \$18,818	10-20-03
Tschida, Barbara	Controller Acct Systems Spec \$23,030	Registrar Computer Spec I \$25,331	10-27-03

2. Reclassification

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Grubb, Beverly	Library Admin Asst I \$19,754	Library Admin Asst II \$21,723	10-11-03

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*
Besing, Debra	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	10-28-03*
Boston, Amanda	Archives Ofc Asst III \$18,740	Archives Ofc Asst III \$9,994 (.53 FTE)	10-27-03-
Bulauski, Mary	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	10-21-03*
Bulauski, Robert	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	09-16-03*
Coopriider, David	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	10-28-03*
Kelley, Debbie	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	10-21-03*

D. CHANGE IN STATUS OR RATE (CONTINUED)

3. Other

Nave, Kile	Public Safety Public Safety Ofc \$22,672	Public Safety Public Safety Ofc \$26,520	11-01-03+
Rogers, Kristopher	Enrollment Management Ofc Asst III \$17,921	Registrar Ofc Asst III \$17,921	10-01-03**

- + Completed Police Academy Training, IDACS certification
- FTE Change
- \*\* Reorganization
- \* Skill Assessment



## SECTION IV

DECEMBER 5, 2003

### INFORMATION/DISCUSSION ITEMS

- A. Indiana's Framework for Policy and Planning Development in Higher Education (Dr. Benjamin/Mr. Goode)

President Benjamin gave an overview of the past history of planning and policy issues with the Indiana Commission for Higher Education. Mr. Goode then gave a slide presentation with commentary. His remarks are included in Attachment 3.

- B. Agreements (Dr. Maynard)  
(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 clinical education experiences for athletic training students.

ISU Student Health Center, Terre Haute, IN  
NovaCare Physical Rehabilitation, Terre Haute, IN  
Rose-Hulman Institute of Technology, Terre Haute, IN  
Terre Haute North Vigo High School, Terre Haute, IN  
Terre Haute South Vigo High School, Terre Haute, IN  
West Vigo High School, West Terre Haute, IN

2. Union Hospital, Terre Haute, IN

This is a renewal contract for the purpose of providing clinical experiences for nursing students.

3. SAP America, Inc., Newtown Square, PA

This agreement for the University Alliance Program is to further the understanding, use and implementation of SAP software.

- C. Purchasing Report – Information Only (Mr. Floyd)

Purchases Over \$25,000 (for the period October 10, 2003 through November 13, 2003)

Sole Source, Direct From Software Company, Per Discounted Contract

SCT Software--P0047203--\$39,690.00  
(renewal annual maintenance/support/upgrade for Information Technology)

Novell Incorporated-- P0047213--\$59,000.00  
(premium support for Information Technology)

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

Dr Antonak briefly reviewed the handout on grant information. Dr. Mark Green, Director of the Office of Sponsored Programs, introduced Ryan Jensen and Jay Gatrell from the Department of Geography, Geology and Anthropology, who gave a slide presentation about a hyperspectral sensor purchased through their recent NSF equipment grant.

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

Health Care Costs Discussion

Mr. Bonds raised the issue of concerns about health care costs, and he felt that now is the time to educate faculty and staff about the trends.

Mr. Floyd noted the issue is being monitored and discussions have been ongoing.

Mrs. House commented that there are different levels of employee groups and retirees. This will require careful study.

Dr. Zietlow felt this is a result of the economy as a whole. The bits and pieces we deal with at this University will not solve the problem; it's national in scope.

Dr. Hudson commented that the University Faculty Senate has been made aware. Whatever develops needs to come through the FEBC. The Senate has advisory authority on this topic.

Mr. Floyd assured everyone that the dialogue has begun with the staff benefits staff and AON, the benefits consultant.

Mrs. House adjourned the meeting at 11:20 a.m.

SECTION IV

DECEMBER 5, 2003

1. United States Department of State, Fund Nos. 547829 and 547830, Proposal No. 03-201  
An agreement in the amount of \$121,043 has been received from United States Department of State for the project entitled, "ISU-Morocco Sport Management and Leadership Capacity Enhancement," under the direction of Gaston Fernandez, International Affairs, for the period September 15, 2003 through December 31, 2005.
2. Indiana Department of Education, Fund No. 547837, Proposal No. 04-070  
An agreement in the amount of \$20,000 has been received from Indiana Department of Education for the project entitled, "Scientific Instrument Program," under the direction of Sandra Allen, Chemistry, for the period September 1, 2003 through June 30, 2004.
3. U.S. Department of Education, Fund No. 547835, Proposal No. 04-023  
An agreement in the amount of \$893,626 has been received from U.S. Department of Education for the project entitled, "Title II Teacher Quality Partnership Grant," under the direction of Robert Williams, Office of School Improvement, for the period October 1, 2003 through September 30, 2004.
4. Arts Illiana, Fund No. 547838, Proposal No. 03-190  
An agreement in the amount of \$4,694 has been received from Arts Illiana for the project entitled, "Concepts and Innovations," under the direction of Kevin McCue, Department of Art, for the period July 1, 2003 through June 30, 2004.
5. Indiana Department of Education, Fund No. 547827, Proposal No. 04-066  
An agreement in the amount of \$5,000 has been received from Indiana Department of Education for the project entitled, "Early Childhood/Special Education Joint Licensure Program (Planning Year)," under the direction of Elizabeth Jared, Elementary Education, for the period July 1, 2003 through June 30, 2004.
6. Indiana Department of Education, Fund No. 547826, Proposal No. 04-064  
An agreement in the amount of \$106,000 has been received from Indiana Department of Education for the project entitled, "Hybrid Distance Education Project 2003-2004," under the direction of Mark Stimley and Georgia Hambrecht, Communication Disorders, for the period July 1, 2003 through June 30, 2004

7. Indiana Department of Education, Fund No. 547828, Proposal No. 04-065  
An agreement in the amount of \$75,000 has been received from Indiana Department of Education for the project entitled, "(TAPS) Training Alternatives for Psychologists in Schools (Yr. 2)," under the direction of Michael Bahr, Educational and School Psychology, for the period July 1, 2003 through June 30, 2004
8. Auto Zone, Fund No. D32561, Proposal No. 04-045  
An agreement in the amount of \$3,182 has been received from Auto Zone for the project entitled, "MBA Program-Auto Zone," under the direction of Dale Varble, School of Business, for the period August 27, 2003 through August 17, 2004.
9. Conseco, Fund No. D32561, Proposal No. 04-035  
An agreement in the amount of \$22,273 has been received from Conseco for the project entitled, "MBA Program-Conseco Services," under the direction of Dale Varble, School of Business, for the period August 27, 2003 through August 17, 2004.
10. Vigo County Commissioners, Fund No. 547840, Proposal No. 04-040  
An agreement in the amount of \$12,400 has been received from Vigo County Commissioners for the project entitled, "A Proposal to Conduct Historic Archaeological Investigations at the Markle Mill Property, Vigo County, Indiana," under the direction of Mark Cantin, Anthropology, for the period October 24, 2003 through June 30, 2004.
11. Indiana Humanities Council, Fund No. 547839, Proposal No. 04-044  
An agreement in the amount of \$1,000 has been received from Indiana Humanities Council for the project entitled, "Trinidadian Carnival Culture: A Look Behind the Masks," under the direction of Arthur Feinsod, Theater, for the period October 1, 2003 through October 31, 2004.

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

**Vendors with Purchases Exceeding \$100,000**

**October 1, 2003 through October 31, 2003**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	<u>Services Rendered</u>
Ikon Office Solutions - IMS - 12845	\$ 116,114	Copier Copy Charges & Copier Center Job Charges
Pro Quest	138,609	Library Software Access Fees
Ivy Tech State College	138,781	LAAP and FIPSCE Grant Services Subcontractor
Swiderski Electronics	157,466	Landsbaum Center Audio/Visual System
Talisma Corporation	177,100	Admissions Software Licenses Fees
Public Employees Retirement Fund	376,046	Employee and Employer Retirement Contributions

**Previously Reported Vendors with Purchases**

**Exceeding \$100,000**

SBC Global Services Inc	\$ 109,082	Telephone Maintenance Payments
AAA Electric of Terre Haute Inc	109,175	Gillum Hall Fire Alarm Replacement
Duke University	109,645	HHS37 Subcontractor on Project
Rixan Association Inc	110,388	Purchase of Robotics
YBP Library Services	112,535	Library Book Purchases
Xerox Corporation	136,224	Copier Lease Payments and Copier Supplies
Suburban Glass Service Inc	149,230	Hulman Center Entrance Door Replacements
Indiana-American Water Company	154,246	Water Utility Payments
Gateway 2000 Major Accounts Inc	158,951	Computer Equipment and Supplies
Manpower Incorporated	176,398	Temporary Employee Services
Postmaster	202,702	Purchase of Postage
Network Solutions Inc	200,853	SMARTnet Maintenance & Software Support, Cisco Switch, & Cisco Access Point Bundle
RJE Business Interiors	206,452	Student Publications and Other Departmental Furniture Purchases
John Hancock Life	216,162	Life Insurance Premiums
Cognos Corp	226,267	Software Reporting Tool and Support
NRK Inc	231,959	Science Building Generator Phase II, HHP Fire Alarm Replacement, and Other Electrical Jobs
Novell Incorporated	252,917	Novell Software Upgrades
IT Travel Agencies	263,972	Travel Expenses for the University
Associated Roofing	296,439	Univ Apts Unit 1 Roof Replacement and HMSU Roof Replacement & Hex Roof Over Commons
Delta Dental Plan of Indiana	312,410	Dental Payments Reimbursements
Sycamore Engineering Inc	428,372	Landsbaum Center for Health Educ Construction & Holmstedt Hall Mechanical Renovation
ST Construction Inc	431,891	Parking Lot M and New Theatre Pull Off Expenses
SBC	452,420	Video Conferencing Equipment, Voice Mail Upgrade, Parts for Telecommunication Department
Energy USA-TPC	463,537	Natural Gas Contract Purchases
ElectriCom	559,089	Fiber Optic Lines Univ Apt, Landsbaum and Sullivan Projects

**Previously Reported Vendors with Purchases  
Exceeding \$100,000**

First Financial Bank	680,000	VEBA Contributions
PCS Health Systems, Inc	797,050	Prescription Drug Coverage
Indiana Department of Corrections	819,276	Academic Courses
Dell Marketing LP	939,355	Computer Equipment & Supplies, Microsoft License Agreement, & PC Maintenance Agreement
Jungclaus Campbell Company Inc.	1,078,151	Mills Hall Renovation, & Holmstedt Hall Room 102 & 103 Renovation
Cinergy Services Inc	1,179,793	Electricity Utility Payments
Sodexo Inc and Affiliates	2,632,985	Dining Services and Catering
J F Molloy and Associates Inc	3,056,391	University Medical Payments

## Indiana's Framework for Policy and Planning Development in Higher Education

(Remarks by Greg Goode, Executive Assistant, External Relations)

Trustee President House and members of the Board of Trustees, I think that President Benjamin's introduction helps set the stage for us to discuss the challenges facing Indiana State University. And, I think it is important for us to remember something that President Benjamin often shares with the entire ISU family and that is how we address these challenges is what will separate Indiana State University from its public and private competitors. In fact, turning these challenges into opportunities for greatness is how we will achieve pre-eminence.

As we are approaching another regular session of the general assembly, there are three factors that will be in place that will shape higher education. Each is important and will specifically affect Indiana State.

### **Political Context**

The first is something of which we are all very well aware and have discussed often, the continued fiscal challenges around the nation and the State of Indiana. When we look at the political context from the Federal perspective, we continue to hear about the United States House Committee on Education and the Workforce and that Committee's interest in ensuring affordability and accountability in our nation's public universities.

From the State perspective, we continue to learn of the ongoing challenges in funding state programs because of budgetary shortfalls. The categories that make up the state budget include: K-12 and higher education, Medicaid, Corrections, and General government operations.

Higher Education's share of overall state appropriation since 2001 has decreased:

14.4% 2001  
13.6% 2002

12.9% 2003

And raising to 13.2% for 2004

Outside of the decline of higher education's share of overall state appropriation, Indiana State and the other research universities have faced another fiscal threat that is not as obvious, which is the redirection of some of that funding to the community college initiative to help keep costs down and tuition low at those campuses.

While there is a slight increase going into 2004, the fact remains that the state is again looking at another \$1 billion deficit, and there appears to be no real inclination by the general assembly to look at another tax restructuring bill. Failure to address this issue will force the governor to make additional cuts, and we very well may soon learn early next year about another Deficit Management Plan.

### **Framework's Goals**

From this political context, comes the second factor, which is the document that you have before you this morning. The Commission for Higher Education has put forth its framework with six specific goals including:

Increasing participation

Improving Student preparation

Ensuring affordability

Increasing student success

Encouraging research and economic development

Measuring student learning

### **Participation/Preparation**

With regard to participation the CHE recognizes a 49% growth in community college enrollment in the last three years. The Commission is calling for a system that will be flexible and attainable by a working adult population.

With regard to preparation, the CHE will expect Indiana State University to set completion of the Core 40 curriculum as a minimum admission



requirement for Indiana high school students. The community college partners will serve as the predominant source of pre-college remediation.

Areas of focus for Indiana State University on the participation and preparation include:

- Continuing to recruit in the higher population areas in Indiana, particularly Marion County;
- Providing transfer friendly incentives for those students who come from the community college system or elsewhere and wish to complete a four-year degree;
- Continuing to serve underrepresented populations from rural and urban backgrounds. Indiana State University is a leader in this category with learning centers throughout SE (southeast) and SC (south central) Indiana.
- Providing higher education opportunities to high achieving students in high school and working with the families of middle/junior high school students.

### **Affordability**

With regard to affordability, this issue does not need a lot of explanation. It is important to note that the Commission recognizes that while state funding for higher education has not grown, universities face continuing increases in their own costs.

But for Indiana students who want to attend a research university, Indiana State remains the most affordable option. We earmarked additional need-based financial aid this year, and we look to diversifying our funding options.

I think it is important to underscore the final point because we must be aggressive in our external fund-raising. This includes grants/contracts, congressional appropriations, and private funding-raising. And I cannot stress enough the importance of leadership in these areas. Our great success in Washington is attributed to the time and attention the President has given

to working with our Congressional allies and serving as an advocate to bring federal dollars to this state, the community, and the university.

### **Student Success and Measuring Student Learning**

Less than half of the students seeking a bachelors degree and less than a third of the students seeking an associate's degree complete their degrees. The Commission wants 4-6 year graduation rates for 4-year institutions. This gives us reason to seriously consider a 4-year graduation guarantee for committed students provided that they complete the necessary requirements in that timeframe.

The Commission stresses an increase in statewide transferability and articulation agreements. Indiana State has been known as a transfer friendly university, and this has been noted by many legislators. But other universities are working to catch up and we need to be even better.

The Commission is pushing for ways to measure student learning and making improvements in teaching and learning. The Commission is calling for widespread use of e-portfolios, a successful method already being used at Indiana State. Finally, the Commission wants the universities to develop a set of measures of student learning.

### **Research and Economic Development**

We continue to hear from the State House and nearly everyone in the public and private sectors that the future success of Indiana is closely linked to research and economic development. The Commission's document reflects this sentiment and calls for universities to reverse the "brain drain." Indiana State is strongly committed to this through Community Engagement and Experiential Learning. Ninety per cent of our Indiana graduates remain in the state.

At nearly every Board of Trustees meeting, you are introduced to our research faculty who are helping the state and its communities solve problems. They work closely with our students, giving them hands-on experience in their chosen fields of study.

We are in the process of implementing Networks, a \$20 million grant from the Lilly foundation to establish an international center for the study of risk management in the post 9-11 world.

Indiana State has partnered with the Indiana Chamber of Commerce in our on-going relationship with Morocco, and we are the home of the west central Indiana Department of Commerce regional office.

Next year, we will be hosting a series of economic development meetings that will bring leaders throughout the state to campus to discuss these important issues.

Our Professional Development Schools program is another important component to economic development.

### **Aligning State System**

As the Commission seeks to better align the state system of higher education, the Commission is clear on admission selectivity at the research universities as well as the change of expectations with regard to remedial education. The Commission is not as clear on the defined roles and missions of universities.

While we were pleased with a number of changes made to the Commission's document, we were disappointed by the way the Commission chose to address mission expansion. The missions of the regional universities are and will continue to expand. Regional campuses have been given the green light to build student housing.

The document is not as clear as perhaps it should be on the future role of Indiana's community colleges and the programs they will be allowed to offer.

### **Higher Education Efficiency Committee**

The third factor that will likely impact the future of higher education is the Hoosier Grace Commission on Higher Education (AKA the "efficiency committee"), which was established by the Energize Indiana legislation to analyze the general direction of higher education in the state. Indiana State

was the first university to meet with the chairman of committee, and we will host this group on campus in the coming months. The committee will produce a report to the Governor and General Assembly.

### **Conclusion**

In summary, the challenges to higher education and to Indiana State University persist, but opportunities also present themselves.

As these events will continue to unfold during the course of 2004, I remember my earliest conversations with the President, and recall discussing many of these issues. The President and many of those around this table have seen the writing on the wall, and have continued to call for focus on strategic directions that will lead to pre-eminence.

We have worked hard over the past two years to secure the recognition by the state that Indiana State University is a research university committed to research, teaching, economic development, and service to the state of Indiana. With this recognition, comes the responsibility to continue to fulfill what we claim to be.