

MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

JANUARY 15, 2004

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MINUTES  
INDIANA STATE UNIVERSITY  
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JANUARY 15, 2004

The Indiana State University Board of Trustees met in regular session at 2:30 p.m. on Thursday, January 15, 2004, in the State Room, Tirey Hall.

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

President Benjamin, Vice Presidents Floyd, Ramey and Schafer and Interim Vice President Thompson were present.

Also attending were Dr. Richard Antonak for Interim Vice President Maynard, Ms. Melony Sacopulous, General University Counsel, Dr. Harriet Hudson, Chairperson, University Faculty Senate, Ms. Trina Langley, Chairperson, Support Staff Council, and Mr. Thomas Bentley, Vice President of the Student Government Association.

There being a quorum present, Mrs. House called the meeting to order at 2:45 p.m.

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Mr. Bonds, seconded by Dr. Zietlow, the minutes of the December 5, 2003 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The dates for the next meeting are February 26 and 27, 2004.

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

Mrs. House noted the winter commencement ceremony on December 20, and thanked those Trustees who were able to attend. It is a rewarding time for the parents and relatives/friends as their graduates walk across the stage.

Mrs. House commented that she was unable to attend the State Board of Accounts exit interview last week, but she was happy to get the report with no exceptions noted. She thanked all those involved.

Mrs. House also remarked on the article that appeared in the New York Times which quoted Dr. Benjamin regarding the American Democracy Project and getting students actively involved in service projects and voting.

On Friday, January 9, President Benjamin and Mrs. House attended a meeting of the Indiana Commission for Higher Education for university presidents and board chairpersons. With Indiana's Framework for Policy and Planning Development in Higher Education document as a background, the emphasis was on being accountable and for universities to produce good teachers as one of their missions. Once again doing more with less was emphasized. There will not be much more money and one of the first questions is can the universities operate with no more money. Is spending efficient and aligned with the needs of the State of Indiana? A key component with increased accountability is performance. Universities are all faced with increased competition. Mrs. House commented that there are many good things happening on the ISU campus and these must be kept going. The meeting was very informative and she felt good about ISU and its initiatives.

Mrs. House noted the Board of Trustees has requested a formal evaluation of the University President. Dr. Ed Penson will be coming to campus the week of March 22 to meet with various constituents of the University community for the evaluation. Vice President Schafer will coordinate the review process and Dr. Zietlow will also be involved in the interviews with external stakeholders.

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

Dr. Benjamin welcomed Gary Bouse as the new Vice President for University Advancement and Executive Vice President of the ISU Foundation. He reviewed Dr. Bouse's previous advancement experience after which Dr. Bouse expressed appreciation and excitement about the opportunities ahead. Dr. Benjamin expressed his appreciation to Dr. Bob Thompson for his many services during the interim year.

International Initiatives

Dr. Gaston Fernandez, Executive Director of the International Affairs Center, gave an update on the Moroccan efforts and other projects. He also discussed the high terror alerts and how traveling is difficult for some international students and scholars coming to the United States. This environment with the expected international fee increase expected in the fall of 2004 has had an impact on international student enrollment. There is a decline in the number of students from China taking the TOFEL examination. The Interlink Language Center is experiencing some significant challenges meeting enrollment targets.

Dr. Robin Lugar, Interim Chairperson of the Social Work Department, discussed the project with Tambov State University in Russia. Dr. Lugar distributed a packet of information outlining this partnership. The packet also included a summary of activities from Dr. Tad Foster, Dean of the School of Technology.

#### United Way

Dr. Benjamin acknowledged the completion of the annual United Way Campus Campaign. He thanked the members of the campaign steering committee: Jim Jensen, Charlie Potts, Bob English, and Mary Kelly.

#### Budget Planning Process

Around this time each year, the budget planning process begins. As in the past, open budget presentations will again be held. These are scheduled for early March. Deans and administrative area budget requests will need to be submitted by mid February. Funding requests identified in the budget presentations will be evaluated and prioritized through a participative process including each of the vice presidents. Budget priorities will reflect programs and initiatives that are consistent with institutional missions of preeminence and recognized academic program enhancement. Allocated budget resources which enhance enrollments or generate other institutional revenues will also be given priority.

#### State Efficiency Commission

Dr. Benjamin commented on the Commission established by the state legislature to study the efficiency of major spending centers in the statewide budget. State higher education will be reviewed as one such component. The group is likely to visit ISU's campus in April.

One definition of efficiency which might be used is to determine how ISU might become a greater institution over the next several years with no additional funding than exists today. ISU may have serious exposure in terms of cost/FTE and a serious challenge to explain why ISU is more unique than any other state school. The committee may want qualitative evidence that justifies the current investment in ISU. The group is to report its findings directly to the state legislature.

#### Other Events

The University community was pleased that the new Mayor of Terre Haute, Kevin Burke, held his inauguration in Tilson Hall and also joined the reception in Hulman Memorial Student Union to welcome the Mayor. These events along with efforts of others should increase town/gown relationships.

A community-wide luncheon will be held on campus as well as other events in recognition of Dr. King.

This month the Center for Teaching and Learning will present its annual Winterfest. This year's theme – "Expanding Student Connections" — is, again, built around the experiential learning concept. Copies of the conference agenda were distributed.

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

Dr. Hudson reported that the Faculty Senate and the Academic Affairs Office will be hosting two open sessions on the Commission for Higher Education's Framework for Higher Education and the Education Roundtable's P-16 initiative. These documents have profound implications for the future of Indiana State; it is very important that the faculty, and the rest of the University community, be aware of them and how the University is being positioned in relation to other educational institutions in the State.

In December the Senate unanimously passed the recommendation for increases in medical insurance rates. Dr. Hudson thanked Jeff Harper, who developed the proposed tier system. The FEBC was presented with a request for a 15% across the board increase in contributions, but it was recognized that those in the lowest salary levels would have a more significant burden than those earning higher salaries. The Senate also approved the revisions to the faculty grievance policy.

This is a pay-for-performance year. Faculty members are busy compiling documentation of their accomplishments in the past two years for evaluation. This month's Senate meeting will probably include a resolution calling on the administration to insure a salary adjustment pool that is at least 5 per cent of the total faculty salary pool (CPI plus 2 per cent). Given budget prospects, achieving this will be difficult. But if pay-for-performance is to be effective, the amounts awarded must be significant and consistent. The benefits in encouragement and reward must outweigh the negatives of divisiveness and time consumed. Faculty understand that the Board and the administration are committed to pay-for-performance, and so are faculty (as surveys have shown), but that commitment must be matched by the level of funding committed to the process.

Dr. Hudson invited everyone to the first annual Mardi Gras Ball on Valentine's Day. It is a fundraiser for the faculty scholarship established several years ago by the Senate.

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

Ms. Langley thanked President Benjamin for his recognition of the support staff carolers, who provided entertainment during the open house at Condit House. The carolers continued to spread good cheer at several locations on campus for the support staff annual cookies and punch event. Dozens of cookies were distributed just prior to finals week. The students seemed genuinely surprised and grateful for the free snacks and entertainment.

Members of the Support Staff Council are anticipating the two day winter retreat on January 23 and 24 and are excited about being a part of planning ISU's strategies and goals for the future.

Rising health care costs are a concern for everyone on campus but particularly for support staff. She thanked the University Faculty Senate for the recent recommendation to shift some of the contribution increase from employees who are paid less to employees who may have a greater ability to absorb the increase. This recommendation demonstrates a sensitivity to the needs of support staff and is genuinely appreciated.

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

Mr. Bentley thanked the Support Staff Council for providing cookies and punch for students near the end of the fall semester.

Sycamore Psychos have approximately 350 students involved and will be having giveaways at the men's and women's basketball games.

SGA Executive Board will meet with Mayor Kevin Burke to discuss student involvement in the Terre Haute community. The Mayor has also expressed interest in attending one of the SGA meetings.

The SGA constitution is being revised and should be brought to the Board in the near future.

Mr. Bentley commented that the 2005-06 academic calendar had not yet been approved by the Board. He noted that to put the spring break in the 9<sup>th</sup> week of the semester is in the best interest of the students.

The new student activities center is much needed and should help increase participation on the campus.

SGA elections will be held February 24-25. The initiation banquet will be held on March 31 in the Heritage Ballroom.

H. FACULTY GRIEVANCE POLICY (Dr. Maynard)

The recommended modifications to the faculty grievance procedure streamline the process, clarify responsibilities and lines of communication, and create a timeline based consistently on working days. A copy of the Faculty Grievance Policy is presented in Exhibit A.

Recommendation: Approval of the Faculty Grievance Policy as presented in Exhibit A.

On a motion by Dr. Zietlow, seconded by Ms. Robertson, the recommendation was approved.

I. STALKER HALL RENOVATION – REVISED COST ESTIMATE (Mr. Floyd)

The 2001 Indiana General Assembly approved the expenditure of and related bonding authority under IC 20-12-6 for \$4,500,000 for the renovation of Stalker Hall. The project, approved by the Board of Trustees on January 16, 2003, will provide for major improvements in the building systems of Stalker Hall and allow the University to add ADA (Americans with Disabilities Act) compliant restrooms and an elevator to this 1954 facility. Because of increases in construction costs since 2001 it is estimated that the proposed renovation, as previously approved by the Board of Trustees, will exceed the state bonding authority of \$4,500,000. The current estimate for the renovation is \$5,067,600.

Recommendation: Authorization for the President of the University and/or Treasurer of the Board of Trustees to request from the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana authority to expend up to \$5,067,600 for the project. Funding will consist of \$4,500,000 of state bonding authority and \$567,600 of University reserves. The President of the University and/or Treasurer is further authorized to take the following action:

- a. To develop a plan of financing governed by the attached resolution presented in Section I, Exhibit B and to obtain all necessary State approvals; and
- b. To enter contracts to design, construct, equip, and to finance the renovation of Stalker Hall once State approval has been obtained.

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

Dr. Zietlow expressed appreciation to the State for allowing this to proceed at this time in light of the current financial situation

J. STUDENT ACTIVITY CENTER (Mr. Floyd)

Mr. Michael Simmons, a distinguished alumnus, has proposed a lead gift for the construction of a student activity center. The facility would provide seating for events held at the Student Recreation East track, a 50 seat classroom, restrooms, storage, display cases, and an alumni lounge. Other alumni have also contributed to the project.

Recommendation: Acceptance of the proposed gifts to be used for the construction of a Student Activity Center and authorization for the President of the University and/or Treasurer of the Board of Trustees to request from the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana authority to expend up to \$750,000 for the project, while allowing for alternates to be added later from funds to be raised from additional outside private donations. The President of the University and/or Treasurer is further authorized to take the following action:

- a. To obtain all necessary State approvals; and
- b. To engage MMS Architects, an architectural and engineering firm, to prepare construction documents based upon in-house architectural designs; and
- c. To enter into contracts to construct and equip a Student Activity Center once State approval has been obtained.

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

K. PURCHASES OVER \$250,000 (Mr. Floyd)  
(purchases over \$250,000 for the period July 1, 2003 through December 23, 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.

Single Purchase

(Out For Bid, Vendor Unknown, Amounts Estimated)

Holmstedt Hall HVAC, Phase III -- \$490,000.00

Previously Reported Vendors, Whose Purchase Amounts Have Recently Increased

<u>Vendor</u>	<u>Previous Amount</u>	<u>Current Amount</u>
NRK, Inc. (electrical contractor) Terre Haute, IN	\$ 268,102.62	\$ 269,816.62
ST Construction, Inc. Terre Haute, IN	\$ 282,697.50	\$ 428,786.50
Dell Computers Austin, TX	\$1,003,801.12	\$1,260,869.98

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

L. UNIVERSITY HEALTH BENEFITS PLAN, 2004 (Mr. Sanders)

The University medical benefits plan is administered by J.F. Molloy & Associates. The contract includes provider discounts with the Sagamore Select Network (Indiana) and an out-of-state network United Providers/United Payors. Advance PCS, Inc. administers the prescription drug card program. American Fidelity Assurance Co. underwrites the University's stop loss excess coverage. Delta Dental administers the dental benefits.

There are no proposed changes in coverage for calendar year 2004. However, it is proposed that the University's out-of-state network be changed to PHCS Healthy Directions that contains more providers and deeper discounts for employees, dependents or retirees without Medicare coverage who utilize out-of-state providers.

The contracts for Sagamore, Advance PCS, and Delta Dental will continue with no change in coverage. The proposed administrative fees for J.F. Molloy are

increased by 3.6 per cent; Sagamore's network access fee and Advance PCS administration fees will remain unchanged and Delta Dental is requesting a 0.7 per cent increase in administrative service fees.

PHCS Healthy Directions is a silent network of physicians that provide discounts outside of Indiana. There are no monthly fees charged. Fees are a percent of the savings that the plan realizes through the use of the program.

Standard Security (Majestic Underwriters) underwrites the excess coverage for the medical plan. For calendar year 2004, a rate increase of \$1.14 is requested with a specific deductible of \$225,000/covered person/calendar year. The

proposed increase will also include prescription drug payments under the \$225,000 deductible during 2004.

#### Administrative Fees

Monthly administrative fees per membership unit proposed for the 2003 policy year are as follows:

	<u>Actual 2003 Plan Year</u>	<u>Proposed 2004 Plan Year</u>
J.F. Molloy & Associates*	\$10.43	\$10.85
First Step Managed Care	2.65	2.76
Sagamore Network Access	2.25	2.25
PPO Repricing (J.F. Molloy)	.75	.78
Specific Stop Loss	6.13	7.27
Delta Dental*	2.61	2.71

\*These administrative fees paid on active employees and retirees without Medicare—all other fees are not paid on retirees with Medicare as the primary payor.

#### Contribution Rates:

Claims experience for medical expenses have increased by 18 percent during 2003. With an average trend factor of double digits and the consultant's budget forecast indicating a possible 15.5 per cent increase in income needed for 2004

claims, there is a need for an increase in the contribution rates. However, a 15 per cent increase in contribution rates has been recommended to be applied as follows:

Base salary below \$22,500:	Flat \$8 rate increase per month
Base salary \$22,500 to \$64,999:	15 percent increase
Base salary \$65,000 and above:	15 percent plus a flat \$20 per month

The University's contribution will increase by 15 per cent for all participants. Retirees who do not have Medicare (under age 65) will have rates based upon the tier of their appoint salary during the last year of University service. Retirees with Medicare will have a 15 percent increase in rates.

The Proposed 2004 Health Coverage Rates are attached in Exhibit C.

The 2004 Employee Health Benefits Plan booklet will be distributed to all employees and retirees enrolled in the ISU health plan and will include the University's disclosure notice and exemption election to the Health Insurance Portability and Accountability Act of 1996 as required.

Recommendation: Approval of the continuation of the University Health Plan as outlined above and in Exhibit C, effective January 1, 2004.

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

M. HMSU COMMONS AND RESIDENCE HALL DINING (Dr. Ramey)

Various projects have been initiated by ISU Dining Services since the summer of 2002 to enhance campus dining facilities. Many of these projects are funded by cash flows through the food service contract, and all have been undertaken to ensure that the dining facilities at Indiana State University remain a positive factor in the recruitment and retention of ISU students.

Lincoln Quad Dining renovations and "LQ On-the-Run" (carryout) facilities are now complete. Renovation of the Sycamore dining facility is also complete. These projects were funded from Residential Dining reserves. Several new units were created in the HMSU Commons, including Charleston Market, Einstein's, Pete's Arena, Sub-Connection, George's Cafe, and Coffee Grounds. The modification of these restaurants was contemplated when ISU renewed its contract with Sodexo two years ago. These projects were budgeted at \$2,525,000; actual construction costs totaled \$2,452,597. The Trustees have previously approved all of these projects.

The center court area of the HMSU Commons has also undergone significant renovation. The funds for this work are provided by the latest contract with Sodexo. Contractually, ISU pays the bills for the renovations up front, and is reimbursed over the four-year life of the agreement. During the summer of 2002, \$224,399 was spent to begin the first phase of the renovation effort. During the summer of 2003, \$385,889 was spent to complete phases two and three. Design costs for this project totaled \$115,720. An additional expense of \$243,440.34 was included for furniture and food service equipment. These Commons dining renovations were part of the original contract.

Recommendation: Approval and ratification of the final costs for ISU dining renovations.

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

N. IN MEMORIAM (Mr. Schafer)

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

Marian Grosco, Director Emerita of News Services, died on December 27, 2003.

William H. Kern, Professor Emeritus of Special Education, died on December 10, 2003.

William B. Hopp, Professor Emeritus of Zoology, died on December 28, 2003.

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

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

## BYLAW XIV UNIVERSITY FACULTY GRIEVANCES

### XIV. UNIVERSITY FACULTY GRIEVANCES

#### 1. Policy Statement on University Faculty Grievances

The faculty of Indiana State University has primary responsibility for such fundamental areas as curriculum, methods of instruction, research/creativity, faculty status (i.e., promotion, performance review, and tenure), and those aspects of student life which relate to the educational process. All faculty members (tenured or untenured) who believe a decision adversely affects these responsibilities or the financial, intellectual, or pedagogical aspects of their appointments and results from a violation of University policy, (i.e., arbitrary, punitive, or capricious application of policies regarding work assignment, or other procedures except those exempted below), academic freedom, or inadequate consideration (this might be with regard to a working condition or assignment, except those exempted below), may petition the appropriate faculty committee for redress. All faculty members are entitled to due process, including a faculty hearing of record and the opportunity to confront any adverse witnesses and/or to respond to adverse information. Procedures other than this one exist in the University for faculty dismissal (tenured and untenured, but "dismissal" referred to here is different from the non-reappointment of a tenure-track faculty member, which is also addressed by a separate policy); **appointment, tenure, and promotion**, pay for performance, or conduct involving illegal discrimination.

#### 2. College/Schools/Library Level Grievances

Each college/school/library shall maintain grievance procedures in writing that must grant faculty members the rights defined in Bylaw XIV-1 and ensure procedural due process. Grievances filed in the college/schools/library may be brought on grounds defined above.

#### 3. University Level Grievances

University level grievances fall into one of two categories, appeals or primary grievances:

- a. **Appeals of College/Schools/Library Level Grievances:** An aggrieved faculty member may appeal the decision of the college/schools/library grievance hearing to the Executive Committee of the University Faculty Senate for one or more of the following reasons but no other:

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

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

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

- b. **Primary Grievances:** When a grievance does not fall within the jurisdiction of any one college/school/library, it shall be addressed directly by the Executive Committee. In cases when the parties disagree as to the jurisdiction of the grievance, the Executive Committee shall make the final determination.

#### 4. Procedures for University Level Grievances

The following procedures apply to both appeals and primary grievances in the subsequent language defining procedures:

- a. To initiate a University level grievance, be it an appeal or primary grievance, the faculty member must file a formal complaint within **twenty (20)** working days after final conclusion of the original grievance if the complaint constitutes an appeal, and within **twenty (20)** working days after the grievable event if the complaint constitutes a primary grievance (using Grievance Form A) with the Executive Committee Chairperson through the University Faculty Senate Office. **For the purposes of this document, working days are defined as Mondays through Fridays when classes are in session on campus except during the summer sessions. Exceptions to this guideline may be made only in special circumstances as determined by the Executive Committee.** The Chairperson will notify the Executive Committee of the complaint at its next meeting following filing of the complaint. **The Executive Committee must determine whether or not the grievance is within its jurisdiction and warrants mediation and a formal hearing. Grievances that the Executive Committee determines do not warrant a hearing may still be forwarded for mediation. To facilitate that decision, the Executive Committee will notify the respondent(s) of the complaint and supply the respondent(s) with a copy. The notification of the respondent(s) should take place within one Executive Committee session after having received the complaint. The Executive Committee will request that the respondent(s) formally submit a written response to the complaint with seven (7) working days. The Executive Committee should evaluate the set of materials at the session immediately following receipt of the materials. If, after evaluating the submitted materials, the Executive Committee decides that the complaint**

warrants a hearing and/or mediation, it will send the complaint, and the response(s), to the Chairperson of the University Faculty Affairs Committee. The response(s) will also be forwarded to both parties. The process of mediation should begin within seven (7) working days of the date the materials are received by the Faculty Affairs Committee Chairperson. Once the process of mediation begins, no more than ten (10) working days should be allowed to resolve the dispute by mediation. In discrimination complaints, if contacted first, the Executive Committee Chairperson will direct the faculty member to the Affirmative Action director.

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

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

3. If no agreement is reached within ten (10) working days, the Faculty Affairs Committee Chairperson will report this result to the respondents, and to both the Executive Committee Chairperson and the Provost and Vice President for Academic Affairs. If the mediation is unsuccessful, and the Executive Committee has previously determined that the grievance warrants a hearing, the Faculty Affairs Committee Chairperson shall convene a grievance committee drawn from a grievance pool within the time period set forth in Section 5b of this bylaw.

b. Either the complainant(s) or the respondent(s) may elect not to participate in a hearing, but neither may waive the right of the other to have a hearing. Only if both elect to waive a hearing, will the Grievance Committee base its findings solely on evidence submitted by the parties involved in the allegations.

c. If either the complainant or the respondent elects a hearing before the Grievance Committee, the specific procedures for the hearing are outlined in Section 5 of this Bylaw.

d. After the hearing, the Grievance Committee will deliberate and submit its findings and recommendations in writing to the Executive Committee, the Provost and Vice President for Academic Affairs, and the University President using Grievance Form A.

## 5. University Level Grievance Hearings

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

b. For cases that the Executive Committee has determined warrant grievance hearings, a grievance committee shall be constructed and its first meeting held within fifteen (15) working days of the reported failure of the mediation pursuant to Section 4-a. Within the first five (5) days, the Faculty Affairs Committee Chairperson shall notify both parties that the process of constructing the Grievance Committee has begun. The Chairperson will begin the construction by randomly selecting nine (9) persons from the grievance committee pool for possible membership on the Grievance Committee. Any person selected may remove himself/herself from consideration because of a possible conflict of interest. Should this occur, the Faculty Affairs Committee Chairperson will select another name from the pool, offering the newly chosen person the opportunity to remove himself/herself for possible conflict of interest. This process will be repeated, if necessary, until nine (9) potential Grievance Committee members are named. The Faculty Affairs Committee Chairperson will then offer each party to the dispute the opportunity to exclude up to two (2) persons from the Committee. If more than five (5) persons remain after this exclusion process is completed, the FAC Chairperson will select names at random from the remaining group in order to reduce the Committee to five (5) members. Once the Grievance Committee has been established, the Faculty Affairs Committee Chairperson will conclude his/her formal involvement in the grievance process by convening an initial meeting of the Grievance Committee, transmitting the complainant's grievance materials to the Committee and to the respondent, and transmitting the respondent's materials to the Committee and to the complainant (see Section 5c of this Bylaw), and informing the complainant and respondent of the Committee's membership. The Committee will elect its own Chairperson. A Committee member must be present at

both the grievance proceedings and the final Committee deliberations in order to cast a vote.

- c. During the same **fifteen (15) working** days as in Section 5b of this Bylaw, the complainant and respondent shall prepare and submit materials to the Faculty Affairs Committee Chairperson. Materials submitted by the parties should contain everything deemed relevant to the dispute, including a list of witnesses which the Committee shall call and suggested questions to ask of both sides.
- d. The Grievance Committee has the right to request additional materials and to call additional witnesses. All written materials submitted to the Grievance Committee shall be shared with both parties by the **Faculty Affairs Committee Chairperson** immediately following the **fifteen (15) working** day period allowed for submission. The **Grievance Committee Chairperson** will call for a hearing within **fifteen (15) working** days of the Committee's receiving a formal complaint. If needed, the Committee may decide to extend this period up to **five (5) working** days. The **Chairperson will notify the respondent(s), and the complainant(s) in writing of the date of the hearing, and will obtain confirmation from those individuals that they have been notified.**
- e. The Grievance Committee Chairperson will call the meeting to order. The meeting will be recorded and the minutes transcribed for the record by a qualified person hired from outside the University community. These proceedings will be closed and no legal representation will be present. Both sides in the dispute shall be apprised in writing of the rules and procedures to be followed, including statements that these are not proceedings at law. Each party to the dispute may choose one (1) tenured current or emeritus faculty member as an advisor and may confer with that advisor before answering questions during the hearing.
- f. The complainant will have ten (10) minutes per respondent up to a maximum of thirty (30) minutes to present his/her case. The Grievance Committee will then direct questions to the complainant.
- g. The respondent(s) will each have ten (10) minutes to present his/her case up to a maximum of thirty (30) minutes. When there is more than one (1) respondent, the respondents may elect to consolidate their allotted time and choose a spokesperson. The Grievance Committee will then direct questions to the respondent(s).
- h. The Chairperson of the Grievance Committee will then call witnesses. No advisor will be allowed to be called as a witness. Only one (1) witness shall be present in the hearing room at a time. The Committee will recall witnesses if needed. The Committee may accept a written, notarized statement if necessary. **The statement must be made available to the Committee**

**before the date of the hearing.** Included in the statement should be an explanation of why the witness is unable to appear in person. Only questions by Grievance Committee members will be permitted during the proceedings. The members have the right to use or disregard questions previously submitted by the parties concerned and ask questions not suggested by the parties. The parties have the right during the proceedings to suggest additional questions. These suggestions should be passed to the Chairperson, who shall have the responsibility of determining whether the questions should be asked. The Chairperson may solicit advice on these matters from other members of the Committee. The Chairperson may limit such suggestions if they appear excessive. These rules hold as well for the questioning of witnesses.

- i. The respondent(s) will each have ten (10) minutes to summarize his/her case up to a maximum of thirty (30) minutes. When there is more than one (1) respondent, the respondents may elect to consolidate their allotted time and choose a spokesperson. The complainant will then be allowed ten (10) minutes per respondent up to a maximum of thirty (30) minutes to summarize his/her case.
- j. Within seven (7) working days after completion of the hearing, the Grievance Committee will meet to render its findings, conclusions, and recommendations. The results shall be reached on the basis of a simple majority of the Grievance Committee. Dissenting opinions may be included in the Committee's report. The Chairperson of the Grievance Committee shall **immediately** forward its written decision, through the University Faculty Senate Office to each party and to the Executive Committee, the Provost and Vice President for Academic Affairs Office, and the University President. **The Faculty Senate Office should forward the decision to the fore-mentioned parties within seven (7) working days of having received the decision.**
- k. Once the findings, conclusions, and recommendations have been forwarded to the Provost and Vice President for Academic Affairs, and the President, the grievance process is complete. The President will consider the material forwarded and will make a final written determination. If the President's decision is counter to any or all of the recommendations of the governance committees then such written determination shall include an articulated basis for the President's decision. **Within ten (10) working days of the material's delivery to the President, his or her written determination should be forwarded to the Executive Committee Chairperson and the Chairperson of the Grievance Committee.**
- l. All materials connected with the hearing shall be kept in the University Faculty Senate Office for five (5) years after the decision.

RESOLUTION

DECLARATION OF OFFICIAL INTENT  
TO REIMBURSE EXPENDITURES

WHEREAS, Indiana State University Board of Trustees (the "Board") intends to acquire, construct, equip and/or rehabilitate the educational facilities described on Exhibit A hereto (the "Project");

WHEREAS, The Board now desires to obtain interim financing to pay all or a portion of the costs of acquiring, constructing, renovating, and equipping the Project;

WHEREAS, the University intends to acquire, construct, equip, install, renovate and/or rehabilitate the Project, and reasonably expects to reimburse certain costs of the Project with proceeds of debt to be incurred by the University;

WHEREAS, the University expects to issue debt not exceeding \$4,500,000 in aggregate principal amount, in one or more transactions, plus costs incidental to the financing as authorized by statute, for purposes of financing, refinancing or reimbursing costs of the Project;

WHEREAS, the Board now desires to authorize the Treasurer of the Board to investigate, develop and evaluate, with bond counsel or such other input that the Treasurer of the Board deems appropriate, such as investment banking firms, banks or financial institutions, a proposed plan (the "Plan of Financing") for the interim financing of the costs of the Project; and

WHEREAS, the Board now desires to delegate certain powers to the Treasurer as provided for herein.

NOW, THEREFORE, BE IT RESOLVED, as follows:

1. The Board hereby authorizes the Treasurer to perform certain duties provided for in this Resolution.
2. The Board hereby authorizes the Treasurer to develop a plan of Financing for the interim financing of the costs of the Project, including the selection of commercial or investment bankers, which may include the issuance of one or more notes under one or more loan agreements from time to time, in whole or in part up to the maximum authorized amount of \$4,500,000 in aggregate principal amount, plus other costs incidental to the interim financing as authorized by Indiana Code Section 20-12-6.



3. The Board hereby authorizes the Treasurer to pursue and secure any and all necessary state approvals that may be required to effectuate the Plan of Financing for the interim financing of the costs of the Project.
4. The Board hereby approves any Plan of Financing which may be developed by the Treasurer for the interim financing of the costs of the Project, and authorizes the execution and delivery of such legal documents as may be necessary or appropriate from time to time to effectuate the Plan of Financing, subject to the following conditions:
  - a. The proceeds of any interim financing shall be used to finance or refinance some or all of the costs associated with the Project;
  - b. The total amount of interim indebtedness incurred pursuant to this authorization (excluding refinancings of interim financings authorized hereunder from time to time) shall not exceed \$4,500,000 in aggregate principal amount, plus incidental costs permitted by statute;
  - c. The interim financings shall bear interest at either fixed or variable rates, and if fixed shall not exceed 5.75% per annum in true interest cost; and
  - d. The final maturity of any interim financing incurred pursuant to this authorization shall not exceed five years from the date of issuance thereof (being the date of delivery of any Note and the first substantial advance thereunder), provided that such term may be subject to renewal for like additional terms, pursuant to paragraph (e), below.
  - e. Renewals of any interim financing may be accomplished either by extension of the maturity date of any Note or by the issuance of a new Note under a substantially similar agreement.
5. The President and/or Treasurer of the Board are hereby authorized to execute and deliver, and the Secretary and Assistant Secretary of the Board are hereby authorized to attest the signature of and to imprint the corporate seal of the University on, any notes, bonds, loan agreements, indentures or other contracts, agreements or certificates, etc., as may be necessary to or appropriate from time to time to effectuate the Plan for Financing for the interim financing of the costs of the Project, subject to the requirements of Section 4, above.
6. The President and/or Treasurer of the Board are hereby authorized and directed to perform any and all further acts, to execute any and all further documents or certificates, and to publish any notice required to complete

the execution and delivery of the legal documents necessary to or appropriate from time to time to effectuate the Plan of Financing for the interim financing of the costs of the Project, subject to the requirements of Section 4, above.

7. The University hereby declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, installing, equipping and/or rehabilitating the Project with the proceeds of debt to be incurred by the University; and to issue debt not exceeding \$4,500,000 in aggregate principal amount, plus incidental costs as authorized by statute, for purposes of financing, refinancing or reimbursing costs of the Project.

Dated this 15<sup>th</sup> day of January, 2004.

## EXHIBIT A

### THE PROJECT

The project definition for the attached Resolution includes the renovation of Stalker Hall; addition of an elevator/stair tower in order to bring the building into compliance with ADA regulations, construction of ADA-accessible restrooms, mechanical expenditures to renovate the mechanical and electrical systems, and reconfigure several existing spaces as a result of changes brought about by the new construction.

In addition to creating ADA-accessible restrooms and building a new elevator/stair tower in order to bring the building into compliance with ADA standards and provide building access for those with physical-mobility challenges, the project will improve temperature control and indoor air quality problems related to the buildings antiquated HVAC equipment. A new hot-water, fan-coil system will replace the existing steam system, and an electrical upgrade will both provide adequate power for the new HVAC equipment and allow the University to improve the lighting in the building's classrooms, offices, meeting rooms, and hallways.

The 2001 Indiana General Assembly approved bonding authority (IC-20-12-6) for and the expenditure of \$4,500,000 for the renovation of Stalker Hall. The approval of the annual state student fee replacement funding of \$384,406 related to the bonding authority 5.75% for 20 years, for this project was postponed until the 2003 session of the Indiana General Assembly.

ISU Health Coverage Proposed Rates Effective February 1, 2004

**2004 Proposed Health Coverage Rates**

**Employees With A Base Salary Below \$22,500**

	Total Monthly Cost	University Share	Employee Monthly Share	Employee Biweekly Share	Employee Increase Monthly	Employee Increase Biweekly
Employee	\$351.50	\$273.00	\$78.50	\$39.25	\$8.00	\$4.00
Employee/Child(ren)	\$659.00	\$517.50	\$141.50	\$70.75	\$8.00	\$4.00
Employee/Spouse	\$836.50	\$658.50	\$178.00	\$89.00	\$8.00	\$4.00
Employee/Dependents	\$919.00	\$723.50	\$195.50	\$97.75	\$8.00	\$4.00

**Employees With A Base Salary From \$22,500 to \$65,499**

	Total Monthly Cost	University Share	Employee Monthly Share	Employee Biweekly Share	Employee Increase Monthly	Employee Increase Biweekly
Employee	\$368.50	\$273.00	\$95.50	\$47.75	\$12.50	\$6.25
Employee/Child(ren)	\$697.50	\$517.50	\$180.00	\$90.00	\$23.50	\$11.75
Employee/Spouse	\$888.00	\$658.50	\$229.50	\$114.75	\$30.00	\$15.00
Employee/Dependents	\$975.50	\$723.50	\$252.00	\$126.00	\$33.00	\$16.50

**Employees With A Base Salary Of \$65,500 and Above**

	Total Monthly Cost	University Share	Employee Monthly Share	Employee Biweekly Share	Employee Increase Monthly	Employee Increase Biweekly
Employee	\$392.50	\$273.00	\$119.50	\$59.75	\$33.00	\$16.50
Employee/Child(ren)	\$726.00	\$517.50	\$208.50	\$104.25	\$44.50	\$22.25
Employee/Spouse	\$918.50	\$658.50	\$260.00	\$130.00	\$51.50	\$25.75
Employee/Dependents	\$1,007.00	\$723.50	\$283.50	\$141.75	\$54.50	\$27.25

**Medicare**

	Total Monthly Cost	University Share	Retiree Monthly Share	Retiree Biweekly Share	Retiree Increase Monthly	Retiree Increase Biweekly
Medicare	\$332.00	\$296.00	\$36.00	n/a	\$4.50	n/a

SECTION I  
Exhibit D  
January 15, 2004

IN MEMORIAM

Marian Groscop

William Hopp

William Kern

IN MEMORIAM  
MARIAN GROSCOP

WHEREAS, Marian Groscop, Director Emerita of News Services, died on the twenty-seventh day of December two thousand three and;

WHEREAS, Ms. Groscop had given loyal and devoted service to Indiana State University for sixteen years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher 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 profound respect for the superior service which she 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 her family.

IN MEMORIAM

DR. WILLIAM HOPP

WHEREAS, Dr. William Hopp, Professor Emeritus of Zoology, died on the twenty-eight day of December two thousand three; and

WHEREAS, Dr. Hopp had given loyal and devoted service to Indiana State University and the zoology department for thirty-one 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

DR. WILLIAM H. KERN

WHEREAS, Dr. William H. Kern, Professor Emeritus of Special Education, died on the tenth day of December two thousand three; and

WHEREAS, Dr. Kern had given loyal and devoted service to Indiana State University and the special education department for twenty-one 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.



## SECTION II

JANUARY 15, 2004

A. REVENUE REPORT (Mr. Floyd)

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

B. EXPENDITURES REPORT (Mr. Floyd)

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

C. GIFT OF PROPERTY (Mr. Floyd)

The Indiana State University Foundation has proposed a gift of property to the University. The property consists of land and a 31,000 gross square foot building located at 22 North 5<sup>th</sup> Street in Terre Haute, Indiana. The property is to be used to enhance economic development opportunities and community outreach activities.

Recommendation: Acceptance of the gift of property from the Indiana State University Foundation located at 22 North 5<sup>th</sup> Street in Terre Haute, Indiana.

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

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

	<b>Current Budget</b>	<b>YTD Revenue Nov-03</b>	<b>YTD Revenue Nov-02</b>	<b>Revenue FY 02-03</b>
State Of Indiana	\$ 84,938,941	\$ 32,669,123	\$ 32,696,254	\$ 85,013,881
Student Fees	40,777,089	21,611,584	19,043,670	37,289,203
Sales and Services	1,096,425	571,825	512,882	1,605,263
Rent, Interest, Dividends and Gifts	1,814,381	749,297	780,057	1,809,850
Miscellaneous Income	<u>4,252,462</u>	<u>3,313,814</u>	<u>2,889,342</u>	<u>5,858,549</u>
Subtotal	\$ 132,879,298	\$ 58,915,643	\$ 55,922,205	\$ 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>\$ 139,663,469</b>	<b>\$ 65,735,814</b>	<b>\$ 62,462,206</b>	<b>\$ 138,116,747</b>

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

Section II, Exhibit B  
January 15, 2004

	FY 2004 Revised Budget	FY 2004 YTD Total	FY 2003 Nov-02 YTD	FY 2003 Total Year
<b>President</b>				
Wage Expense	\$ 1,995,683	\$ 697,673	\$ 667,799	\$ 1,597,496
Benefits	451,908	184,107	140,978	392,225
Student Wage	170,472	51,545	24,893	96,329
Supplies Expense	531,721	132,187	119,469	306,220
Travel	38,470	31,920	37,314	48,366
Repair and Maintenance	22,026	4,995	9,080	10,253
Capital Equipment	<u>49,643</u>	<u>9,297</u>	<u>27,852</u>	<u>42,616</u>
	<u>\$ 3,259,923</u>	<u>\$ 1,111,724</u>	<u>\$ 1,027,385</u>	<u>\$ 2,493,505</u>

<b>Provost-Instruction</b>				
Wage Expense	\$ 51,506,729	\$ 20,060,097	\$ 19,144,495	\$ 49,174,037
Benefits	13,490,712	4,530,008	4,083,735	12,698,871
Student Wage	1,845,834	839,664	781,936	1,932,218
Supplies Expense	10,125,300	2,150,004	1,840,992	4,653,323
Travel	889,572	724,974	724,512	1,190,979
Repair and Maintenance	430,057	454,010	387,595	677,269
Sp Academic Computing	19,292	18,103	26,132	308,406
Capital Equipment	<u>3,880,918</u>	<u>1,561,237</u>	<u>1,671,561</u>	<u>3,932,041</u>
	<u>\$ 82,188,414</u>	<u>\$ 30,338,097</u>	<u>\$ 28,660,958</u>	<u>\$ 74,567,144</u>

<b>Business Affairs</b>				
Wage Expense	\$ 2,760,904	\$ 1,114,649	\$ 1,020,803	\$ 2,445,493
Benefits	826,757	336,098	254,551	731,156
Student Wage	105,451	43,790	37,077	77,258
Supplies Expense	1,442,320	644,543	407,969	1,127,438
Travel	58,871	30,854	15,236	38,245
Repair and Maintenance	116,994	51,136	20,304	48,125
Capital Equipment	<u>353,295</u>	<u>60,490</u>	<u>19,080</u>	<u>80,757</u>
	<u>\$ 5,664,592</u>	<u>\$ 2,281,560</u>	<u>\$ 1,775,020</u>	<u>\$ 4,548,472</u>

<b>Facilities Mgmt &amp; Power Plant</b>				
Wage Expense	\$ 5,283,240	\$ 2,156,379	\$ 2,033,923	\$ 4,830,545
Benefits	1,614,522	679,616	637,068	1,519,907
Student Wage	163,063	87,248	62,099	141,926
Utilities	1,000	2,000	4,950	7,140
Supplies Expense	522,430	921,039	796,157	1,064,787
Travel	30,980	12,633	8,274	12,222
Repair and Maintenance	1,629,041	646,533	635,775	1,224,397
Capital Equipment	<u>588,973</u>	<u>423,296</u>	<u>305,589</u>	<u>369,885</u>
	<u>\$ 9,833,249</u>	<u>\$ 4,928,744</u>	<u>\$ 4,483,835</u>	<u>\$ 9,170,809</u>

**Indiana State University**

Section II, Exhibit B

**Expenditures**

January 15, 2004

**November 30, 2003**

	FY 2004 Revised Budget	FY 2004 YTD Total	FY 2003 Nov-02 YTD	FY 2003 Total Year
<b>Administrative Affairs</b>				
Wage Expense	\$ 358,070	\$ 150,187	\$ 172,313	\$ 365,230
Benefits	117,976	46,883	116,487	124,439
Student Wage	24,849	8,893	12,757	31,918
Supplies Expense	103,668	41,177	70,158	134,079
Travel	31,474	19,117	20,257	16,128
Repair and Maintenance	5,864	971	5,236	236
Capital Equipment	<u>31,841</u>	<u>579</u>	<u>3,528</u>	<u>4,490</u>
	\$ 673,742	\$ 267,807	\$ 400,736	\$ 676,520
<b>Advancement</b>				
Wage Expense	\$ 1,063,199	\$ 672,505	\$ 633,625	\$ 1,518,442
Benefits	454,831	244,318	222,184	530,249
Student Wage	46,998	34,570	36,705	90,061
Supplies Expense	1,180,510	395,633	450,085	896,529
Travel	62,298	88,801	60,094	81,195
Repair and Maintenance	2,136	131	40	3,710
Capital Equipment	<u>40,601</u>	<u>26,671</u>	<u>19,305</u>	<u>46,621</u>
	\$ 2,850,573	\$ 1,462,629	\$ 1,422,038	\$ 3,166,807
<b>Student Affairs</b>				
Wage Expense	\$ 4,691,413	\$ 1,870,044	\$ 1,788,116	\$ 4,270,011
Benefits	1,337,311	590,076	508,220	1,231,891
Student Wage	248,427	113,522	84,623	216,932
Supplies Expense	613,826	251,682	223,451	432,596
Travel	51,147	27,228	17,086	36,142
Repair and Maintenance	60,556	26,218	38,760	54,928
Capital Equipment	<u>113,904</u>	<u>26,052</u>	<u>34,144</u>	<u>95,883</u>
	\$ 7,116,584	\$ 2,904,822	\$ 2,694,400	\$ 6,338,383
<b>University Wide</b>				
Wage Expense	\$ 144,600	\$ 144,600	\$ 116,466	\$ 279,347
Benefits	6,629,442	2,444,614	2,266,800	5,663,081
Student Wage	1,695	2,794	2,910	7,107
Utilities	6,359,762	4,073,293	3,424,009	6,253,077
Supplies Expense	3,850,714	2,923,848	2,216,426	12,928,388
Travel	86	86	324	334
Bond & Interest	553,820	-	-	-
Student Aid	<u>8,668,234</u>	<u>3,671,584</u>	<u>3,192,418</u>	<u>6,355,824</u>
	\$ 26,208,353	\$ 13,260,819	\$ 11,219,353	\$ 31,487,158
<b>TOTAL</b>	\$ 137,795,430	\$ 56,556,202	\$ 51,683,725	\$ 132,448,798

SECTION III

JANUARY 15, 2004

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

One-Year Appointments

(Effective August 21, 2003, unless otherwise stated)

Kimberly D. Adams; Science Reference Librarian with rank of Temporary Assistant Librarian, Library Services; M.L.S., Catholic University of America; salary \$42,000 per fiscal year, prorated from the effective date of December 23, 2003.

Steven Letsinger; Instructor, Department of Art; M.F.A., Indiana State University; salary \$24,000 per academic year.

Lisa Miller; Instructor, Student Academic Services Center; M.M., Indiana State University; salary \$24,000 per academic year.

Dale W. Sparks; Postdoctoral Research Associate, Department of Life Sciences; Ph.D., Indiana State University; salary \$36,000 per fiscal year; effective July 1, 2003.

Temporary Part-time Faculty Appointment, 2004 Spring Semester  
(Effective January 12, 2004)

John E. Trueblood; Lecturer III, Department of Elementary and Early Childhood Education; M.S., Indiana University; three hours; salary \$3,999.

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

James M. Carty; Instructor, Department of History; M.S., Indiana State University; twelve hours; salary \$12,000.

Casondra D. Hoggatt; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,550.

Michael A. Lushbaugh; Lecturer II, Department of History; B.S., Indiana State University (M.A. imminent); six hours; salary \$4,350.

Daniel R. Miller; Lecturer III, Student Academic Services Center; D.M.A., Michigan State University; three hours; salary \$2,550.

Sharon Morgan; Lecturer III, Analytical Department; M.B.A., California State Polytechnic University; three hours; salary \$3,000.

Michael S. Morris; Lecturer II, Department of Sociology; M.S., Indiana State University; six hours; salary \$4,350.

Denise M. Musick; Lecturer III, Department of Curriculum, Instruction, and Media Technology; M.S., Butler University; three hours; salary \$3,000.

Kelly Renteria; Lecturer II, Department of Political Science; M.P.A., Indiana State University; nine hours; salary \$6,525.

Amy Robinson; Lecturer III, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana State University (special credentials on file); three hours; salary \$3,570.

J. Buford Smith; Lecturer II, Department of History; Ed.S., Indiana State University; six hours; salary \$4,350.

Angela M. Springer; Lecturer II, Department of English; M.Ed., Regent University; six hours; salary \$4,350.

Raven A. van Noorden; Lecturer I, Department of Communication; M.S., Indiana State University; six hours; salary \$3,600.

Yi Yang; Lecturer III, Analytical Department; M.B.A., Indiana State University; two hours; salary \$1,700.

2. Changes of Status and/or Rate

Kevin B. Bolinger; from Assistant Professor, Department of Elementary and Early Childhood Education, to Acting Director, Office of Education Outreach, and Assistant Professor, Department of Elementary and Early Childhood Education for the 2003-2004 academic year; stipend of \$3,000 for the 2003 fall semester; effective September 2, 2003.

Herschel N. Chait; from Associate Professor of Management and Interim Chairperson, Organizational Department, to Coordinator of the Management Program, Associate Professor of Management and Interim Chairperson, Organizational Department; \$2,000 stipend for the added responsibility; effective for the 2003-2004 academic year.

Ralph B. Gabbard; from Associate Librarian, Library Services, to Head of the Reference Department and Associate Librarian, Library Services; salary \$61,709 per fiscal year, prorated from the effective date of November 12, 2003.

Christine MacDonald; from Associate Professor, Department of Educational and School Psychology, to Administrative Fellow, School of Graduate Studies, and Associate Professor, Department of Educational and School Psychology; stipend of \$1,500 for the added responsibility, effective November 24, 2003, through December 20, 2003; appointment effective November 24, 2003, through May 8, 2004.

David J. Malooley; from Associate Professor, Department of Electronics and Computer Technology, to Administrative Fellow and Associate Professor, Department of Electronics and Computer Technology; stipend of \$2,000 for this added responsibility; effective for the 2004 spring semester.

Steven K. Pontius; Academic Affairs; from administrative leave of absence with pay as a fiscal year employee for the period September 2, 2003 through December 31, 2003 to an academic year appointment as Professor, Department of Geography, Geology and Anthropology; salary \$119,600 per academic year, prorated from the effective date of January 12, 2004.

Joshua Powers; from Assistant Professor, Department of Educational Leadership, Administration, and Foundations, to Acting Director, Office of Educational Research and Evaluation, and Assistant Professor, Department of Educational Leadership, Administration, and Foundations for the 2003-2004 academic year; stipend of \$2,000 for the 2003 fall semester; effective September 2, 2003.

N. Ann Rider; from Interim Associate Dean, College of Arts and Sciences, and Associate Professor of German, Department of Languages, Literatures, and Linguistics, to Associate Dean, College of Arts and Sciences, and Associate Professor of German, Department of Languages, Literatures, and Linguistics; salary \$82,000 per fiscal year, prorated from the effective date of December 1, 2003.

Thomas H. Sawyer; from Professor of Physical Education and Recreation and Sport Management, Department of Recreation and Sport Management to Interim Director, Office of Academic Partnerships and Professor of Physical Education and Recreation and Sport Management; salary \$93,138 per fiscal year; effective July 1, 2003, through June 30, 2004; change of status from a fiscal year appointment as Interim Director, Office of Academic Partnerships, and Professor of Physical Education and Recreation and Sport Management, to an academic appointment as Professor of Physical Education and Recreation and Sport Management, Department of Recreation and Sport Management; salary \$71,716, per academic year, prorated from the effective date of October 8, 2003.

Jacqueline J. Shinker; Department of Geography, Geology, and Anthropology; change in effective date for degree completion from November 3, 2003, to August 20, 2003; salary \$45,000 for the 2003-2004 academic year.

B. ADMINISTRATION

1. Appointments

Gary A. Bouse; Vice President for University Advancement and Executive Vice President of the ISU Foundation; Ed.D., Indiana University; salary \$130,000 per fiscal year, prorated from the effective date of January 15, 2004; reimburse moving expenses up to \$10,000.

Chrysandra D. Ford; Assistant Director, Office of Enrollment Services; M.S., Eastern Illinois University; salary \$35,000 per fiscal year, prorated from the effective date of November 24, 2003.

Tyrone Sessom; Recruiter, Office of Human Resources; B.S., Indiana State University; salary \$28,000 per fiscal year, prorated from the effective date of December 8, 2003.

John D. Truelove; Network Engineer, Office of Information Technology; A.S., Vincennes University; salary \$53,000, per fiscal year, prorated from the effective date of November 17, 2003.

Temporary Appointments

Tony D. Brewer; Director, Ronald McNair Project; M.S., Indiana State University; salary \$43,050 per fiscal year; effective October 1, 2003, through September 30, 2004.



Mariette N. Fleck; Administrative Program Specialist, Department of Family and Consumer Sciences; B.S., Indiana State University; salary \$26,250 per fiscal year; effective November 1, 2003, through October 31, 2004.

B. Wayne Rockmore; Executive Director, Center for Research, Enterprise, and Economic Development; Ph.D., University of Georgia; salary \$110,000 per fiscal year, prorated for the period of September 8, 2003 through June 30, 2004.

Jack F. Schroeder; Student Coordinator, 21<sup>st</sup> Century Scholars Program; Ed.S., Indiana State University; salary \$32,248 per fiscal year; effective September 1, 2003, through August 31, 2004.

Rita L. Worrall; Director, Student Support Services; M.S., Indiana State University; salary \$50,382 per fiscal year; effective September 1, 2003, through August 31, 2004.

Elizabeth J. Yates; Indiana Reading Corps Coordinator, Department of Elementary and Early Childhood Education; B.S., Indiana State University; salary \$18,316 per fiscal year, prorated for the period of September 5, 2003, through August 31, 2004.

2. Changes of Status and/or Rate

Richie A. Adderley; from Educational Specialist, Upward Bound, to Assistant Coordinator, 21<sup>st</sup> Century Scholars; salary \$31,578.18, prorated for the period of November 17, 2003, through August 31, 2004.

Paul Asay; from Systems Programmer, Library Services, to Interim Head of Library Systems and Systems Programmer, Library Services; stipend of \$3,600 per fiscal year for this added responsibility; effective July 1, 2003, through June 30, 2004.

Linda Crossett; from Director of Community and Professional Programs, Division of Lifelong Learning, to Director of Community and Professional Programs, Center for Public Service and Community Engagement; salary \$56,158 per fiscal year; effective July 1, 2003.

Michelle B. Fowler; Assistant AOP Coordinator, Student Academic Services Center; change from a temporary to a regular position; effective September 29, 2003.

Jeanie A. Klippel; from Assistant Director of Community and Professional Programs, Division of Lifelong Learning, to Assistant Director of Community and Professional Programs, Center for Public Service and Community Engagement; salary \$41,261 per fiscal year; effective July 1, 2003.

Freda Luers; from Assistant Director, Residential Life to Associate Director, Student Life Programs; salary \$45,000 per fiscal year, prorated from the effective date of January 2, 2004.

Mary Jo Sampson; from a regular appointment as Assistant Director of Student Services, Division of Lifelong Learning, to a temporary position as Assistant Director, Corrections Education, Division of Enrollment Services; salary \$39,036 per fiscal year; effective July 1, 2003, through June 30, 2004.

Allen D. Varner; from Director of Continuing Education, Division of Lifelong Learning, to Director of Continuing Education, Center for Public Service and Community Engagement; salary \$66,453 per fiscal year; effective July 1, 2003.

Victoria E. Winn; Office of Information Technology; reclassification from IT-3 to IT7-2; change in title from Coordinator, SIS, Programmer/Analyst to Assistant Director, Institutional Computing Services; salary \$66,000 per fiscal year; effective July 1, 2003.

3. Resignations

Jamie Clouse; Staff Benefits Administration; effective January 2, 2004.

Frank L. Marquez; Office of Admissions; effective September 10, 2003.

Heather A. Millick; Multimedia Support Services; effective January 9, 2004.

Rebecca J. Sanders; Area Learning Center Coordinator-North Vernon, College Cooperative Southeast; effective December 23, 2003.

Michelle Iva Marie Walls; Area Learning Center Coordinator-Shelbyville, College Cooperative Southeast; effective January 5, 2004.

4. Retirements

Andrea Myers; Director, Intercollegiate Athletics, effective December 31, 2004.

Leon C. Pennel; Director, Institutional Computing Services; retirement leave from July 1, 2004, through December 31, 2004; retirement effective December 31, 2004.

C. INTERCOLLEGIATE ATHLETICS

1. Reappointment

Kimberly Monte, Assistant Volleyball Coach; salary \$24,000 for the employment period of January 1, 2004 through December 31, 2004.

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending December 23, 2003 is presented in Exhibit A.

INDIANA STATE UNIVERSITY  
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES  
 FOR THE PERIOD ENDING December 23, 2003

**A. APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Haskell, Daniel	Facilities Management	Maint Mech II	\$18,525	11-17-03
Lenhart, Esther	Upward Bound	Ofc Asst III	\$9,412	01-05-04*
McCleary, Kimberly	Internal Audit	Audit Asst	\$19,500	12-01-03
Ogle, Lisa	Registrar	Data Entry Op II	\$17,648	01-05-04
Prather, Jean	Student Counseling Ctr	Admin Asst I	\$19,500	12-01-03
Rogers, Michael	HMSU	Cust Wrkr II	\$16,868	01-05-04
Spelbring, Aaron	Library	Library Assoc II	\$20,280	12-01-03
Woolard, Debbie	Facilities Management	Cust Wrkr	\$15,698	12-01-03

\* FTE 0.53

**B. LEAVING UNIVERSITY EMPLOYMENT**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Boswell, Michael	Library	01-09-04
Froderman, Melissa	IMT	01-15-04
Kirby, Kendra	Music	12-19-03
Miller, Nicole	ECEC	01-09-04
Riggen, Paula	University Marketing Program	12-09-03
Robinson, Terressa	MAPS	01-02-04

**C. Retirement**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YRS OF SERVICE</u>	<u>EFFECTIVE DATE</u>
Bays, Bessie	Facilities Management	22	07-28-03
Morgan, Sandra	Telecommunications	14	11-20-03

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>
Crockett, Stacy	Controller Acct Analyst \$18,525	Controller Acct Systems Spec \$20,378	11-24-03

2. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Whitaker, Nancy	Student Health Center Ofc Asst II \$20,495	Student Counseling Center Ofc Asst II \$20,495	12-17-03

3. Reclassification

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Berry, Charlene	School of Business Ofc Asst III \$17,940	School of Business Admin Asst I \$19,734	11-22-03
Dawson, Eva	Sponsored Programs Ofc Asst III \$25,604	Sponsored Programs Sponsored Programs Coord \$28,158	11-22-03
Kennell, Joy	ISU Foundation Admin Asst I \$22,425	ISU Foundation Foundations Coord \$24,668	11-22-03

4. Other

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Bays, Shirley	Facilities Management Cust Wrkr \$16,244	Facilities Management Cust Wrkr I \$16,634	11-22-03*
Bennett, Ivan	Facilities Management Cust Wrkr \$16,244	Facilities Management Cust Wrkr I \$16,634	11-22-03*
Budd, Alberta	Facilities Management Cust Wrkr I \$16,653	Facilities Management Cust Wrkr II \$17,336	11-22-03*
Smith, Christopher	Public Safety Public Safety Ofc \$23,254	Public Safety Public Safety Ofc \$27,269	12-13-03+

\*Skill Assessment  
+Completed Police Academy  
Training, IDACS certification

## SECTION IV

JANUARY 15, 2004

### INFORMATION/DISCUSSION ITEMS

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

1. AET Inc., Terre Haute, IN

The purpose of this agreement with Applied Extrusion Technology is to provide clinical experiences for nursing students.

2. Children's Hospital, St. Louis, MO

The purpose of this agreement is to provide internships for students in the Department of Recreation and Sport Management.

3. NovaCare Rehabilitation, Terre Haute, IN

The purpose of this agreement is to provide athletic training internships for students in the Department of Athletic Training.

4. St. Vincent Hospital and Health Services, Indianapolis, IN

The purpose of this agreement is to provide internships in a hospital for students in the Department of Communication Disorders and Special Education.

5. Union Hospital, Terre Haute, IN

The purpose of this agreement is to provide practicum experiences in counseling, counseling psychology and/or marriage and family therapy for students in the Agency/School/Marriage and Family Therapy/Counseling Psychology graduate program of the Department of Counseling.

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

Dr. Antonak briefly reviewed the handout on grant information. Dr. Mark Green, Director of Sponsored Programs, introduced Dr. Keith Byerman, Professor in the Department of English, who distributed a handout describing his project and spoke briefly about the project, "The Current State of African American Studies: Japanese and American Perspectives."

- C. Purchasing Report – Information Only (Mr. Floyd)  
(purchase order activity for the period November 14, 2003 through December 23, 2003)

Purchases Over \$25,000

Direct From Manufacturer, State Contract, Discounted Prices

Dell Computer -- P0047351 -- \$29,568.00  
(Dell Computers for Cunningham Library)

Dell Computer -- P0047455 -- \$32,562.42  
(Dell Computers for Information Technology)

Sole Source, Campus Standard

Simplex Grinnell -- P0047654 -- \$50,290.00  
(three year fire alarm maintenance agreement, campus wide)

Best Overall Offer

Covermaster -- P0047547 -- \$28,950.00  
(north gym floor covering for HHP north arena gym)

Life Fitness -- P0047673 -- \$77,762.00  
(exercise equipment for LeClub, Hulman Student Union)

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

Mrs. House adjourned the meeting at 4:30 p.m.

SECTION IV

JANUARY 15, 2004

1. National Association of State Park Directors, Fund No. 547674, Proposal No. 04-062  
An agreement for additional appropriations of \$6,000 has been received from The National Association of State Park Directors for the project entitled, "National Association of State Park Directors Tool Box," under the direction of Daniel McLean, Recreation and Sport Management, for the period October 1, 2003 through September 30, 2005.
2. National Council on Economic Education, Fund No. 547842 Proposal No. 04-073  
An agreement in the amount of \$1,410 has been received from the National Council on Economic Education for the project entitled, "International Economics for the Middle and High School Classroom," under the direction of John Conant, Center for Economic Education, for the period November 1, 2003 through June 1, 2004.
3. National Institute of Justice, Office of Justice Programs, Fund No. 547832, Proposal No. 03-134  
An agreement in the amount of \$133,977 has been received from National Institute of Justice, Office of Justice Programs, for the project entitled, "Crimes Committed by Terrorist Groups: Theory, Research and Prevention," under the direction of Mark Hamm, Criminology, for the period January 1, 2004 through June 30, 2005.
4. Indiana Academy of Science, Fund No. 547843, Proposal No. 04-058  
An agreement in the amount of \$475 has been received from Indiana Academy of Science, for the project entitled, "The Cost of Venom Production in a Wolf Spider; Hogna lenta," under the direction of Kent Koerner, Life Sciences, for the period November 1, 2003 through October 31, 2004.
5. Indiana Academy of Science, Fund No. 547844, Proposal No. 04-050  
An agreement in the amount of \$490 has been received from Indiana Academy of Science for the project entitled, "Characterization of the MCCC-Like Gene of Plasmid HPM8 and Determination of Microcin Production by Helicobacter Pylori HPM8," under the direction of Sarah Null, Life Sciences, for the period November 1, 2003 through October 31, 2004.



6. Indiana Academy of Science, Fund No. 547846, Proposal No. 04-057  
An agreement in the amount of \$2,990 has been received from Indiana Academy of Science for the project entitled, "The Maintenance of Genetic Diversity: The Role of Non-Random Mating," under the direction of Elaina Tuttle, Life Sciences, for the period November 1, 2003 through October 31, 2004.
7. Indiana Academy of Science, Fund No. 547847, Proposal No. 04-046  
An agreement in the amount of \$3,000 has been received from Indiana Academy of Science for the project entitled, "Synthesis and Immunological Evaluation of Prenylated Proteins," under the direction of Swapan Ghosh, Life Sciences, for the period November 1, 2003 through October 31, 2004.
8. Indiana Academy of Science, Fund No. 547845, Proposal No. 04-051  
An agreement in the amount of \$2,775 has been received from Indiana Academy of Science for the project entitled, "Determining Familial Relationships Using Ancient DNA from Urban and Rural Historic Burials," under the direction of Michelle Sivilich, Life Sciences, for the period November 1, 2003 through October 31, 2004.
9. Academy of Applied Sciences, Fund No. 547848, Proposal No. 04-084  
An agreement in the amount of \$10,000.00 has been received from the Academy of Applied Science for the project entitled, "31<sup>st</sup> Annual Indiana Regional Junior Science and Humanities Symposium," under the direction of Stanley Shimer, Science Education, for the period October 13, 2003 through August 12, 2004.
10. U.S. Department of Education, Fund No. 547849, Proposal No. 04-101  
An agreement in the amount of \$31,620 has been received from U.S. Department of Education for the project entitled, "ISU Early Childhood Education Center Scholarship Project, Year 3," under the direction of Gail Gottschling, Elementary & Early Childhood Education, for the period October 1, 2003 through September 30, 2004.
11. Indiana Council for Economic Education, Fund No. 547850, Proposal No. 03-180  
An agreement in the amount of \$18,000 has been received from the Indiana Council for Economic Education for the project entitled, "Center for Economic Education Continuation Grant," under the direction of John Conant, Economics, for the period July 1, 2003 through June 30, 2004.

12. Indiana Department of Natural Resources, Fund No. 547851, Proposal No. 03-218  
An agreement in the amount of \$588,252.62 has been received from the Indiana Department of Natural Resources for the project entitled, "Biodiversity and Habitat: Quantity and Quality in Indiana in 2000," under the direction of Susan Berta, Geography and Geology, for the period October 1, 2003 through March 1, 2006.
13. Purdue University, Fund No. 547834, Proposal 03-162  
An agreement in the amount of \$92,743 has been received from Purdue University for the project entitled, "CARE: Communities Against Rape Initiative, In-School Component," under the direction of Frederica Kramer, Family and Consumer Sciences, for the period November 1, 2003 through October 31, 2004.
- 14, City of Tell City, Fund No. 547854, Proposal 04-039  
An agreement in the amount of \$60,000 has been received from the City of Tell City for the project entitled, "Community Learning Center," under the direction of Louis Jensen, Center for Public Service Community Engagement, for the period October 1, 2003 through June 30, 2007.

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

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

**November 1, 2003 through November 30, 2003**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	<u>Services Rendered</u>
INCOLSA Ind Coop Lib Svcs Authority	\$ 103,451	Cataloging Software
Apple Computer Inc	107,145	Computers
JDL Associates Inc	107,996	Blumberg Center Workshops
B and S Plumbing	113,342	Hulman Center Steam Line Repairs
Weddle Brothers Construction Co Inc	118,085	Landsbaum Construction
Vectren Energy Delivery	119,613	Gas Utility Payments
Factory Mutual Insurance Company	196,697	Insurance Premium
Forrest Sherer Inc	598,186	Insurance Premium

**Previously Reported Vendors with Purchases**

**Exceeding \$100,000**

AAA Electric of Terre Haute Inc	\$ 109,175	Gillum Hall Fire Alarm Replacement
Duke University	109,645	HHS37 Subcontractor on Project
YBP Library Services	116,467	Library Book Purchases
Rixan Association Inc	123,688	Purchase of Robotics
Xerox Corporation	136,224	Copier Lease Payments and Copier Supplies
Pro Quest	138,609	Library Software Access Fees
SBC Global Services Inc	139,007	Telephone Maintenance Payments
Ikon Office Solutions - IMS - 12845	140,625	Copier Copy Charges and Copier Ctr Job Charges
Suburban Glass Service Inc	149,230	Hulman Center Entrance Door Replacements
Gateway 2000 Major Accounts Inc	158,951	Computer Equipment and Supplies
Swiderski Electronics	169,551	Landsbaum Center Audio/Visual System
Talisma Corporation	177,100	Admissions Software Licenses Fees
Manpower Incorporated	186,644	Temporary Employee Services
Ivy Tech State College	188,904	LAAP and FIPSCE Grant Services
Indiana-American Water Company	200,498	Water Utility Payments
Network Solutions Inc	200,888	SMARTnet Maint and Software Support, Cisco Switch, and Cisco Access Point Bundle
Postmaster	203,202	Purchase of Postage
John Hancock Life	216,162	Life Insurance Premiums
Cognos Corp	226,653	Software Reporting Tool and Support
NRK Inc	239,072	Science Bldg Generator Phase II, HHP Fire Alarm Repl, and Other Elec Jobs
RJE Business Interiors	250,087	Student Publications and Other Departmental Furniture Purchases
IT Travel Agencies	318,810	Travel Expenses for the University
Novell Incorporated	371,917	Novell Software Upgrades and Software Licenses and Support
Public Employees Retirement Fund	376,046	Employee and Employer Retirement Contributions
Delta Dental Plan of Indiana	396,100	Dental Payments Reimbursements
Sycamore Engineering Inc	430,867	Landsbaum Ctr for Health Educ Construction and Holmstedt Hall Mechanical Renov

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

ST Construction Inc	432,780	Parking Lot M and New Theatre Pull-Off Expenses
SBC	456,180	Video Conferencing Equip, Voice Mail Upgrade, and Parts for Telecommunication Dept
Associated Roofing	472,029	Univ Apt Unit 1 Roof Repl, HMSU Roof Repl, and Hex Roof over Commons
Energy USA-TPC	661,048	Natural Gas Contract Purchases
Indiana Department of Corrections	819,276	Academic Courses
First Financial Bank	850,000	VEBA Contributions
PCS Health Systems, Inc	1,033,277	Prescription Drug Coverage
Dell Marketing LP	1,046,008	Computer Equip and Supplies, Microsoft License Agreement and PC Maint Agreement
ElectriCom	1,191,664	Fiber Optic Lines to Univ Apt, Landsbaum, and Sullivan Projects
Jungclaus Campbell Company Inc.	1,206,438	Mills Hall Renovation and Homstedt Hall Room 102 and 103 Renovation
Cinergy Services Inc	1,453,665	Electricity Utility Payments
Sodexo Inc and Affiliates	3,498,983	Dining and Catering Services
J F Molloy and Associates Inc	3,721,850	University Medical Payments