

MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

SEPTEMBER 24, 2004

Exhibits

SECTION I

- A. Student Satisfactory Academic Progress Policy
- B. Anthropology Lab Proposal
- C. In Memoriam
  - Susan Bledsoe
  - Richard Gardiner
  - Netra Lowderman
  - Mary Purdue

SECTION III

- A. Support Staff Report

Attachments

SECTION I

- 1. Enrollment Management

SECTION II

- 1. Revenue Report
- 2. Expenditures Report
- 3. Vendors Report

SECTION IV

- 1. Grants – Information Only

MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

SEPTEMBER 24, 2004

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, September 24, 2004 in the State Room, Tirey Hall.

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

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

There being a quorum present, Mrs. House called the meeting to order at 9:10 a.m.

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Mr. Smith, seconded by Dr. Zietlow, the minutes of the July 16, 2004 meeting were approved as presented.

B. DATES OF NEXT MEETING (Mrs. House)

The dates for the next meeting are October 28 and 29, 2004.

Homecoming is scheduled for Saturday, November 6.

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

Mrs. House welcomed everyone to the beginning of another school year. She also expressed the Board's pleasure with the renovated Board meeting room. She thanked all who were involved in the project.

Mrs. House noted trustees receive The Statesman, and she congratulated those who work on the newspaper. The opening of school issue this year was beautifully done. She also thanked the Tribune Star for the coverage received on ISU activities in the community.

Trustees held a retreat in August for the evaluation of the University President and the Board. There was good conversation about the Board's work and what can be done to improve Board functioning.

Mrs. House continues to meet with the ISU Foundation as an ex officio member. She expressed appreciation for the work the Foundation does to support the University.

Mrs. House commented on the seminar on Thursday afternoon. She expressed the Board's strong support for the vision and work President Benjamin has done since coming to the University. She thanked everyone involved in the seminar and noted we are building on a foundation by those who have gone before us. Based on those efforts and current efforts we will make progress toward the future.

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

President Benjamin also noted the improved meeting environment in the State Room and thanked all those who were involved. He called special attention to the plaques honoring "emeriti" trustees.

Fall Addresses

The fall welcome address and reception were held on September 17. Harriet Hudson, Trina Langley, and Megan McManama joined the President in bringing greetings to the campus community.

The "State of the University" address was presented to the university faculty on September 20, as mandated in the University Handbook. Provost Maynard assisted in addressing issues to implement the strategic plan: program quality and program review, enrollments, reallocation of resources, advising, new programs, retention activities, how Lilly gift will be used and University Faculty Senate involvement.

Enrollment Management

President Benjamin commented that trustees recently asked for a short presentation from Enrollment Management and Admissions on assessment of ISU's current situation and goals for the coming year.

He called upon Provost Maynard, Dr. Libler, and Mr. Toomey, who collectively gave a report. Their report is summarized in Attachment 1 through a series of slides from the power point presentation.

International Affairs

President Benjamin introduced Dr. Fernandez, Dean Michelfelder (Arts and Sciences), and Chairpersons Berta (Geography, Geology, and Anthropology) and Sullivan (Music) who reported on progress in the area of international partnerships. Special guests were introduced and made brief comments followed by a short performance of Chinese music.

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

Dr. Lamb presented Dr. Hudson's report in her absence.

The University Faculty Senate recently approved a program revision in the College of Technology and has made recommendations for benefits modifications which hopefully can be considered by the new Benefits Committee which will review the University's benefits package. Like last year's Compensation Committee, this committee faces a formidable task. She was pleased to note that Compensation Committee members continue to work together planning the disbursement of funds for later this year. She urged the administration to find ways to continue to address compensation issues.

Dr. Hudson expressed faculty concerns about the Satisfactory Academic Progress policy. Some of its provisions may cause unnecessary difficulties for graduate students. At a time when the University is looking to be more student friendly and facilitate the administration of financial aid, steps forward in one area should not cause steps backward in another.

She noted the appointment of 47 instructors and 103 lecturers, along with various other special purpose faculty. The new special purpose faculty policy approved last year could not have been more timely.

Dr. Hudson regretted she could not attend more of the seminar on “Fulfilling the Promise: the Path to Pre-Eminence.” Faculty senators and members of standing committees have been involved in this initiative since its inception. Last year the Executive Committee, the Curriculum and Academic Affairs Committee, the Faculty Affairs Committee, the Graduate Council, and the University Research Committee reviewed drafts of the document and gave responses to be incorporated in its final version. The degree of Senate involvement was unprecedented given the scale and scope of the proposal and the faculty’s authority for curriculum and facilitation of teaching and research. There is much about the proposal that is not new — we’ve been doing experiential education at ISU since it was founded as a normal school. What is new is the coordinated focus and the avenues for support and recognition. The initiative will succeed when faculty across campus are able to take ownership. The Senate and its committees will continue to play an active role as plans are implemented.

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

Ms. Langley reported that officers for the 2004-05 Support Staff Council were elected at the September 9 meeting. She will continue to serve as Chairperson with Kelly Hall re-elected as Vice-Chairperson and Nancy Hall and Anita Adams re-elected as Secretary and Treasurer respectively.

The draft of Support Staff Council Bylaws will be discussed and finalized at the Council retreat on October 14. The draft Bylaws represent the efforts of several people on Council and reflect the current mission and goals of the Support Staff Council.

The annual Soup and Sandwich Fundraiser for the Support Staff Scholarship Fund was held September 23. It was a successful event and raised close to \$2,000 for the Support Staff Scholarship Fund. President and Mrs. Benjamin recently matched funds raised for the Scholarship Fund at the recent ISU Welcome Back Picnic. Another fundraising event by support staff in the Office of University Development from a unit-wide “Miniature Golf Outing” raised over \$1,600 for the scholarship fund.

Ms. Langley expressed appreciation for the collaborative approach used for implementing the strategic plan. Support staff input has been requested and support staff are eager to participate in the implementation process.

She also noted that the Support Staff Compensation Sub-Committee and the other sub-groups have been formed. She felt confident that recommendations for salary adjustments will be made wisely and in a timely manner. Hopefully the Benefits Study Committee will enjoy the same cooperation and success as the Compensation Committee.

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

SGA is excited about the beginning of the school year. Great strides were made during the summer and the past two weeks of the semester. A Freshman 15 Program packet was distributed. SGA is encouraging students to become more active on campus.

The 4002 in 2004 project to encourage students to vote in the upcoming election is receiving attention. Dr. Darlene Hantzis and others have been offering advice and assistance. A pizza and politics series will begin on September 30. Students will meet at Sam's Club to discuss issues of that night's events. November 2 will be an exciting day on campus with a march to vote scheduled at 11:00 a.m. to Deming Center where the students on campus vote.

Candidates for student justices on the All-University Court are being interviewed. Several justices were lost due to graduation.

SGA looks forward to the implementation of the strategic vision/plan for the University and its academic programs.

H. STUDENT SATISFACTORY ACADEMIC PROGRESS POLICY  
(Dr. Maynard)

A revised Student Satisfactory Academic Progress Policy, Exhibit A, was written and developed by a team representing multiple offices after an extensive review of the Federal Student Aid Handbook. Enactment of this revision as it relates to the distribution of student financial aid is necessary to assure ISU maintains federal compliance for distributing Title IV aid. The revised policy does not change any of the numeric measures which have been used in recent years. It does, however, address several nuances of federal requirements which may affect students.

Recommendation: Approval of the revised Student Satisfactory Academic Progress Policy as presented in Exhibit A, effective with the beginning of the 2004-05 academic year.

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

I. ELIMINATION OF THE ASSOCIATE DEGREE IN NURSING (Dr. Maynard)

The State Board of Nursing has approved the transfer of the Associate Degree program to the Terre Haute campus of Ivy Tech State College (ITSC). This transfer of the associate degree in nursing is supported by the collaborative efforts of Indiana State University and Ivy Tech State College. The Wabash Valley and surrounding communities will continue to have access to graduates from all levels of nursing education. The Licensed Practical Nurse and the Associate Degree Nurse will be educated at ITSC while the Bachelor of Science in Nursing and the Master of Science in Nursing will be provided by ISU.

Recommendation: Approval of the elimination of the Associate Degree in Nursing program effective at the end of the Fall Semester, 2005.

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

J. ANTHROPOLOGY LAB PROPOSAL (Dr. Maynard)

A Memorandum of Understanding has been developed to move the authority to sign and transmit proposals for certain types of contracts, and to execute, implement, and manage those contracts to the Director of the Anthropology Laboratory. A copy of the memorandum of understanding and the standard project agreement form are presented in Exhibit B.

Recommendation: Approval of the Memorandum of Understanding and standard project form as presented in Exhibit B.

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

K. IN MEMORIAM (Mr. Schafer)

Resolutions for the following individuals are presented in Exhibit C.

Susan Bledsoe, Office Assistant (retired), Information Technology, died on July 7, 2004.

Richard A. Gardiner, Assistant Professor Emeritus of Mathematics, died on August 9, 2004.

Netra Lowderman, Nurse Aide (retired), Student Health Center, died on June 11, 2004.

Mary Evelyn Purdue, Custodian (retired), Residential Life, died on August 18, 2004.

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

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





## Satisfactory Academic Progress (SAP) Policy

Students must make Satisfactory Academic Progress towards earning a degree as stipulated in the chart below to receive financial aid at ISU from the following federal programs: Pell Grant, Supplemental Educational Opportunity Grant (SEOG), Work Study, Perkins Loan, Subsidized Stafford Loan, Unsubsidized Stafford Loan and Parent PLUS Loan. Some additional grants and scholarships may also use part of the SAP standards as minimum criteria for receipt of funding.

| <i>REVISED as of 8/10/2004</i>   | Undergraduate Degree Levels                           |         | Graduate Degree Levels                                |
|--|---|---------|---|
| <b>Total Hours Attempted and Recognized by ISU for Degree Consideration from All Institutions</b>          | 1 - 31  | 32 - up | All   |
| Minimum Cumulative GPA   | 1.70  | 2.00    | 3.00  |
| Minimum % of Total Hours Successfully Completed (Measured as Hours Earned ÷ Hours Attempted)               | 67.0%   | 67.0%   | 67.0%   |
| Maximum Total Hours Attempted Allowed to Complete Degree Requirements for Current Primary Program of Study | 150% of the specific degree programs published length |         | 150% of the specific degree programs published length |

### SAP Evaluation

- SAP is calculated annually after the spring semester following the student's first term of enrollment as a regular degree-seeking student or at the point of awarding aid as a degree-seeking student. Some additional non-degree students may be calculated for SAP based upon funding or program rules.
- Quantitative (hours attempted and earned) and qualitative (cumulative GPA) SAP progress is measured.
- Changes in major may alter your SAP status, which is based upon the current degree level pursued.
- Students meeting the standards listed above when calculated will be in SAP GOOD STANDING.
- SAP SUSPENSION will be required for students who do not meet the requirements shown above. Eligibility for the aid programs listed above will be suspended immediately. (See Appeals)
- Rules are applied uniformly to all students for all periods of enrollment whether or not aid has been received previously.
- Students will be considered to be on SAP PROBATION if they are considered to be on academic probation. Students in this status may continue to be eligible for aid.
- Students will be considered to be on SAP SUSPENSION if they are academically dismissed from ISU. (See Appeals)
- Eligibility is reestablished after the student improves their academic record to meet the minimum standards or an appeal due to unusual and/or mitigating circumstances is approved.
- Students are held responsible for knowing SAP eligibility criteria and their status at the end of each semester. Please contact the Office of Student Financial Aid if questions arise.

### Grades

- All courses taken at ISU and those taken elsewhere, which are recognized by the ISU Office of Registration and Records as related to the current degree pursuit are counted as hours attempted regardless of grade assigned. This includes courses such as incompletes, failed, dropped or are withdrawn after the 7<sup>th</sup> day of class each term.
- Only courses earning grades recognized by the ISU Office of Registration and Records as acceptable for progressing toward degree completion will be counted as earned. (Example: A, B+, B, C+, C, D+, D, S, and P)
- Courses shown as failed, incomplete, withdrawn, dropped or concluded with no grade submitted count as hours attempted and not earned. Additional courses with non-passing results are counted similarly.
- All courses designated as repeated for grade improvement count as hours attempted, but only count once if passed as hours earned.
- Courses attempted repetitively for credit count as both hours attempted and if passed as hours earned.
- Audit and Non-credit classes are ineligible for financial aid and do not count in SAP calculations.
- The official institutional GPA determined by the ISU Office of Registration and Records is used for all qualitative measures.

## **Additional Earned Credits and Remedial Classes**

1. Credit hours earned by testing or other non-standard means are counted in the SAP calculations as both hours attempted and earned. This includes hours earned from Credit by Exam, CLEP and CEEB tests, AP Courses, Foreign Language Placement, Work Experience Credit, and Military Experience Credit.
2. All credit hours attempted through International Student Exchange Program (ISEP), Study Abroad, the Indiana College Network (ICN) and through Consortium Agreements with other institutions count in both attempted and earned calculations.
3. Remedial classes count in both attempted and earned hours calculations even though credits may not apply toward completion of degree requirements. They may also impact GPA calculations.

## **Transfer Students**

1. Transfer students with no grade history at ISU will enter on SAP PROBATION and will be considered for freshman grade level aid only.
2. Complete academic transcripts must be submitted to the Office of Admissions or the School of Graduate Studies for any academic work attempted at other institutions before the end of their first semester at ISU. A standard SAP calculation including this work and ISU hours will be run at the next scheduled increment.
3. Students making SAP will have aid eligibility recalculated relative to their new grade level.
4. Students failing SAP will be placed on SAP SUSPENSION and lose eligibility for further aid. (See Appeals)
5. Students can request to have their transfer hours evaluated early in their first term, but will be held accountable for the SAP calculation results immediately.

## **Former ISU Students Returning To Complete Their Degree Pursuit**

1. Former ISU students who were not enrolled at ISU for the most recent regular semester (fall or spring) will re-enter on SAP PROBATION or SUSPENSION according to the following criteria:
2. Those whose academic history demonstrates SAP GOOD STANDING will enter on SAP PROBATION and be allowed aid respective to their recognized earned grade level until the next scheduled SAP calculation.
3. Those whose academic history would have justified SAP probation, suspension or who were on appeal when they last attended will re-enter on SAP SUSPENSION. (See Appeals)
4. Complete academic transcripts must be submitted to the Admission's Office for any academic work attempted since their last ISU enrollment before the end of their first semester back. A standard SAP calculation including this work will be run at the next scheduled increment.

## **Academic Renewal**

1. Federal regulations forbid eliminating hours included in an Academic Renewal from SAP calculations.
2. Quantitative SAP calculations for these students will include their full academic history.
3. Courses shown in both academic history and also as Academic Renewal Transfer Hours will only be counted once.
4. Repeated courses in this category will all be treated as hours attempted and if passed as hours earned.

## **Appeals and Reinstatement**

1. SAP SUSPENSION may be appealed if unusual and/or mitigating circumstances affected academic progress. Such circumstances may include a severe illness or injury to the student or an immediate family member, the death of a student's relative, student activation into military service or other circumstances as deemed appropriate for consideration by the SAP Appeals Committee.
2. The student must submit a typed letter and a completed SAP Appeal Form to the Office of Student Financial Aid explaining in detail why they failed to meet the minimum academic standards, what unusual and/or mitigating circumstances caused the failure and how their situation has improved.
3. The SAP Appeals Committee written response will be made available to the student in four business days after submission. Students choose between having the response mailed or being available for pick-up.
4. Any appeal approvals will give the conditions and timeframe for maintaining aid eligibility.
5. All decisions of the SAP Appeals Committee are final.
6. Students who raise their cumulative standards to equal or exceed the minimum requirements will be reinstated to SAP GOOD STANDING from that point forward.

## PROJECT AGREEMENT

This Agreement, made this \_\_\_\_ day of \_\_\_\_\_, 2004, between \_\_\_\_\_ ("Company") and Indiana State University, through its ISU Anthropology Laboratory ("ISU"), to wit:

### WITNESSETH:

WHEREAS, the Company has a need to have certain tasks completed, which are described in detail in the Project Description on the attached Attachment "A," which is attached hereto, and by reference made a part hereof ("Project"), and

WHEREAS, ISU possesses, through its faculty and other resources, the specific talents and abilities to assist Company, and

WHEREAS, assisting Company with the Project will further the research and service missions of ISU.

NOW, THEREFORE, in consideration of these premises and the mutual promises and covenants herein, the parties hereby agree as follow:

- 1. ISU is Independent Contractor.** The relationship between ISU and the Company pursuant to this Agreement is that of an independent contractor.
- 2. Term.** The term of this Agreement shall commence on \_\_\_\_\_, and shall terminate on \_\_\_\_\_, unless extended by written mutual agreement of the Parties.
- 3. Payment.** Company shall pay ISU a cost not to exceed \$\_\_\_\_\_ in exchange for the services rendered by ISU, which services are described in detail in the attached Attachment "A." Company agrees to pay ISU according to the following schedule:  
  
\_\_\_\_\_

ISU will render invoices according to the above schedule. Company agrees to pay said invoices within thirty (30) days of the invoice date. ISU reserves the right to discontinue work if Company fails to pay invoices rendered by ISU within the time herein specified. Company agrees to pay a late payment charge of 1-1/2 percent per month on all overdue amounts.

- 4. Services to be Rendered by ISU.** ISU shall use its best efforts to render those services and perform those obligations set forth on the attached Attachment "A."

5. **Non-Solicitation.** Both Company and ISU understand that ISU will have many activities proceeding simultaneously. However, both parties agree that ISU will not during the term of this Agreement solicit Company's employees or accounts on behalf of ISU or another entity.
6. **Materials and Data.** ISU will curate all archaeological materials and data resulting from this work and said materials and data will reside in perpetuity at ISU.
7. **Publications.** ISU shall have the right to publish any of the results of this project for academic purposes. ISU agrees not to publish under any circumstances Company's proprietary information received solely as a result of this Agreement and not otherwise available to ISU.
8. **Warranties; Liability; Indemnification.** ISU shall not be liable for any direct consequential, or other damages suffered by Company or by any third party resulting from the conduct of field work by ISU under this Agreement, and Company agrees to hold harmless and indemnify ISU for all demands, expenses, and losses arising out of the inappropriate use by Company or any third party using or relying on the work produced by ISU under this Agreement.
9. **Termination.** This Agreement may be terminated by Company upon thirty (30) days' written notice; performance may be terminated by ISU if circumstances beyond its control preclude continuation of the program, such as illness, incapacity, death, or changes in personnel. Upon termination by either party, ISU will be paid in an amount that bears the same ratio to the total compensation as does the service actually performed to the total service originally contemplated in this Agreement.
10. **Assignment.** Neither party may assign this Agreement without the express written consent of the other party.
11. **Integration.** This Agreement sets forth the entire agreement between the parties, and fully supersedes any and all prior conversation, agreements, or understandings between the parties. This Agreement may only be modified in writing and executed by each of the Parties.
12. **Notice.** Any notice, requests, instruction or other document to be given hereunder to any party shall be in writing and delivered by hand, registered or certified United States mail, return receipt requested, or other form of receipted deliver, with all expenses of delivery prepaid, as follows:

## Memorandum of Understanding

This Memorandum of Understanding is entered into this 15<sup>th</sup> day of September 2004, among individuals whose signatures appear below:

### RECITALS:

- A. The Office of the Provost and Vice President for Academic Affairs at Indiana State University desires to increase the ability of the Anthropology Laboratory at Indiana State University to respond expeditiously to inquiries about possible research and evaluation projects from business and industry and then to act as a broker between these individuals and groups and members of the Anthropology Laboratory who have the skills to provide the needed expertise as individuals or in teams.
- B. To execute, manage, and implement these opportunities, authority to sign and transmit certain types of contracts is being moved to the Director of the Anthropology Laboratory.

### OPERATIVE PROVISIONS:

1. Contracts that qualify for this project must be:
  - a) prepared and submitted on the approved contract form,
  - b) valued at \$10,000 or less, and
  - c) without atypical, nonstandard, or complex components.
2. Contracts that qualify for this project must not
  - a) be sent to a federal or state government funding source, or to a corporate or private foundation,
  - b) commit the use of the capital resources of the university (i.e., facilities and equipment).
3. During the development of a proposal that will be conducted using the approved contract and during the negotiation of a contract with a corporate or business entity, the professional staff of the Anthropology Laboratory within the Department of Geography, Geology, and Anthropology in the College of Arts and Sciences are encouraged to consult early and often with the professional staff of the Office of Sponsored Programs and the Office of Grants and Contracts.
4. At the time that a contract is executed with a sponsor, the Anthropology Laboratory will send a copy of the signed contract along with an internal routing form to the Office of Sponsored Programs and the Office of Grants and Contracts for their entry in the official university database. Copies of the signed contract shall also be provided to the Chair of the Geography, Geology, and Anthropology Department and the Dean of the College of Arts and Sciences. Although the approvals of these offices are not required before the contract is signed, the members of the professional staff of these offices may discover and point out significant issues that need to be taken into consideration as the Anthropology Laboratory completes the contracted project.
5. When any of the stipulations in paragraph #1 or paragraph #2 above cannot be met, or at any time that the professional staff of the Anthropology Laboratory determine that it is necessary, the

**Attachment A  
Project Description**

I. Project title:

II. Start date: End date:

III. Proposal Description

## Memorandum of Understanding

This Memorandum of Understanding is entered into this 15<sup>th</sup> day of September 2004, among individuals whose signatures appear below:

### RECITALS:

- A. The Office of the Provost and Vice President for Academic Affairs at Indiana State University desires to increase the ability of the Anthropology Laboratory at Indiana State University to respond expeditiously to inquiries about possible research and evaluation projects from business and industry and then to act as a broker between these individuals and groups and members of the Anthropology Laboratory who have the skills to provide the needed expertise as individuals or in teams.
- B. To execute, manage, and implement these opportunities, authority to sign and transmit certain types of contracts is being moved to the Director of the Anthropology Laboratory.

### OPERATIVE PROVISIONS:

1. Contracts that qualify for this project must be:
  - a) prepared and submitted on the approved contract form,
  - b) valued at \$10,000 or less, and
  - c) without atypical, nonstandard, or complex components.
2. Contracts that qualify for this project must not
  - a) be sent to a federal or state government funding source, or to a corporate or private foundation,
  - b) commit the use of the capital resources of the university (i.e., facilities and equipment).
3. During the development of a proposal that will be conducted using the approved contract and during the negotiation of a contract with a corporate or business entity, the professional staff of the Anthropology Laboratory within the Department of Geography, Geology, and Anthropology in the College of Arts and Sciences are encouraged to consult early and often with the professional staff of the Office of Sponsored Programs and the Office of Grants and Contracts.
4. At the time that a contract is executed with a sponsor, the Anthropology Laboratory will send a copy of the signed contract along with an internal routing form to the Office of Sponsored Programs and the Office of Grants and Contracts for their entry in the official university database. Copies of the signed contract shall also be provided to the Chair of the Geography, Geology, and Anthropology Department and the Dean of the College of Arts and Sciences. Although the approvals of these offices are not required before the contract is signed, the members of the professional staff of these offices may discover and point out significant issues that need to be taken into consideration as the Anthropology Laboratory completes the contracted project.
5. When any of the stipulations in paragraph #1 or paragraph #2 above cannot be met, or at any time that the professional staff of the Anthropology Laboratory determine that it is necessary, the

contract and associated proposal will be routed through the established university process for review, approval, and execution.

6. The professional staff of the Office of Grants and Contracts will be responsible for invoicing the corporate entity in the amounts and according to the schedule established in the contract. Funds received through a contract in this pilot project will be deposited by the Anthropology Laboratory into a restricted account established for this project within the Office of the Controller.

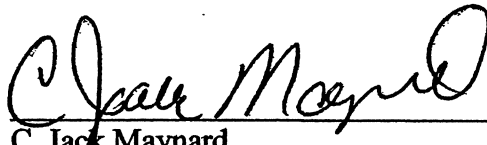
7. The professional staff of the Anthropology Laboratory is responsible for establishing the total costs for conducting projects under this MOU. In all cases, the Office of Grants and Contracts will deduct, from the restricted account of the Anthropology Laboratory used for this project, an amount for administrative cost recovery equal to 10% of the total project cost of each executed contract operated through this project. Administrative cost recovery funds derived in this way will be divided as follows: 50% to the general fund and 50% to the Office of the Provost and Vice President for Academic Affairs. The parties whose signatures appear below may review annually (on the anniversary date of the signing of this MOU) the activities conducted under this MOU. If it is determined that an alternate allocation of the administrative cost recovery is more appropriate, the allocation prescribed in this provision may be modified through the mutual agreement of the signing parties.

8. The Provost and Vice President for Academic Affairs will seek the necessary approvals from the President and the Indiana State University Board of Trustees to implement this project.

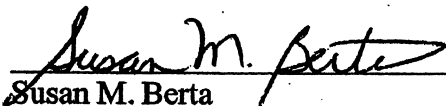
IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed as of the day and year first above written.



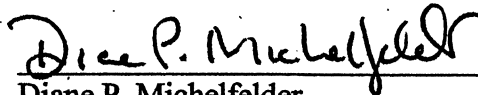
C. Russell Stafford  
Director, Anthropology Laboratory



C. Jack Maynard  
Provost and Vice President for Academic Affairs



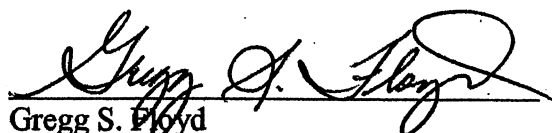
Susan M. Berta  
Chairperson, Geography, Geology,  
and Anthropology



Diane P. Michelfelder  
Dean, College of Arts and Sciences



Mark D. Green  
Interim Chief Research Officer



Gregg S. Floyd  
Vice President for Business Affairs



SECTION I  
Exhibit C  
September 24, 2004

IN MEMORIAM

Susan Bledsoe

Richard A. Gardiner

Netra Lowderman

Mary Evelyn Purdue

IN MEMORIAM

SUSAN BLEDSOE

WHEREAS, Susan Bledsoe, Office Assistant (retired) in Information Technology, died on the seventh day of July two thousand and four; and

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

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

Richard A. Gardiner

WHEREAS, Richard A. Gardiner, Professor Emeritus of Mathematics, died on the ninth day of August two thousand and four; and

WHEREAS, Mr. Gardiner had given loyal and devoted service to Indiana State University for thirteen years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated service which he gave to 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  
NETRA LOWDERMAN

WHEREAS, Netra Lowderman, Nurse Aide (retired) in the Student Health Center, died on the eleventh day of June two thousand four and;

WHEREAS, Netra Lowderman had given loyal and devoted service to Indiana State University for eleven 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 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

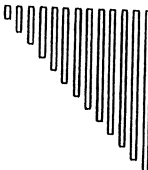
Mary E. Purdue

WHEREAS, Mary E. Purdue, Custodial Worker, (retired) in Burford Housing, died on the eighteenth day of August two thousand and four; and

WHEREAS, Mary E. Purdue had given loyal and devoted service to Indiana State University for fifteen years and had gained the respect and affection of those who knew her as a co-worker and friend; and


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 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.




**Indiana State University**

**More. From Day One.**




**Strategic Plan on Quality**

- Average SAT
- Average HS GPA
- Retention and Graduation Rates
- Presidential Scholar applicants
- Honors Program applicants




**Strategic Plan on Diversity**

- Minority student ratios
- Non-traditional students
- International students



**President's Vision  
Increased Enrollment**

- Quality vs Quantity
- Full-time vs part-time
- In-state vs out of state
- Ratio of undergraduate to graduate
- Distance Education
- Non traditional




## 2004 Marketing & Recruitment Plan

- Good plan, weak implementation
- 19 action plans



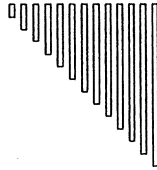
## Results:

- Decline in undergraduate enrollment consistent with 4-yr. research institutions in state.
- Reduced conditional admits (AOP)
- Progress on quality measures for new freshmen
- Quality improvements in technology, personnel, and service
- **Capacity building for future recruitment**



## Recruitment and Student Success

- Enrollment Goals for Fall 2005
  - First time in college – 5% increase
  - Transfers – 5% increase
  - Graduate – 5% increase
  - International - maintain
  - Minority – maintain or improve %
    - (2004: 14.83% of total enrollment)



## Steps taken



### New leadership in place:

- Director of Admissions
- Director of Financial Aid
- Transfer Central Co-Directors




### Technology implementations

- Talisma software for communications/recruitment
- NoliWeb software for document imaging



### Strategy enhancements

- New Scholarship Program
- Marketing Summer Honors (187 in 2003 to 224 in 2004)
- New collaboration with faculty and deans for on/off campus recruitment

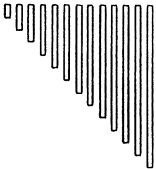


### Changing minimums for undergraduate unconditional admission:

- Core 40
- Class Rank: from top 50% to top 40%
- GPA: from 2.25 to 2.5
- SAT writing test  
and
- Set an SAT/ACT minimum
- Limit conditional admissions




---



## New Initiatives

---

---




## Events and Outreach

- Early outreach
- Accepted Student Days
- Major Explorations
- Parents in the process
- New College Fair activities

---

---




## Operations

- Campus mailing
- Personalization of all communication
- Student volunteers to visit high school in winter
- Alumni recruiters and volunteers
- Faculty collaboration
- Processing concerns as related to communication and distribution
- Financial Aid

---


---



## Other

- Changing Search Criteria
- Operational Quality
- Deadlines & Deposits

---



**Proposals**

- New tools for recruiting high-ability students out-of-state
  
- New tools for strengthening commitment to ISU post-admit
  - Enrollment/Matriculation Deposit

---

SECTION II  
September 24, 2004

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 June 30, 2004.

|  | 12-Month<br>Rolling Average<br>Investment | 12-Month<br>Rolling Average<br>Rate of Return |
|--|---|---|
| <u>Internal Invested Funds</u>                                 |   |   |
| 1. Cash (Sweep)  | \$ 5,001,528                              | .61%  |
| 2. Common Fund   | \$35,378,526                              | 1.12%   |
| <u>Comparative Index</u><br><b>Avg Yield on 90-Day T-Bill</b>  |   | <b>1.25%</b>                                  |
| <u>External Invested Funds</u>                                 |   |   |
| 1. Medium Term<br>(exceeds two years)                          | \$46,541,811                              | 4.49%   |
| <u>Comparative Index</u><br><b>Avg Yield on 2 year T-Notes</b> |   | <b>2.04%</b>                                  |

B. REVENUE REPORT (Mr. Floyd)

The Revenue Report for the periods ending June 30, 2004 and July 31, 2004 is presented in Attachment 1 as an information only item.

C. EXPENDITURES REPORT (Mr. Floyd)

The Expenditures Report for the periods ending June 30, 2004 and July 31, 2004 is presented in Attachment 2 as an information only item.

D. PURCHASES OVER \$25,000 – INFORMATION ONLY (Mr. Floyd)  
(for the period July 1, 2004 through September 9, 2004)

Sole Source

SimplexGrinnell -- P0050710 -- \$28,980.00  
(Alarm System Standard Across Campus)

PPI Sports -- P0050422 -- \$35,750.00  
(Athletics Cross Country Apparel)

Karl Albrecht International -- P0049720 -- \$54,000.00  
(Consulting, Information Technology)

One Bid Received, 6 Bids Solicited

Whites Creative Landscaping -- P0050190 -- \$32,500.00  
(Paver Repair Per Specifications And Drawings)

One Bid Received, 3 Bids Solicited

Lami-Craft, Inc. -- P0049665 -- \$40,000.00  
(Reface Kitchen Cabinets, University Apartments)

One Bid Received, 7 Bids Solicited

ElectriCom -- P0050134 -- \$40,000.00  
(Telecommunications Technician And Equipment)

E. VENDORS REPORT – INFORMATION ONLY (Mr. Floyd)

The Vendors Report is presented in Attachment 3 as an information item.

**Indiana State University**  
**Revenue**  
**June 30, 2004**

|                                     | <b>Current<br/>Budget</b> | <b>YTD<br/>Revenue<br/>June 04</b> | <b>YTD<br/>Revenue<br/>June 03</b> | <b>Revenue<br/>FY 02-03</b> |
|-------------------------------------|---------------------------|------------------------------------|------------------------------------|-----------------------------|
| State Of Indiana                    | \$ 84,938,941             | \$ 84,938,941                      | \$ 85,013,881                      | \$ 85,013,881               |
| Student Fees                        | 41,831,388                | 42,353,830                         | 37,289,203                         | 37,289,203                  |
| Sales and Services                  | 1,411,268                 | 1,549,660                          | 1,605,263                          | 1,605,263                   |
| Rent, Interest, Dividends and Gifts | 1,849,696                 | 1,843,288                          | 1,809,850                          | 1,809,850                   |
| Miscellaneous Income                | <u>8,103,224</u>          | <u>8,308,397</u>                   | <u>5,858,549</u>                   | <u>5,858,549</u>            |
| Subtotal                            | \$ 138,134,517            | \$ 138,994,116                     | \$ 131,576,746                     | \$ 131,576,746              |
| Carryforwards                       | <u>6,784,171</u>          | <u>6,784,171</u>                   | <u>6,540,001</u>                   | <u>6,540,001</u>            |
| <b>Total</b>                        | <b>\$ 144,918,688</b>     | <b>\$ 145,778,287</b>              | <b>\$ 138,116,747</b>              | <b>\$ 138,116,747</b>       |

**Indiana State University**  
**Revenue**  
**July 31, 2004**

|                                     | <b>Current<br/>Budget</b> | <b>Revenue<br/>Jul-04</b> | <b>Revenue<br/>Jul-03</b> | <b>Revenue<br/>FY 03-04</b> |
|-------------------------------------|---------------------------|---------------------------|---------------------------|-----------------------------|
| State Of Indiana                    | \$ 85,979,319             | \$ 6,619,154              | \$ 6,539,251              | \$ 84,938,941               |
| Student Fees                        | 43,353,040                | 1,303,990                 | 1,057,515                 | 39,047,984                  |
| Other Fees and Charges              | 1,113,700                 | 75,975                    | 89,997                    | 1,469,159                   |
| Sales and Services                  | 914,000                   | 75,368                    | 93,287                    | 1,030,544                   |
| Rent, Interest, Dividends and Gifts | 1,811,000                 | 148,100                   | 144,099                   | 1,804,592                   |
| Miscellaneous Income                | <u>2,044,000</u>          | <u>541,899</u>            | <u>418,492</u>            | <u>2,093,114</u>            |
| Subtotal                            | \$ 135,215,059            | \$ 8,764,486              | \$ 8,342,641              | \$ 130,384,334              |
| Carryforwards                       | <u>8,355,501</u>          | <u>\$ 8,355,501</u>       | <u>\$ 7,049,449</u>       | <u>\$ 15,393,953</u>        |
| <b>Total</b>                        | <b>\$ 143,570,560</b>     | <b>\$ 17,119,987</b>      | <b>\$ 15,392,090</b>      | <b>\$ 145,778,287</b>       |

**Indiana State University**  
**Expenditures**  
**June 30, 2004**

|                        | FY 2004<br>Revised<br>Budget | FY 2004<br>Jun-04<br>YTD | FY 2003<br>June 03<br>YTD | FY 2003<br>Total<br>Year |
|------------------------|------------------------------|--------------------------|---------------------------|--------------------------|
| <b>President</b>       |                              |                          |                           |                          |
| Wage Expense           | 1,690,626                    | 1,690,601                | 1,597,496                 | 1,597,496                |
| Benefits               | 468,185                      | 468,185                  | 392,225                   | 392,225                  |
| Student Wage           | 159,887                      | 106,386                  | 96,329                    | 96,329                   |
| Supplies Expense       | 645,224                      | 390,958                  | 306,220                   | 306,220                  |
| Travel                 | 58,198                       | 50,415                   | 48,366                    | 48,366                   |
| Repair and Maintenance | 31,580                       | 31,568                   | 10,253                    | 10,253                   |
| Capital Equipment      | <u>42,435</u>                | <u>32,637</u>            | <u>42,616</u>             | <u>42,616</u>            |
|                        | \$ 3,096,135                 | \$ 2,770,750             | \$ 2,493,505              | \$ 2,493,505             |

|                            |                  |                  |                  |                  |
|----------------------------|------------------|------------------|------------------|------------------|
| <b>Provost-Instruction</b> |                  |                  |                  |                  |
| Wage Expense               | 51,410,363       | 51,426,282       | 49,143,175       | 49,143,175       |
| Benefits                   | 13,784,806       | 13,784,806       | 12,698,871       | 12,698,871       |
| Student Wage               | 2,155,737        | 1,956,451        | 1,929,853        | 1,929,853        |
| Supplies Expense           | 7,181,586        | 5,197,745        | 4,643,336        | 4,643,336        |
| Travel                     | 1,395,006        | 1,295,981        | 1,190,979        | 1,190,979        |
| Repair and Maintenance     | 708,199          | 697,482          | 677,269          | 677,269          |
| Sp Academic Computing      | 184,455          | 174,113          | 308,406          | 308,406          |
| Capital Equipment          | <u>5,836,032</u> | <u>5,498,470</u> | <u>3,932,041</u> | <u>3,932,041</u> |
|                            | \$ 82,656,184    | \$ 80,031,330    | \$ 74,523,930    | \$ 74,523,930    |

|                         |                |                |               |               |
|-------------------------|----------------|----------------|---------------|---------------|
| <b>Business Affairs</b> |                |                |               |               |
| Wage Expense            | 2,675,451      | 2,675,451      | 2,476,355     | 2,476,355     |
| Benefits                | 840,265        | 840,265        | 731,156       | 731,156       |
| Student Wage            | 105,144        | 94,613         | 79,623        | 79,623        |
| Supplies Expense        | 1,784,093      | 1,517,284      | 1,137,228     | 1,137,228     |
| Travel                  | 85,090         | 60,996         | 38,245        | 38,245        |
| Repair and Maintenance  | 107,818        | 77,620         | 48,125        | 48,125        |
| Capital Equipment       | <u>326,280</u> | <u>123,479</u> | <u>80,757</u> | <u>80,757</u> |
|                         | \$ 5,924,141   | \$ 5,389,708   | \$ 4,591,489  | \$ 4,591,489  |

|  |                |                |                |                |
|--|----------------|----------------|----------------|----------------|
| <b>Facilities Mgmt &amp; Power Plant</b> |                |                |                |                |
| Wage Expense                             | 5,045,804      | 5,045,804      | 4,830,545      | 4,830,545      |
| Benefits                                 | 1,685,359      | 1,685,359      | 1,519,907      | 1,519,907      |
| Student Wage                             | 148,974        | 148,974        | 141,926        | 141,926        |
| Utilities                                | -              | -              | 7,140          | 7,140          |
| Supplies Expense                         | 1,211,964      | 1,211,964      | 1,064,787      | 1,064,787      |
| Travel                                   | 13,664         | 13,664         | 12,222         | 12,222         |
| Repair and Maintenance                   | 1,341,773      | 1,341,773      | 1,224,397      | 1,224,397      |
| Capital Equipment                        | <u>532,110</u> | <u>532,110</u> | <u>369,885</u> | <u>369,885</u> |
|  | \$ 9,979,648   | \$ 9,979,648   | \$ 9,170,809   | \$ 9,170,809   |

**Indiana State University**  
**Expenditures**  
**June 30, 2004**

|                               | FY 2004<br>Revised<br>Budget | FY 2004<br>Jun-04<br>YTD | FY 2003<br>June 03<br>YTD | FY 2003<br>Total<br>Year |
|-------------------------------|------------------------------|--------------------------|---------------------------|--------------------------|
| <b>Administrative Affairs</b> |                              |                          |                           |                          |
| Wage Expense                  | 356,422                      | 356,422                  | 365,230                   | 365,230                  |
| Benefits                      | 110,254                      | 110,254                  | 124,439                   | 124,439                  |
| Student Wage                  | 29,088                       | 19,317                   | 31,918                    | 31,918                   |
| Supplies Expense              | 120,438                      | 106,790                  | 134,079                   | 134,079                  |
| Travel                        | 19,092                       | 11,368                   | 16,128                    | 16,128                   |
| Repair and Maintenance        | 5,764                        | 1,706                    | 236                       | 236                      |
| Capital Equipment             | <u>28,463</u>                | <u>5,547</u>             | <u>4,490</u>              | <u>4,490</u>             |
|                               | \$ 669,521                   | \$ 611,404               | \$ 676,520                | \$ 676,520               |
| <b>Advancement</b>            |                              |                          |                           |                          |
| Wage Expense                  | 1,690,735                    | 1,690,735                | 1,518,442                 | 1,518,442                |
| Benefits                      | 654,765                      | 654,765                  | 530,249                   | 530,249                  |
| Student Wage                  | 101,305                      | 94,716                   | 90,061                    | 90,061                   |
| Supplies Expense              | 1,581,404                    | 1,273,988                | 896,529                   | 896,529                  |
| Travel                        | 74,976                       | 70,279                   | 81,195                    | 81,195                   |
| Repair and Maintenance        | 24,099                       | 23,510                   | 3,710                     | 3,710                    |
| Capital Equipment             | <u>138,312</u>               | <u>126,499</u>           | <u>46,621</u>             | <u>46,621</u>            |
|                               | \$ 4,265,596                 | \$ 3,934,492             | \$ 3,166,807              | \$ 3,166,807             |
| <b>Student Affairs</b>        |                              |                          |                           |                          |
| Wage Expense                  | 4,524,433                    | 4,524,324                | 4,270,011                 | 4,270,011                |
| Benefits                      | 1,497,571                    | 1,497,571                | 1,231,891                 | 1,231,891                |
| Student Wage                  | 270,545                      | 239,245                  | 216,932                   | 216,932                  |
| Supplies Expense              | 904,151                      | 542,140                  | 432,596                   | 432,596                  |
| Travel                        | 92,727                       | 83,173                   | 36,142                    | 36,142                   |
| Repair and Maintenance        | 59,689                       | 45,442                   | 54,928                    | 54,928                   |
| Capital Equipment             | <u>100,512</u>               | <u>72,065</u>            | <u>95,883</u>             | <u>95,883</u>            |
|                               | \$ 7,449,628                 | \$ 7,003,960             | \$ 6,338,383              | \$ 6,338,383             |
| <b>University Wide</b>        |                              |                          |                           |                          |
| Wage Expense                  | 416,453                      | 416,453                  | 279,347                   | 279,347                  |
| Benefits                      | 6,401,566                    | 6,401,566                | 5,663,081                 | 5,663,081                |
| Student Wage                  | 7,257                        | 7,257                    | 7,107                     | 7,107                    |
| Utilities                     | 6,324,786                    | 6,324,786                | 6,253,077                 | 6,253,077                |
| Supplies Expense              | 9,288,063                    | 9,288,063                | 12,928,388                | 12,928,388               |
| Travel                        | 86                           | 86                       | 334                       | 334                      |
| Bond & Interest               | -                            | -                        | -                         | -                        |
| Student Aid                   | 7,760,092                    | 7,430,559                | 6,355,824                 | 6,355,824                |
| Capital Equipment             | <u>2,380</u>                 | <u>2,380</u>             | <u>-</u>                  | <u>-</u>                 |
|                               | \$ 30,200,683                | \$ 29,871,150            | \$ 31,487,158             | \$ 31,487,158            |
| <b>TOTAL</b>                  | <b>\$ 144,241,536</b>        | <b>\$ 139,592,442</b>    | <b>\$ 132,448,601</b>     | <b>\$ 132,448,601</b>    |



**Indiana State University**  
**Expenditures**  
**July 31, 2004**

|                        | FY 2005<br>Revised<br>Budget | FY 2005<br>July 04<br>YTD | FY 2004<br>July 03<br>YTD | FY 2004<br>Total<br>Year |
|------------------------|------------------------------|---------------------------|---------------------------|--------------------------|
| <b>President</b>       |                              |                           |                           |                          |
| Wage Expense           | 1,974,314                    | 149,044                   | 134,133                   | 1,690,601                |
| Benefits               | 518,658                      | 40,148                    | 35,969                    | 468,185                  |
| Student Wage           | 158,620                      | 4,322                     | 6,934                     | 106,386                  |
| Supplies Expense       | 591,931                      | 40,229                    | 37,995                    | 390,958                  |
| Travel                 | 38,810                       | 23,614                    | 13,942                    | 50,415                   |
| Repair and Maintenance | 18,512                       | -                         | 4,995                     | 31,568                   |
| Capital Equipment      | <u>24,600</u>                | <u>5,373</u>              | <u>4,008</u>              | <u>32,637</u>            |
|                        | \$ 3,325,445                 | \$ 262,730                | \$ 237,976                | \$ 2,770,750             |

|                            |                  |                |                |                  |
|----------------------------|------------------|----------------|----------------|------------------|
| <b>Provost-Instruction</b> |                  |                |                |                  |
| Wage Expense               | 51,865,536       | 2,685,593      | 2,587,486      | 51,426,282       |
| Benefits                   | 14,226,089       | 9,608          | 129,253        | 13,784,806       |
| Student Wage               | 2,019,898        | 177,603        | 89,388         | 1,956,451        |
| Supplies Expense           | 10,134,420       | 1,051,133      | 736,995        | 5,203,103        |
| Travel                     | 1,080,237        | 396,001        | 233,120        | 1,295,981        |
| Repair and Maintenance     | 431,801          | 413,895        | 332,632        | 697,482          |
| Sp Academic Computing      | 31,593           | 29,647         | 16,828         | 174,113          |
| Capital Equipment          | <u>3,692,717</u> | <u>955,888</u> | <u>568,041</u> | <u>5,498,470</u> |
|                            | \$ 83,482,291    | \$ 5,719,368   | \$ 4,693,743   | \$ 80,036,688    |

|                         |                |              |               |                |
|-------------------------|----------------|--------------|---------------|----------------|
| <b>Business Affairs</b> |                |              |               |                |
| Wage Expense            | 2,753,720      | 209,165      | 212,438       | 2,675,451      |
| Benefits                | 927,556        | 69,649       | 66,367        | 840,265        |
| Student Wage            | 116,155        | 10,505       | 4,527         | 94,613         |
| Supplies Expense        | 1,500,943      | 177,479      | 115,192       | 1,517,284      |
| Travel                  | 51,242         | 9,787        | 11,272        | 60,996         |
| Repair and Maintenance  | 68,593         | 21,276       | 28,199        | 77,620         |
| Capital Equipment       | <u>470,256</u> | <u>8,460</u> | <u>48,445</u> | <u>123,479</u> |
|                         | \$ 5,888,465   | \$ 506,321   | \$ 486,440    | \$ 5,389,708   |

|  |               |                |               |                |
|--|---------------|----------------|---------------|----------------|
| <b>Facilities Mgmt &amp; Power Plant</b> |               |                |               |                |
| Wage Expense                             | 5,357,754     | 394,766        | 387,044       | 5,045,804      |
| Benefits                                 | 1,739,170     | 128,267        | 132,608       | 1,685,359      |
| Student Wage                             | 160,845       | 13,406         | 13,443        | 148,974        |
| Utilities                                | 1,000         | 2,691          | 2,000         | -              |
| Supplies Expense                         | 574,984       | 642,052        | 681,098       | 1,211,964      |
| Travel                                   | 28,400        | -              | 262           | 13,664         |
| Repair and Maintenance                   | 1,656,614     | 470,383        | 505,344       | 1,341,773      |
| Capital Equipment                        | <u>77,679</u> | <u>155,749</u> | <u>60,011</u> | <u>532,110</u> |
|  | \$ 9,596,446  | \$ 1,807,314   | \$ 1,781,810  | \$ 9,979,648   |

**Indiana State University**  
**Expenditures**  
**July 31, 2004**

|                               | FY 2005<br>Revised<br>Budget | FY 2005<br>July 04<br>YTD | FY 2004<br>July 03<br>YTD | FY 2004<br>Total<br>Year |
|-------------------------------|------------------------------|---------------------------|---------------------------|--------------------------|
| <b>Administrative Affairs</b> |                              |                           |                           |                          |
| Wage Expense                  | 355,143                      | 27,168                    | 28,037                    | 356,422                  |
| Benefits                      | 105,911                      | 8,742                     | 5,781                     | 110,254                  |
| Student Wage                  | 28,767                       | 1,748                     | 2,098                     | 19,317                   |
| Supplies Expense              | 113,279                      | 41,450                    | 22,124                    | 106,790                  |
| Travel                        | 29,530                       | 15,544                    | 1,261                     | 11,368                   |
| Repair and Maintenance        | 4,658                        | 248                       | 236                       | 1,706                    |
| Capital Equipment             | <u>33,916</u>                | <u>-</u>                  | <u>-</u>                  | <u>5,547</u>             |
|                               | \$ 671,204                   | \$ 94,900                 | \$ 59,537                 | \$ 611,404               |
| <b>Advancement</b>            |                              |                           |                           |                          |
| Wage Expense                  | 1,135,916                    | 151,759                   | 126,412                   | 1,690,735                |
| Benefits                      | 472,671                      | 59,089                    | 45,353                    | 654,765                  |
| Student Wage                  | 43,250                       | 3,716                     | 2,516                     | 94,716                   |
| Supplies Expense              | 1,499,882                    | 265,345                   | 238,062                   | 1,273,988                |
| Travel                        | 47,969                       | 62,363                    | 10,900                    | 70,279                   |
| Repair and Maintenance        | 31,582                       | 28,300                    | -                         | 23,510                   |
| Capital Equipment             | <u>116,417</u>               | <u>94,621</u>             | <u>12,786</u>             | <u>126,499</u>           |
|                               | \$ 3,347,687                 | \$ 665,193                | \$ 436,029                | \$ 3,934,492             |
| <b>Student Affairs</b>        |                              |                           |                           |                          |
| Wage Expense                  | 4,729,239                    | 369,240                   | 343,726                   | 4,524,324                |
| Benefits                      | 1,443,951                    | 110,630                   | 102,295                   | 1,497,571                |
| Student Wage                  | 248,225                      | 11,120                    | 7,906                     | 239,245                  |
| Supplies Expense              | 811,117                      | 226,633                   | 37,818                    | 542,140                  |
| Travel                        | 52,881                       | 21,105                    | 63,131                    | 83,173                   |
| Repair and Maintenance        | 60,053                       | 34,047                    | 17,411                    | 45,442                   |
| Capital Equipment             | <u>88,314</u>                | <u>40,266</u>             | <u>14,656</u>             | <u>72,065</u>            |
|                               | \$ 7,433,780                 | \$ 813,041                | \$ 586,943                | \$ 7,003,960             |
| <b>University Wide</b>        |                              |                           |                           |                          |
| Wage Expense                  | 34,687                       | 34,687                    | 24,705                    | 416,453                  |
| Benefits                      | 7,414,049                    | 509,155                   | 482,997                   | 6,401,566                |
| Student Wage                  | -                            | 673                       | 224                       | 7,257                    |
| Utilities                     | 6,769,000                    | 2,535,749                 | 2,604,347                 | 6,324,786                |
| Supplies Expense              | 3,232,801                    | 744,993                   | 485,799                   | 9,288,063                |
| Travel                        | -                            | -                         | 131                       | 86                       |
| Bond & Interest               | 553,820.00                   | -                         | -                         | -                        |
| Student Aid                   | 9,734,994                    | 2,687,570                 | 2,316,250                 | 7,425,201                |
| Capital Equipment             | <u>768,500</u>               | <u>-</u>                  | <u>-</u>                  | <u>2,380</u>             |
|                               | \$ 28,507,851                | \$ 6,512,827              | \$ 5,914,453              | \$ 29,865,792            |
| <b>TOTAL</b>                  | \$ 142,253,169               | \$ 16,381,694             | \$ 14,196,931             | \$ 139,592,442           |

The following vendors have accumulated purchases from the University for the time period July 1, 2004 through August 31, 2004 (Fiscal Year) in excess of \$250,000:

**Vendors with Purchases Exceeding \$250,000  
July 1, 2004 through August 31, 2004**

| <u>Vendor Name</u>            | <u>Current<br/>YTD Paid</u> | <u>Services Rendered</u>                   |
|-------------------------------|-----------------------------|--|
| First Financial Bank          | 340,000                     | VEBA Contributions                         |
| NRK Inc                       | 395,768                     | Sycamore Complex Switchgear Replacement    |
| Dell Marketing LP             | 439,804                     | Computer Equipment, Software, and Supplies |
| Sodexo Inc and Affiliates     | 494,874                     | Dining and Catering Services               |
| PCS Health Systems, Inc       | 505,826                     | Prescription Drug Coverage                 |
| Cinergy Services Inc          | 634,911                     | Electricity Utility Payments               |
| J F Molloy and Associates Inc | 1,638,367                   | University Medical Payments                |

### SECTION III

SEPTEMBER 24, 2004

#### PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

#### A. FACULTY

##### 1. Full-Time Tenure-Track Appointments (Effective August 18, 2004, unless otherwise stated)

David K. Howard; Assistant Professor, Department of Recreation and Sport Management; Ph.D., University of Florida; salary \$48,936.

##### One-Year Appointments (Effective August 19, 2004, unless otherwise stated)

Ronald T. Allen; Temporary Assistant Professor, Department of Aerospace Technology; M.S., Embry-Riddle Aerospace University; salary \$53,550.

Joe E. Ashby; Instructor, Department of Electronics and Computer Technology; M.S., Indiana State University; salary \$51,000.

Melissa A. Benningfield; Instructor, Department of Criminology; M.S., Indiana State University; salary \$25,918.

Marilyn C. Bisch; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$24,480.

Rena E. Bomar; Instructor, Department of Athletic Training; M.S., Indiana State University; salary \$32,640.

Vern E. Bothwell; Instructor, Department of Aerospace Technology; B.S., Northeast Louisiana University (special credentials on file); salary \$45,000.

Justin P. Bratton; Instructor, Department of Criminology; M.S., Indiana State University; salary \$24,000.

Lori A. Brucken; Instructor, Department of Elementary and Early Childhood Education; M.A., Saint Xavier University; salary \$24,000.

Lucy Campbell; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$24,480.

Alison S. Cannady; Instructor, Department of Criminology; J.D., University of Oregon; salary \$30,600.

James W. Cassell; Instructor, Department of Sociology; M.A., Pennsylvania State University; salary \$26,520.

Yuli Lo Chi; Instructor, Department of Mathematics and Computer Science; M.S., University at Buffalo; salary \$24,480.

Cynthia L. Crowder; Instructor, Department of Industrial Technology Education; M.A., Indiana State University; salary \$42,840.

Walter W. Dininger; Instructor, Department of Physical Education; M.S., Indiana University; salary \$24,480.

Stephanie S. Doty; Instructor/Slide Librarian, Department of Art; M.F.A., Indiana State University; salary \$24,480.

Connie Elmore; Instructor, Department of Languages, Literatures, and Linguistics; M.A., University of Gaeriana, Colombia; salary \$24,480.

Nicholas D.W. Farha; Visiting Associate Professor, Department of Electronics and Computer Technology; M.S., Friends University; salary \$57,834.

Michael R. Frame; Instructor, Organizational Department; M.B.A., Ball State University; salary \$38,235.

Joyce A. Fulford; Instructor, Department of Educational Leadership, Administration, and Foundations; Ph.D., Indiana State University; salary \$35,000.

Harry E. Gallatin; Instructor, Analytical Department; M.B.A., Indiana State University; salary \$36,720.

Rita M. Ghosh; Instructor, Department of Life Sciences; M.S., University of Illinois; salary \$24,480.

Alexander J. Hagedorn; Instructor, Department of Industrial and Mechanical Technology; B.S., Indiana State University (special credentials on file); salary \$36,000.

Lea R. Hall; Clinical Coordinator, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; salary \$66,300; effective July 1, 2004 through June 30, 2005.

Richard E. Harden; Instructor, Department of Mathematics and Computer Science; M.Ed., Indiana State University; salary \$24,000.

Michael D. Harrold; Instructor, Department of English; M.A., Indiana State University; salary \$24,480.

Susan L. Hoffman; Instructor, Department of English; M.A., Indiana State University; salary \$24,480.

Juan A. Jurado; Temporary Assistant Professor, Department of Family and Consumer Sciences; M.S., Indiana State University; salary \$34,000.

Jared S. Keengwe; Instructor, Department of Educational and School Psychology; M.S., Indiana State University; salary \$28,500.

David L. Kelty; Instructor, Department of English; M.Ed., Indiana State University; salary \$24,480.

Shin Kim; Instructor, Department of Philosophy; M.A., Purdue University; salary \$30,175.

Kathleen A. Lay; Instructor, Department of English; M.A., Eastern Illinois University; salary \$24,480.

Ryan C. Leonard; Instructor, Department of Educational and School Psychology; M.S., University of Louisiana-Lafayette; salary \$28,000.

Anthony E. Macheak; Instructor, Department of Languages, Literatures, and Linguistics; Ph.D., Purdue University; salary \$25,169.

Catherine T. McCullough; Instructor, Department of Physical Education; M.A., Indiana State University; salary \$24,575.

Donald R. McNabb; Instructor, Department of Manufacturing and Construction Technology; B.S., Indiana State University (special credentials on file); salary \$44,339.

Martha K. Mertens; Instructor, University Honors Program; M.A., Indiana State University; salary \$24,480.

Harry E. Minniear; Instructor, Department of Aerospace Technology; M.S., Troy State University; salary \$45,000.

Stephen W. Moore; Instructor, Department of Life Sciences; M.S., Indiana State University; salary \$26,775.

Matthew J. Morgan; Instructor, Department of Criminology; M.S., Indiana State University; salary \$24,480.

Terry L. Nicoletti; Visiting Assistant Professor, Department of Industrial and Mechanical Technology; M.S., Pittsburgh State University; salary \$50,337.

Peter J. Papadopoulos; Instructor, Department of Theater; M.F.A., Rhode Island College; salary \$26,500.

Lisa A. Phillips; Instructor, Department of History; Ph.D., Rutgers University; salary \$28,560.

Melissa S. Plew; Instructor, Department of Communication; M.A., Indiana State University; salary \$25,500.

Eric F. Preston; Temporary Assistant Professor, Department of Physics; Ph.D., University of Colorado at Boulder; salary \$44,880.

Monty Records; Instructor, Department of English; M.A., Indiana State University; salary \$24,480.

Rhonda J. Reed; Instructor, Baccalaureate and Higher Degree Nursing Department; M.S.N., University of Evansville; salary \$35,986.

Melissa J. Reynolds; Instructor, Department of Physical Education; M.S., Indiana State University; salary \$24,480.

Jeffrey L. Schneider; Instructor, Department of English and Women's Studies Program; M.A., Wichita State University; salary \$26,000.

John P. Shireman; Instructor, Department of Physical Education; B.S., Indiana State University (special credentials on file); salary \$24,480.

Amanda C. Solesky; Speech Clinic Coordinator, Department of Communication Disorders; M.S., Indiana State University; salary \$38,760.

Dale W. Sparks; Post Doctoral Research Associate, Department of Life Sciences; Ph.D., Indiana State University; salary \$36,720; effective July 1, 2004 through June 30, 2005.

Raju R.K. Tadigiri; Instructor, Department of Industrial and Mechanical Technology; M.S., Indiana State University; salary \$36,000.

Elizabeth A. Waggoner; Instructor, Departments of Criminology and Psychology; M.S., Indiana State University; salary \$24,480.

Michael T. Wanninger; Instructor, Department of Industrial Technology Education; B.S., Indiana State University (special credentials on file); salary \$40,000.

Jerry R. Weidner; Instructor, Department of Geography, Geology, and Anthropology; Ph.D., The Pennsylvania State University; salary \$32,500.

Joseph O. West; Temporary Assistant Professor, Department of Physics; Ph.D., Arizona State University; salary \$46,053.

Roberta J. Wilson; Speech Clinic Supervisor, Department of Communication Disorders; M.S., Indiana State University; salary \$35,768.

Elizabeth J. Wright; Visiting Assistant Librarian, Library Services; M.L.S., Indiana University; effective September 20, 2004, through June 30, 2005; salary \$43,000 per fiscal year, prorated from the effective date.

Temporary Part-time Faculty Appointments, 2004 Fall Semester  
(Effective August 19, 2004)

J. Blaine Akers; Lecturer III, Department of English; J.D., Indiana University; three hours; salary \$2,775.



Leonard S. Arnold; Lecturer I, Department of Family and Consumer Sciences; B.S., Ball State University (special credentials on file); three hours; salary \$2,025.

Tonya Balch; Lecturer III, Department of Counseling; M.A., Indiana State University; three hours; salary \$3,000.

James Baumann; Lecturer I, Department of Communication; M.A., Indiana State University; three hours; salary \$2,025.

Laura A. Bayless; Lecturer III, Department of Counseling; Ph.D., Virginia Tech; three hours; salary \$3,000.

Kathleen S. Baysinger; Lecturer III, Department of Communication Disorders; M.S., Indiana State University; one hour; salary \$1,500.

John A. Benton; Lecturer II, Department of History; M.A., Indiana State University; six hours; salary \$4,800.

Carole Brassie; Lecturer I, Department of Physical Education; special credentials on file; one hour; salary \$675.

William Brett; Professor Emeritus, Department of Life Sciences; Ph.D., Northwestern University; six hours; salary \$5,550.

Bradley S. Brubaker; Lecturer III, Department of Educational and School Psychology; Ph.D., University of Wisconsin-Milwaukee; six hours; salary \$6,000.

Chester J. Burton; Lecturer II, Department of Art; M.F.A., Indiana State University; three hours; salary \$2,400.

Eric Cass; Lecturer I, Department of Physical Education; special credentials on file; one hour; salary \$675.

Denise M. Charles; Lecturer II, Department of Educational and School Psychology; M.Ed., Indiana State University; three hours; salary \$2,750.01.

Terry Clark; Lecturer II, Department of African and African American Studies; B.S., Xavier University (special credentials on file); nine hours; salary \$7,200.

Daniel J. Cleveland; Lecturer III, Department of Psychology; Pharm.D., Purdue University; three hours; salary \$2,775.

Kathleen A. Clifford; Lecturer III, Department of Communication Disorders; M.S., Indiana State University; three hours; salary \$4,500.

Robert G. Clouse; Professor Emeritus, Department of History; Ph.D., State University of Iowa; six hours; salary \$5,550.

Peggy Conklin; Lecturer III, Department of English; M.S., Indiana State University; twelve hours; salary \$11,100.

Charlotte Connerton; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; four hours; salary \$7,770.

Brittany M. Cottrell; Lecturer II, Department of Life Sciences; M.S., Indiana State University; six hours; salary \$4,800.

Jennifer L. Cox; Lecturer III, Department of Communication; M.A., Indiana State University; twelve hours; salary \$11,100.

Donna Crawford; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana University; four hours; salary \$7,770.

Patty K. Daugherty; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,400.

F. Peter Dean; Lecturer III, Organizational Department; M.B.A., Indiana State University; nine hours; salary \$8,325.

Nelson W. Dias; Teaching and Research Associate, Department of Geography, Geology, and Anthropology; Ph.D., Indiana State University; effective July 1, 2004, through December 31, 2004; salary \$9,000 for the appointment period.

Veronica Dougherty; Lecturer III, Organizational Department; M.B.A., Indiana State University; six hours; salary \$5,550.

Karen M. Duffy; Lecturer III, Department of English; Ph.D., Indiana University; six hours; salary \$5,550.

Dennis J. Dunbar; Lecturer II, Department of Aerospace Technology; B.S., Indiana State University (special credentials on file); three hours; salary \$2,500.

Michelle L. Ealy; Lecturer I, Department of Physical Education; B.S., Indiana State University (special credentials on file); two hours; salary \$1,350.

Julie B. Edwards; Lecturer II, Department of Music; M.M., University of North Carolina; twelve hours; salary \$9,600.

William N. Elliott; Lecturer III, Department of Criminology; Ph.D., Indiana State University; six hours; salary \$5,550.

Julie Estell; Lecturer III, Department of Criminology; M.S., Indiana State University; six hours; salary \$5,550.

Ruth L. Fairbanks; Lecturer II, Department of History; A.M., University of Illinois; three hours; salary \$2,400.

David A. Felstein; Lecturer II, Department of Aerospace Technology; B.S., Indiana State University (special credentials on file); three hours; salary \$2,500.

Roberta J. Feuquay; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$9,600.

Laura Fredendall; Lecturer III, Department of Psychology; Psy.D., Indiana State University; three hours; salary \$2,775.

Jay A. Goodier; Lecturer III, Department of Communication Disorders; M.S., Indiana State University; three hours; salary \$4,500.

Jennifer N. Grimes; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,800.

Barry Hand; Lecturer III, Organizational Department; M.B.A., Indiana State University; nine hours; salary \$8,325.

Lori Handy; Lecturer III, Organizational Department; M.B.A. Indiana University; one hour; salary \$925.

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

Linda J. Hanner; Lecturer III, Department of Counseling; Ph.D., Indiana State University; three hours; salary \$3,000.

Karla M. Hansen-Speer; Lecturer III, Department of Geography, Geology, and Anthropology; B.S. and B.A., University of Arizona (special credentials on file); three hours; salary \$2,400.

SECTION III

PAGE NINE

Roxanne Hardin; Lecturer III, Organizational Department; M.S., Oakland City University; four hours; salary \$3,700.

Gary R. Hartsock; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,400.

Bryan T. Hayden; Lecturer III, Department of Communication; M.S., Indiana State University; six hours; salary \$5,550.

Mervin D. Hendricks; Lecturer II, Department of Communication; B.A., Indiana State University (special credentials on file); three hours; salary \$2,400.

David B. Hoffa; Lecturer I, Department of Physical Education; M.S., Indiana State University; two hours; salary \$1,350.

Jason Hoggatt; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,775.

Paula Jarnecke; Lecturer II, Department of Criminology; M.P.A., University of New Haven; three hours; salary \$2,400.

Betty F. James; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,775.

Edward Jones; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,400.

Saundra K. Kassis; Lecturer III, Department of Elementary, Early, and Special Education; M.S., Indiana State University; 7.5 hours; salary \$7,500.

Kimberly S. Klink; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; two hours; salary \$3,885.

Kent D. Koerner; Lecturer II, Department of Life Sciences; M.A., University of Illinois; twelve hours; salary \$9,600.

Roland M. Kohr; Lecturer III, Department of Criminology; M.D., Indiana University School of Medicine; three hours; salary \$3,225.

Richard Landini; Professor Emeritus, Department of English; Ph.D., University of Florida; three hours; salary \$2,775.

Gwen Lee-Thomas; Lecturer III, Department of Counseling; Ph.D., Indiana State University; three hours; salary \$3,000.

Jami Lehman; Lecturer I, Department of Recreation and Sport Management; M.S., Indiana State University; three hours; salary \$2,175.

John Lentz; Lecturer I, Department of Recreation and Sport Management; M.S., Indiana State University; three hours; salary \$2,175.

Bronson W. Long; Lecturer III, Department of History; M.A., The University of Georgia; three hours; salary \$3,000.

David B. Mannell; Lecturer III, Department of Music; M.S., Indiana University; twelve hours; salary \$11,100.

Marthann B. Markle; Lecturer I, Department of Physical Education; M.S., Indiana State University; one hour; salary \$675.

Douglas D. Martin; Lecturer III, Department of English; Ph.D., Oklahoma State University; twelve hours; salary \$11,100.

Ron G. Martin; Lecturer II, Department of English; M.S., Indiana State University; nine hours; salary \$7,200.

David H. McCarter; Lecturer III, Department of History; M.A., Northeast Missouri State University; nine hours; salary \$8,325.

Rachel W. McClelland; Lecturer II, Department of Communication; B.S., Indiana State University (special credentials on file); five hours; salary \$4,000.

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

Linda A. Minty; Lecturer II, Department of English; M.A., Indiana State University; nine hours; salary \$7,200.

Michelle K. Morahn; Lecturer II, Department of History; M.A., Indiana State University; six hours; salary \$4,800.

Dennis P. Morrison; Lecturer III, Department of Aerospace Technology; Ph.D., Ball State University; two hours; salary \$2,500.

William Nardini; Professor Emeritus, Department of Criminology; Ph.D., State University of Iowa; six hours; salary \$5,550.

Sheila Neff; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,775.

April Newton; Lecturer III, Department of Communication Disorders; M.S., Indiana State University; three hours; salary \$4,500.

Kenneth A. Pell; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$9,600.

Tanya R. Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; four hours; salary \$7,770.

William R. Powell; Lecturer III, Department of Elementary, Early, and Special Education; B.S., Ball State University (special credentials on file); three hours; salary \$3,999.

Benjamin L. Reberger; Lecturer III, Department of Political Science; J.D., Indiana University; six hours; salary \$5,550.

Walter J. Rinderle; Lecturer III, Department of Communication and Department of History; Ph.D., Notre Dame University; twelve hours; salary \$11,100.

Chad Roseland; Lecturer II, Department of Music; M.M., University of Arizona; twelve hours; salary \$9,600.

Kari Salamanca; Lecturer III, Department of Psychology; Ph.D., University of Illinois at Chicago; seven hours; salary \$6,475.

Tamara Schaffer; Lecturer I, Department of Physical Education; B.S., Indiana State University (special credentials on file); one hours; salary \$675.

Richard C. Setliff; Lecturer III, Analytical Department; M.B.A., Indiana State University; six hours; salary \$6,000.

Jaysinha S. Shinde; Lecturer III, Organizational Department; M.B.A., Indiana State University; six hours; salary \$5,550.

Neil A. Singleton; Lecturer II, Department of Communication; M.A., Indiana State University; twelve hours; salary \$9,600.

Kyle Slaven; Lecturer II, Department of Recreation and Sport Management; B.S., Indiana State University (special credentials on file); two hours; salary \$1,700.

Christina Sneddon; Lecturer I, Department of Physical Education; special credentials on file; two hours; salary \$1,350.

Scott Stalcup; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$9,600.

John H. Strange; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,400.

Sumalayo L. Strader; Lecturer II, Department of African and African American Studies; M.S., Indiana State University; six hours; salary \$4,800.

Linda Stroot; Lecturer III, Department of Manufacturing and Construction Technology; B.S., Howard Payne University (special credentials on file); two hours; salary \$2,400.

Daniel Tanoos; Lecturer III, Department of Educational Leadership, Administration, and Foundations; Ed.S., Indiana State University; three hours; salary \$3,000.

Constance A. Thomas; Lecturer III, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana State University (special credentials on file); four hours; salary \$7,770.

Jennifer A. Todd; Lecturer II, Department of Social Work; M.S.W., University of Cincinnati; six hours; salary \$4,800.

Nathaniel Truedell; Lecturer III, Department of African and African American Studies; M.A., Butler University; one hour; salary \$1,050.

Gary Turner; Lecturer II, Department of Music; M.A., Indiana State University; nine hours; salary \$7,200.

Debra A. Vincent; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; five hours; salary \$7,600.

Adil Wadia; Lecturer III, Department of Geography, Geology, and Anthropology; Ph.D., Indiana State University; six hours; salary \$5,550.

Kevin S. Ward; Lecturer II, Department of Communication; M.S., Indiana State University; twelve hours; salary \$9,600.

Robert Watts; Lecturer III, Department of Educational Leadership, Administration, and Foundations; Ph.D., Indiana State University; three hours; salary \$3,000.

LaNeece Williams; Lecturer II, Department of Family and Consumer Sciences; B.S., Indiana State University (special credentials on file); two hours; salary \$1,600.

Rebecca G. Williams; Lecturer II, Department of English; M.A.T., DePauw University; twelve hours; salary \$9,600.

Michael G. Williamson; Lecturer III, Department of Industrial Technology Education; M.S., Indiana State University; three hours; salary \$3,600.

Jeffrey D. Wireman; Lecturer II, Department of English; M.A., University of Wyoming; nine hours; salary \$7,200.

Michael Worrell; Lecturer III, Department of Life Sciences; Ph.D., Indiana University; six hours; salary \$5,550.

Mark R. Wright; Lecturer II, Department of English; M.S., Indiana State University; three hours; salary \$2,400.

Ahmad Zargari; Lecturer III, Department of Manufacturing and Construction Technology; Ph.D., Bowling Green State University; three hours; salary \$3,600.

2. Changes of Status and/or Rate

Alma Mary Anderson; Department of Art, stipend of \$750 for duties as Secretary of the University Faculty Senate for the 2004-05 academic year.

Meredith L. Beilfuss; Department of Geography, Geology, and Anthropology; \$1,200 added to 2004-05 academic year base for completion of the doctorate; Ph.D., Indiana University; salary \$49,000 per academic year; effective August 18, 2004.

Herschel N. Chait; from Associate Professor of Management, Organizational Department, to Chairperson and Associate Professor of Management, Organizational Department; salary \$85,529 per academic year; effective August 19, 2004.



Gerald W. Cockrell; from Professor, Department of Electronics and Computer Technology, to Acting Chairperson and Professor, Department of Electronics and Computer Technology; stipend of \$2,000 for this added responsibility; for the 2004 fall semester.

Neel Das; Organizational Department; \$1,200 added to 2004-05 academic year base for completion of the doctorate; Ph.D., Louisiana State University; salary \$84,000 per academic year; effective August 18, 2004.

Richard J. Easton; from Chairperson and Professor, Department of Mathematics and Computer Science, to Professor, Department of Mathematics and Computer Science; effective December 18, 2004.

Robert C. Guell; continuation as Interim Coordinator of the First-Year Programs and Associate Professor, Department of Economics; effective July 1, 2004, through June 30, 2005; salary \$93,604 per fiscal year.

Arthur M. Halpern; from Chairperson and Professor, Department of Chemistry, to Chairperson and Professor, Department of Chemistry, and Interim Chairperson, Department of Physics; stipend of \$5,000 for this added responsibility; for the 2004-05 academic year.

Wei He; Organizational Department; \$1,200 added to 2004-05 academic year base for completion of the doctorate; Ph.D., Boston College; salary \$72,957; effective August 19, 2004.

Harriet E. Hudson; Department of English, stipend of \$3,000 for duties as Chairperson of the University Faculty Senate for the 2004-05 academic year.

John M. Jakaitis; continuation as General Education Coordinator and Associate Professor, Department of English; effective July 1, 2004, through June 30, 2007; salary \$74,029 per fiscal year.

Anthony Kaiser; Library Services; \$1,379 added to 2004-05 fiscal year base for completion of the M.A. of Library Science, University of Missouri--Columbia; salary \$40,179 per fiscal year; effective July 1, 2004.

Homayoun D. Kiani; Associate Professor, Department of Manufacturing and Construction Technology; withdrawal of resignation; salary \$64,260 per academic year; effective August 19, 2004.

Steven W. Lamb; Analytical Department, stipend of \$750 for duties as Vice Chairperson of the University Faculty Senate for the 2004-05 academic year.

Myung-Ah Lee; Department of Physical Education; \$1,200 added to 2004-05 academic year base for completion of the doctorate; Ph.D., The Ohio State University; salary \$47,500 per academic year; effective August 18, 2004.

Marylin T. Leinenbach; Department of Elementary, Early, and Special Education; \$1,200 added to 2004-05 academic year base for completion of the doctorate; Ph.D., Indiana State University; salary \$42,755 per academic year; effective August 19, 2004.

Robert Perrin; from Professor, Department of English, to Acting Chairperson and Professor, Department of English; stipend of \$1,200 for this added responsibility; for the 2004 fall semester.

Robert E. Thompson; from a fiscal year appointment as Advisor to the President and the Vice President for University Advancement and Professor of Marketing, Organizational Department, to an academic year appointment as Professor of Marketing, Organizational Department; salary \$89,536; effective August 19, 2004.

Richard C. Vincent; from Chairperson and Professor, Department of Communication, to Professor, Department of Communication; effective December 18, 2004.

3. Leaves of Absence

Frederick R. Hunter; Department of History; 2004 fall semester at 60 percent pay; 2005 fall semester at 60 percent pay.

Steven W. Lamb; Analytical Department; delay of approved leave of absence from the 2004 fall semester to the 2005 fall semester.

4. Resignations

Joe R. Busby; Department of Industrial Technology Education; effective May 8, 2004.

Melanie R. Fagert; Department of Industrial Technology Education; effective May 8, 2004.

Barbara A. Hernandez; Department of Counseling; effective May 8, 2004.

Scott R. Youmans; Department of Communication Disorders; effective May 8, 2004.

5. Disability Retirement

John D. Bennett; Associate Professor, Department of Communication; effective August 1, 2004.

6. Retirements

Howard L. McMillen; Associate Professor, Department of English; retirement leave during the 2005 fall semester; retirement effective December 17, 2005.

Julette J. Mitre; Assistant Professor, Baccalaureate and Higher Degree Nursing Department; retirement leave during the spring and fall semesters 2005 at one-half pay; retirement effective December 17, 2005.

B. ADMINISTRATION

1. Appointments

Michelle Baltz-Knorr; Laboratory Coordinator, Department of Physics; M.S., Vanderbilt University; salary \$34,000 per fiscal year; effective July 1, 2004.

Mandisa M. Diggs; Assistant to the Dean, School of Graduate Studies; B.A., New Mexico State University; salary \$37,000 per fiscal year, prorated from the effective date of July 26, 2004.

Bruce E. Drummond; Instructional Designer, Center for Teaching and Learning; M.A., University of Iowa City; salary \$40,816 per fiscal year; effective July 1, 2004.

Thomas Rogge; Senior Research Associate, Office of Sponsored Programs; M.S., University of Southern Mississippi; salary \$38,000 per fiscal year, prorated from the effective date of August 16, 2004.

Debra Runshe; Assistant Director, Center for Teaching and Learning; M.S., Indiana University; salary \$45,000 per fiscal year; effective July 1, 2004.

Temporary Appointments

Esther M. Anderson; Follow-Up Manager, Blumberg Center; B.S., Indiana State University; salary \$28,943 per fiscal year; effective July 1, 2004, through June 30, 2005.

Angela M. Beanblossom; Area Learning Center Coordinator, South Central Indiana Education Alliance; M.S., Indiana State University; salary \$34,272 per fiscal year; effective August 1, 2004, through July 31, 2005.

Linda B. Beckwith; Event Manager, Networks; B.S., Texas Christian University; salary \$38,760 per fiscal year; effective July 1, 2004, through June 30, 2005.

Duane Brodt; Publications Manager, Networks; B.S., Indiana University; salary \$50,000 per fiscal year; effective July 1, 2004, through June 30, 2005.

Bonita S. Buddle; CPSI Project Coordinator, Blumberg Center; M.S., Indiana State University; salary \$53,959 per fiscal year at 95 percent FTE; effective July 1, 2004, through June 30, 2005.

Brenda Campbell; Community Learning Center Coordinator—North Vernon, College Cooperative Southeast; B.S., Marian College; salary \$32,500 per fiscal year; effective July 1, 2004, through June 30, 2005.

Mark E. Cantin; Assistant Director of the Anthropology Laboratory, Department of Geography, Geology, and Anthropology; M.A., Indiana State University; salary \$36,404 per fiscal year; effective July 1, 2004, through June 30, 2005.

Michael A. Carlton; Assistant Athletic Trainer, Department of Athletic Training; M.P.A., Drake University; salary \$27,311 per fiscal year; effective July 1, 2004, through June 30, 2005.

Brian M. Coldren; Interim Associate Director, Education Student Services; M.S., Drake University; salary \$37,138 per fiscal year; effective July 1, 2004, through June 30, 2005.

Kenneth L. Coleman; Academic Advisor, Education Student Services; M.S., Indiana State University; salary \$28,500 per fiscal year; effective July 1, 2004, through June 30, 2005.

Gary D. Collings; Executive Director of the Indiana Special Education Administrators Services Project (ISEAS); Ed.D., University of Florida; salary \$74,808 per fiscal year; effective July 1, 2004, through June 30, 2005.

LaShona L. Donica; Area Learning Center Coordinator—Bedford, South Central Indiana Education Alliance; B.G.S., Indiana University; salary \$35,112 per fiscal year; effective July 1, 2004, through June 30, 2005.

Rick Donnelly; Technology Coordinator, South Central Indiana Education Alliance; B.A., Earlham College; salary \$42,840 per fiscal year; effective July 1, 2004, through June 30, 2005.

Carol L. Erickson; Community Learning Center Coordinator—Lawrenceburg, College Cooperative Southeast; M.A., University of Cincinnati; salary \$32,500 per fiscal year; effective July 1, 2004, through June 30, 2005.

Phillip R. Garrigus; Director, Small Business Development Center; B.S., Indiana State University; salary \$65,000 per fiscal year, prorated from the period of August 23, 2004, through June 30, 2005.

David Godsted; Director of Outreach, Networks; M.A., University of New Mexico, salary \$83,500 per fiscal year; effective July 1, 2004, through June 30, 2005.

Steven B. Gonzales; Area Learning Center Coordinator—Martin, South Central Indiana Education Alliance; B.A., Northwestern University; salary \$34,272 per fiscal year; effective July 1, 2004, through June 30, 2005.

Lisa S. Hamner; Area Marketing Coordinator—Madison, College Cooperative Southeast; B.S., Ball State University; salary \$35,076 per fiscal year; effective July 1, 2004, through June 30, 2005.

Bret T. Hawkins; Marketing Coordinator, South Central Indiana Education Alliance; B.S., Indiana University; salary \$42,840 per fiscal year; effective July 1, 2004, through June 30, 2005.

Pamela C. Jackson-Abel; Regional Coordinator for Marketing and Administrative Services, College Cooperative Southeast; A.S., Vincennes University; salary \$29,988 per fiscal year; effective July 1, 2004, through June 30, 2005.

Bijal Kantilal; Project Coordinator, Center for Research, Enterprise, and Economic Development; B.S., Indiana State University; salary \$38,000 per fiscal year, prorated for the period of June 7, 2004, through June 30, 2005.

Dorothy J. Lindsay; Corrections Education Program Coordinator, Division of Enrollment Services; M.P.A., Indiana State University; salary \$32,000 per fiscal year, prorated for the period of July 6, 2004, through June 30, 2005.

Cinda L. Long; Program Coordinator of the ISEAS Project; M.S., Indiana State University; salary \$33,750 per fiscal year; effective July 1, 2004, through June 30, 2005.

Lucinda Marietta; Temporary Site Coordinator, Terre Haute Center for Medical Education; Shelbyville High School; salary \$35,000 per fiscal year, prorated for the period of July 12, 2004, through June 30, 2005.

Abigail L. Miley; Area Learning Center Coordinator—Tell City, South Central Education Alliance; B.S., Indiana State University; salary \$30,600 per fiscal year; effective July 1, 2004, through June 30, 2005.

Beth A. Miller; Area Learning Center Coordinator—Greensburg, College Cooperative Southeast; B.S., IUPUI; salary \$32,640 per fiscal year; effective July 1, 2004, through June 30, 2005.

Larry L. Montgomery; Regional Director, College Cooperative Southeast; M.S., Indiana University; salary \$62,500 per fiscal year, prorated for the period of August 9, 2004, through June 30, 2005.

Alison R. Palmer; Director of Communications, Networks; M.Ph., Indiana University; salary \$83,640 per fiscal year; effective July 1, 2004, through June 30, 2005.

Michele Pantle; Director of Continuing Education, College of Nursing and West Central Indiana Area Health Education Center; M.S.N, Indiana State University; salary \$61,200 per fiscal year; effective July 1, 2004, through June 30, 2005.

Anthony N. Pass; Assistant Athletic Trainer, Department of Athletic Training; M.Ed., University of Houston; salary \$37,727 per fiscal year; effective July 1, 2004, through June 30, 2005.

Stephen D. Ray; Regional Director, South Central Indiana Education Alliance; Ed.S., Indiana State University; salary \$54,234 per fiscal year; stipend of \$9,180 as compensation for additional responsibilities; effective July 1, 2004, through June 30, 2005.

Amy Reinhart; Assistant Athletic Trainer, Department of Athletic Training; B.S., Indiana University; salary \$26,010 per fiscal year; effective July 1, 2004, through June 30, 2005.

Teresa L. Reynolds; Business Manager, Blumberg Center; special credentials on file; salary \$28,304 per fiscal year; effective July 1, 2004, through June 30, 2005.

Mary Jo Sampson; Assistant Director of Corrections Education, Division of Enrollment Services; M.S., Indiana State University; salary \$39,817 per fiscal year; effective July 1, 2004, through June 30, 2005.

Donald O. Schoolcraft; Director of the West Central Indiana Area Health Education Center; M.B.A., Xavier University; salary \$76,500 per fiscal year; effective July 1, 2004, through June 30, 2005.

Livia N. Scott; Assistant Director of Education, Networks; M.S., Indiana State University; salary \$42,075 per fiscal year; effective July 1, 2004, through June 30, 2005.

Venita O. Stallings; Academic Counselor, Student Support Services; M.S., Indiana State University; salary \$31,488 for the period of September 1, 2004, through August 31, 2005.

Angela M. Stieneker; Community Learning Center Coordinator—Shelbyville, College Cooperative Southeast; B.A., University of Indianapolis; salary \$32,500 per fiscal year; effective July 1, 2004, through June 30, 2005.

Linda F. Terrell; Area Learning Center Coordinator—Scott, College Cooperative Southeast; B.S., Franklin University; salary \$32,130 per fiscal year; effective July 1, 2004, through June 30, 2005.

Susan A. Thacker; Executive Assistant of the ISEAS Project; A.S., Butler University; salary \$37,055 per fiscal year; effective July 1, 2004, through June 30, 2005.

Camille E. Trampke; Area Learning Center Coordinator—Green, South Central Education Alliance; M.S., Indiana University; salary \$36,232 per fiscal year; effective July 1, 2004, through June 30, 2005.

Jodie D. Ward; Tutor Coordinator/Counselor, Student Support Services; B.S., Minnesota State University; salary \$29,988 per fiscal year; effective September 1, 2004, through August 31, 2005.

David A. Warren; Assistant Director of Information Technology, College of Education; B.S., Ball State University; salary \$40,800 per fiscal year; effective July 1, 2004, through June 30, 2005.

Thomas M. Weller; Writing Specialist, Student Support Services; M.A., Indiana State University; salary \$33,094 per fiscal year; effective September 1, 2004, through August 31, 2005.

Priscilla Stanton Wolfe; Director of the Leadership Development Institute, College of Business; Ph.D., Indiana State University; salary \$69,615 per fiscal year; effective July 1, 2004, through June 30, 2005.

Rita L. Worrall; Director, Student Support Services; M.S., Indiana State University; salary \$51,390 per fiscal year; effective September 1, 2004, through August 31, 2005.

Joe N. Zachary; Director of Operations, Networks; B.S., Indiana University; salary \$61,200 per fiscal year; effective July 1, 2004, through June 30, 2005.

2. Changes of Status and/or Rate

Alberta Comer; from Assistant Librarian, Library Services, to Associate Dean and Assistant Librarian, Library Services; salary \$75,000 per fiscal year, prorated from the effective date of July 8, 2004.

Amy Craddock; from Associate Professor, Department of Criminology, to Administrative Fellow, School of Graduate Studies, and Associate Professor, Department of Criminology; effective August 19, 2004, through December 18, 2004.

Robert E. English; continuation as Interim Associate Vice President for Academic Affairs and Professor, Department of Electronics and Computer Technology; salary \$100,470 per fiscal year; effective July 1, 2004, through June 30, 2005.

Collin D. Gayde; from Microcomputer/Network Consultant to Systems Programmer (Unix Support), Office of Information Technology; salary \$41,850 per fiscal year; effective July 1, 2004.

Emily Gruenert; from Managing Editor, Instructional Resource Center (support staff) to Communication and Project Documentation Manager, Instructional Resources and Technology Services (monthly position); B.S., Central Missouri State University; salary \$32,000 per fiscal year, prorated from the effective date of September 8, 2004.

Roberta Lea Hollowell; from Coordinator to Research Coordinator, Office of Sponsored Programs; effective July 1, 2004.

Patricia Holsapple; from Administrative Assistant I, Graduate Studies (support staff) to Corrections Education Program Coordinator, Office of Enrollment Services (monthly position); M.S., Indiana State University; salary \$32,000 per fiscal year, prorated from the effective date of July 6, 2004, through June 30, 2005.



Melissa L. Hughes; from Director, Distance Support Services, to Director, Distance Support Services, and Co-Director, Transfer Central; salary \$60,060 per fiscal year; effective July 1, 2004.

Robert V.L. Jefferson; from Executive Director, Office of Information Technology, to Special Assistant to the Vice President for Academic Affairs; salary \$100,335 per fiscal year, prorated for the period of August 1, 2004, through June 30, 2005.

Martha A. Krasnican; Staff Accompanist, Department of Music; two percent salary adjustment for the 2004-05 academic year; salary \$38,354 per academic year; effective August 19, 2004.

Rebecca W. Libler; continuation as Interim Associate Vice President for Enrollment Services and Associate Professor, Department of Leadership, Administration, and Foundations; salary \$120,849 per fiscal year; effective July 1, 2004, through June 30, 2005.

Sandra E. Moore; Educational Specialist, Upward Bound Program; reclassified to pay level 26; effective July 1, 2004.

Nancy Brattain Rogers; continuation as Administrative Fellow, Center for Public Service and Community Engagement, and Associate Professor, Department of Recreation and Sport Management; stipend of \$15,993 for this added responsibility; effective July 1, 2004, through June 30, 2005.

Kevin L. Smith; from Programmer/Analyst to Coordinator, Administrative Systems/Senior Programmer Analyst, Office of Information Technology; reclassified to pay level IT1-3; salary \$58,515 per fiscal year; effective July 1, 2004.

Barbara D. Stafford; from Degree Audit and Transfer Coordinator, Division of Enrollment Services, to Director, Degree Audit and Transfer, and Co-Director, Transfer Central; reclassified to pay level 28; salary \$57,408 per fiscal year; effective July 1, 2004.

Heather Whitmill; Director, University Apartments; FLSA salary adjustment to \$23,660 per fiscal year; effective August 23, 2004.

Robert O. Williams; from Associate Dean, College of Education, and Professor of Education, to Dean, College of Education, and Professor of Education; salary \$125,000 per fiscal year; effective July 1, 2004.

Victoria E. Winn; from Assistant Director to Director, Institutional Computer Services; salary \$71,550 per fiscal year, prorated from the effective date of July 15, 2004.

3. Resignations

Gary Beaulieu; Career Center; effective September 7, 2004

Steve Chao; International Affairs Center; effective July 9, 2004

Charles F. Holley; Office of Information Technology; effective August 17, 2004

Jennifer L. Kearns; Public Affairs, effective August 24, 2004

John Michael Meehan; Alumni Affairs, effective September 3, 2004

Stephen D. Ray; South Central Indiana Education Alliance; effective July 17, 2004

Anne E. Scheidler; Undergraduate Student Services; effective September 10, 2004.

Nina Storey; Career Center; effective September 8, 2004

4. Retirements

Robert O. Williams; Dean, College of Education, and Professor of Education; retirement leave from July 1, 2006, through December 31, 2006; retirement effective December 31, 2006.

C. INTERCOLLEGIATE ATHLETICS

1. Appointments

Heather Cassady; Assistant Women's Basketball Coach; MA, Indiana University; salary \$23,660 for the employment period of April 1, 2004 through March 31, 2005, prorated from the effective date of August 23, 2004.

Sean Huiet; Part-time Assistant Volleyball Coach; salary \$16,000 for the employment period of August 1, 2004 through May 31, 2005.

Andrew Hundley; Part-time Assistant Football Coach; salary \$7,090 for the employment period of August 2, 2004 through April 30, 2005.

Paul L. Macklin, II; Part-time Assistant Football Coach; salary \$7,090 for the employment period of August 1, 2004 through April 30, 2005.

Hal Towbin; Assistant Athletics Media Relations Intern; salary \$8,486 for the employment period of August 16, 2004 through May 31, 2005.

#### Reappointments

Heather Black; Part-time Assistant Softball Coach; salary \$12,000 for the employment period of August 15, 2004 through May 31, 2005.

Walter William Dininger; Part-time Assistant Track Coach; salary \$5,576 for the employment period of September 1, 2004 through May 31, 2005.

Kimberly Keyes; Part-time Cheerleading Sponsor; salary \$7,179 for the employment period of August 1, 2004 through May 15, 2005.

Nathaniel Seaward; Part-time Assistant Football Coach; salary \$7,064 for the employment period of August 1, 2004 through April 30, 2005.

Chad Zaucha; Part-time Assistant Baseball Coach; salary \$12,000 for the employment period of August 15, 2004 through May 31, 2005.

#### 2. Change of Status and/or Rate

Melanie Halker; Assistant Women's Basketball Coach; change in salary due to change in duties; new salary \$35,612 per employment period of April 1, 2004 through March 31, 2005 prorated from effective date of August 11, 2004.

#### 3. Resignations

Julianne Grant; Assistant Women's Basketball Coach; effective July 23, 2004

Mark Rodriguez; Assistant Track Coach; effective September 17, 2004

D. RESIDENTIAL LIFE1. Appointments

Heather Dalton Miklozek; Area Director, Residential Life; MS, Indiana State University; 9½ month assignment effective August 1, 2004; salary \$24,000 plus maintenance.

Assistant Hall Directors

(Compensation includes maintenance in the form of a furnished apartment and board for the period of August 1, 2004 through May 10, 2005.)

Matthew Brandt; Assistant Hall Director; salary \$8,200

Jeffrey Brown; Assistant Hall Director; salary \$8,300

Kevon Christian; Assistant Hall Director; salary \$8,300

Brett Creech; Assistant Hall Director; salary \$8,300

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

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

Michael Fouts; Assistant Hall Director; salary \$8,300

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

Heather Hall; Assistant Hall Director; salary \$8,200

Meghann Hendrickson; Assistant Hall Director; salary \$8,200

Mitch Isaacs; Assistant Hall Director; salary \$8,300

Jennifer Koegel; Assistant Hall Director; salary \$8,300

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

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

Lindsey Martin; Assistant Hall Director; salary \$8,300

Hicham Rahmouni; Assistant Hall Director; salary \$8,300

Schvalla Rivera; Assistant Hall Director; salary \$8,200

April Stephens; Assistant Hall Director; salary \$8,300

Ilona Szigethy; Assistant Hall Director; salary \$8,200

Chris Todisco; Assistant Hall Director; salary \$8,200

Justina Torres; Assistant Hall Director; salary \$8,300

Naketa Young; Assistant Hall Director; salary \$8,200

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending September 9, 2004, is presented in Exhibit A.

INDIANA STATE UNIVERSITY  
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES  
 FOR THE PERIOD ENDING SEPTEMBER 09, 2004

**A. APPOINTMENTS**

| <u>NAME</u>             | <u>DEPARTMENT</u>             | <u>POSITION</u>    | <u>RATE</u> | <u>EFFECTIVE DATE</u> |
|-------------------------|-------------------------------|--------------------|-------------|-----------------------|
| Burch, Cary             | Registrar                     | Transc Regis Coord | \$18,233    | 07-19-04              |
| Burks, LaShundra        | Controllars                   | Acct Analyst       | \$18,720    | 08-23-04              |
| Cory, Alexis            | University Archives           | Ofc Asst III       | \$17,843    | 08-16-04              |
| Doan, Gregory           | Hulman Center                 | Cust Wrkr II       | \$17,063    | 09-07-04              |
| Dzurison, Erin          | Permanent Art Collection      | Art Collect Asst   | \$17,063    | 07-06-04              |
| Emanuelson, Wendy       | Graduate Studies              | Admin Asst II      | \$21,450    | 07-06-04              |
| Emrick, Deborah         | Student Academic Advisement   | Ofc Asst II        | \$17,063    | 08-18-04              |
| Engelland, Leslie       | Arts & Sciences               | Academic Assoc     | \$30,245    | 07-26-04              |
| Ferguson, Michelle      | Communications                | Ofc Asst III       | \$17,843    | 09-07-04              |
| Fox, Stacy              | First Year Program            | Admin Asst I       | \$19,695    | 07-26-04              |
| Frizzelle Lower, Brenda | International Affairs         | Student Srvc Asst  | \$18,233    | 07-19-04              |
| Gaffney, Kathleen       | Student Publications          | Ofc Asst II        | \$17,413    | 08-16-04              |
| Graham, Jeanette        | Registrar                     | Data Entry Op II   | \$17,843    | 08-30-04              |
| Gumm, Susie             | Facilities Management         | Cust Wrkr          | \$15,893    | 08-17-04              |
| Harden, Karen           | Army ROTC                     | Ofc Asst III       | \$9,516*    | 08-09-04              |
| Henry, Andrea           | Early Childhood Education Ctr | Head Teacher       | \$20,475    | 09-07-04              |
| Hicks, David            | Grounds                       | Grnds Wrkr         | \$15,893    | 08-30-04              |
| Higginbotham, Debbie    | Lincoln Housing               | Cust Wrkr I        | \$16,283    | 08-23-04              |
| Maynard, Michael        | Facilities Management         | Maint Mech II      | \$18,720    | 08-02-04              |
| Mitchell, Serena        | Teaching & Learning Ctr       | Admin Asst I       | \$19,695    | 08-16-04              |
| Morahn, John            | Library                       | Computer Spec II   | \$24,921    | 08-30-04              |
| Scott, Jodie            | Health & Human Performance    | Admin Asst I       | \$19,695    | 08-23-04              |
| Smith, Karen            | Facilities Management         | Cust Wrkr          | \$15,893    | 07-06-04              |
| Starkey, Brenda         | Institute on Criminology      | Student Srvc Asst  | \$18,233    | 07-06-04              |
| Tate, Zachary           | Facilities Management         | Mail Carrier       | \$16,673    | 08-02-04              |

\* Part Time Position

**B. RESIGNATIONS**

| <u>NAME</u>          | <u>DEPARTMENT</u>                | <u>EFFECTIVE DATE</u> |
|----------------------|----------------------------------|-----------------------|
| Akers, Cheryl        | Early Childhood Education Center | 08-25-04              |
| Bailey, William      | Hulman Center                    | 08-20-04              |
| Bays, James          | Anthropology                     | 07-23-04              |
| Behem, Travis        | Public Safety                    | 08-27-04              |
| Booker, Mary         | Enrollment Services              | 07-30-04              |
| Bradbury, William    | Facilities Management            | 07-14-04              |
| Carver, Rachel       | Upward Bound                     | 07-16-04              |
| Catania, Joseph      | Athletic Operations              | 08-13-04              |
| Clinkenbeard, Shelby | Univ Bursar                      | 08-20-04              |
| Coopriider, Eric     | Power Plant                      | 08-17-04              |
| Gay, Brian           | International Affairs            | 07-16-04              |
| Harrison, Meredith   | Health and Human Performance     | 07-02-04              |
| Kidwell, Jennifer    | Ctr for Public Svc & Comm Engage | 07-30-04              |
| Land, Lacy           | Facilities Management            | 07-23-04              |
| Lark, Heather        | Admissions                       | 07-29-04              |
| Link, Tamra          | Sandison Housing                 | 08-10-04              |
| Mitchell, Serena     | Teaching & Learning              | 08-24-04              |
| Ogle, Lisa           | Registrars                       | 08-11-04              |
| Ritzi, Clare         | Graduate Studies                 | 07-27-04              |
| Rundel, Virginia     | HMSU                             | 08-11-04              |
| Shuey, Kevin         | Purchasing                       | 09-02-04              |
| Sweeting, Michael    | Facilities Management            | 08-31-04              |
| Whitesell, Patricia  | Registrars                       | 08-06-04              |

**C. Terminations**

| <u>NAME</u>        | <u>DEPARTMENT</u>           | <u>EFFECTIVE DATE</u> |
|--------------------|-----------------------------|-----------------------|
| Chilton, Diana     | Family Housing              | 08-12-04              |
| Cunningham, Thomas | Life Sciences               | 09-03-04              |
| Maffioli, Ronald   | Grounds                     | 08-31-04              |
| Mullen, Molly      | Student Academic Advisement | 07-16-04              |
| Strange, Angela    | Registrars                  | 08-31-04              |

D. Retirement

| <u>NAME</u>      | <u>DEPARTMENT</u>     | <u>YRS OF SERVICE</u> | <u>EFFECTIVE DATE</u> |
|------------------|-----------------------|-----------------------|-----------------------|
| Church, Joseph   | Facilities Management | 10                    | 07-12-04              |
| Gray, Norma      | Burford Housing       | 41                    | 09-07-04              |
| Landes, L        | Counseling            | 18                    | 07-16-04              |
| Neice, Joseph    | Lincoln Housing       | 25                    | 08-13-04              |
| Yandell, Barbara | School of Technology  | 20                    | 09-30-04              |

E. **CHANGE IN STATUS OR RATE**

1. Promotion

| <u>NAME</u>         | <u>DEPARTMENT/POSITION FROM</u>                           | <u>DEPARTMENT/POSITION TO</u>                                 | <u>EFFECTIVE DATE</u> |
|---------------------|---|---|-----------------------|
| Bennett, Ivan       | Facilities Management<br>Cust Wrkr I<br>\$16,965          | Facilities Management<br>Maint Mech II<br>\$18,720            | 08-09-04              |
| Boone, Jean         | School of Business<br>Ofc Asst II<br>\$17,199             | Controller<br>Ofc Asst III<br>\$18,915                        | 07-26-04              |
| Cortellini, Lea     | Controller<br>Acct Clerk III<br>\$19,305                  | University Marketing Prog<br>Admin Asst II<br>\$21,255        | 06-28-04              |
| Gruenert, Emily     | Instructional Resource Ctr<br>Managing Editor<br>\$20,144 | Information Technology<br>Comm & Project Doc Mgr*<br>\$32,000 | 09-07-04              |
| Henderson, Andrea   | ECEC<br>Head Teacher<br>\$21,158                          | ECEC<br>Early Childhood Spec<br>\$23,595                      | 08-23-04              |
| Holsapple, Patricia | Graduate Studies<br>Admin Asst I<br>\$22,055              | Enrollment Services<br>Corrections Ed Prog Coord*<br>\$32,000 | 07-05-04              |
| Lee, Julia          | Teaching & Learning<br>Academic Srvc Asst<br>\$25,994     | Teaching & Learning<br>Admin Asst I<br>\$28,587               | 09-07-04              |
| McDaniel, Lisa      | Blumberg Center<br>Ofc Asst III<br>\$18,272               | Ofc of School Improvement<br>Admin Asst I<br>\$20,105         | 09-20-04              |
| Randolph, Diana     | Integrated Marketing<br>Ofc Asst III<br>\$19,617          | Gift Management<br>Scholarship Prog Asst<br>\$21,587          | 09-20-04              |

\* Monthly Position  
+ Part Time Position



2. Transfer

| <u>NAME</u>     | <u>DEPARTMENT/POSITION FROM</u>                             | <u>DEPARTMENT/POSITION TO</u>            | <u>EFFECTIVE DATE</u> |
|-----------------|---|--|-----------------------|
| Goodrich, Laura | ISU/Wabash Valley Small Bus Dev<br>Admin Asst I<br>\$31,298 | Admissions<br>Admin Asst I<br>\$31,298   | 09-13-04              |
| Guyton, Joe     | Bursar<br>Acct Analyst<br>\$18,896                          | Controller<br>Acct Clerk III<br>\$18,233 | 07-26-04              |
| Magill, Vickie  | Library<br>Library Assoc II<br>\$21,158                     | Library<br>Library Assoc II<br>\$21,158  | 08-02-04              |

3. Reclassification

| <u>NAME</u>       | <u>DEPARTMENT/POSITION FROM</u>                              | <u>DEPARTMENT/POSITION TO</u>                                    | <u>EFFECTIVE DATE</u> |
|-------------------|--|--|-----------------------|
| Dabelow, Charlene | Development<br>Ofc Asst III<br>\$18,701                      | Development<br>Admin Asst I<br>\$20,573                          | 08-14-04              |
| Edwards, Amy      | Student Health Center<br>Medical/Laboratory Tech<br>\$25,604 | Student Health Center<br>Medical/Laboratory Tech<br>\$27,573     | 07-31-04              |
| Kassis, Denise    | Registrars<br>Data Entry Op I<br>\$17,453                    | Registrars<br>Data Entry Op II<br>\$19,208                       | 08-14-04              |
| Ladson, Mary      | Facilities Management<br>Acct Clerk II<br>\$17,901           | Facilities Management<br>Facilities Asst<br>\$19,695             | 07-17-04              |
| McDaniel, Tracy   | Enrollment Management<br>Ofc Asst III<br>\$18,486            | Enrollment Management<br>Academic Svcs Asst<br>\$20,339          | 07-17-04              |
| Moyer, Velma      | Central Housing<br>Acct Clerk II<br>\$20,807                 | Central Housing<br>Ofc Asst III<br>\$22,893                      | 07-17-04              |
| Nesius, Elizabeth | THCME<br>Ofc Asst III<br>\$19,890                            | THCME<br>Admin Asst I<br>\$21,879                                | 07-17-04              |
| Randolph, Vivian  | 21 <sup>st</sup> Century Center<br>Ofc Asst III<br>\$17,843  | 21 <sup>st</sup> Century Center<br>Student Svcs Asst<br>\$19,637 | 09-01-04              |
| Roberts, Rebecca  | Facilities Management<br>Acct Clerk II<br>\$17,609           | Facilities Management<br>Facilities Asst<br>\$19,364             | 07-17-04              |
| Vaughan, Deborah  | Enrollment Management<br>Info Sys Asst<br>\$22,503           | Enrollment Management<br>Academic Svcs Spec<br>\$24,756          | 07-17-04              |
| Wilson, Sondra    | Sponsored Programs<br>Ofc Asst III<br>\$19,152               | Sponsored Programs<br>Sponsored Programs Asst<br>\$20,963        | 07-17-04              |

4. Other

| <u>NAME</u>    | <u>DEPARTMENT/POSITION<br/>FROM</u>                | <u>DEPARTMENT/POSITION<br/>TO</u>                  | <u>EFFECTIVE<br/>DATE</u> |
|----------------|--|--|---------------------------|
| Adamson, Ryan  | Public Safety<br>Public Safety Officer<br>\$23,130 | Public Safety<br>Public Safety Officer<br>\$26,728 | 07-23-04+                 |
| Hill, Robert   | Facilities Management<br>Cust Wrkr<br>\$15,698     | Facilities Management<br>Cust Wrkr<br>\$16,088     | 06-08-04*                 |
| Ross, Mervin   | Grounds<br>Grnds Wrkr I<br>\$16,790                | Grounds<br>Grnds Wrkr II<br>\$17,472               | 08-11-04*                 |
| Stone, Theresa | Gift Management<br>Admin Asst I<br>\$22,289        | President Emeritus<br>Admin Asst I<br>\$12,126     | 07-01-04-                 |

- Full Time to Part Time  
\* Skill Assessment  
+ Completed Police Academy  
Training, IDACS certification

## SECTION IV

SEPTEMBER 24, 2004

### INFORMATION/DISCUSSION ITEMS

#### A. Agreements – Information Only (Dr. Maynard)

##### 1. American Red Cross, Terre Haute, Indiana

The purpose of this agreement is to provide community health internships for students in the Department of Health, Safety, and Environmental Health Science.

##### 2. Driver Education Internships

Agreements have been reached with the following facilities to provide driver education internships.

Indiana All-Star Driving, Evansville, Indiana  
West Washington School Corporation, Campbellsburg, Indiana

##### 3. Clay County Health Department, Brazil, Indiana

The purpose of this agreement is to provide environmental health internships for students in the Department of Health, Safety and Environmental Health Sciences.

##### 4. Nursing Internships

Agreements have been reached with the following facilities to provide clinical experiences for nursing students.

Anthony Square, Terre Haute, Indiana  
Arnett Clinic, Lafayette, Indiana  
Covington Elementary School, Covington, Indiana  
Maryvale Apartments, Terre Haute, Indiana  
Rosebud Indian Health Services Hospital, Rosebud, South Dakota  
Sacred Heart of Jesus School, Terre Haute, Indiana  
St. Mary's Medical Center, Evansville, Indiana  
Warrick County Health Department, Boonville, Indiana

5. St. Margaret Mercy Healthcare Centers, Hammond, IN

The purpose of this agreement is to provide student placement in the Clinical Laboratory Science Degree program.

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

Mrs. House adjourned the meeting at 11:00 a.m.

SECTION IV

SEPTEMBER 24, 2004

1. National Science Foundation, Fund No. 547811, Proposal No. 04-239  
Additional appropriations in the amount of \$58,865 have been received from the National Science Foundation for the project entitled, "Collaborative Research—Sediment Production and Alluvial Buffering in a Steepland River Basin: Waipaoa River Basin, New Zealand," under the direction of Basil Gomez, Geography, for the period August 1, 2004 through July 31, 2005.
2. Indiana Campus Compact, Fund No. 547920, Proposal No. 04-231  
An agreement in the amount of \$700 has been received from Indiana Campus Compact for the project entitled, "Creating Communication Gateways for United Way Agencies," under the direction of Brandon Williams, Information Technology, for the period July 1, 2004 through December 31, 2004.
3. Indiana Department of Education, Fund No. 547909, Proposal No. 04-226  
An agreement in the amount of \$332,000 has been received from the Indiana Department of Education for the project entitled, "Connections," under the direction of Karen Goehl, Blumberg Center, for the period July 1, 2004 through June 30, 2005.
4. Indiana University, Fund No. 547910, Proposal No. 04-088  
A sub-agreement under the Indiana Development Finance Authority on behalf of the Indiana Twenty-First Century Research & Technology Fund Board in the amount of \$211,441 has been received from Indiana University for the project entitled, "Discovering the Secrets of Regeneration: A Comparative Strategy," under the direction of Michael King, Terre Haute Center for Medical Education, for the period March 16, 2004 through March 16, 2006.
5. Indiana Department of Education, Fund No. 547925, Proposal No. 04-236  
An agreement in the amount of \$975,000 has been received from the Indiana Department of Education for the project entitled, "Indiana Creative Problem Solving Initiative," under the direction of William Littlejohn, Blumberg Center, for the period July 1, 2004 through June 30, 2005.

6. Public Health Service, U.S. Department of Health and Human Services, Fund No. 547912, Proposal No. 04-093  
An agreement in the amount of \$25,399 has been received from U. S. Department of Health and Human Services Health Resources and Services Administration for the project entitled, "Advanced Education Nursing Professional Nurse Traineeship Program," under the direction of Esther Acree, Baccalaureate & Higher Degree Nursing, for the period July 1, 2004 through June 30, 2005.
7. U.S. Department of Education, Fund No. 547916, Proposal No. 04-221  
An agreement in the amount of \$247,570 has been received from the U.S. Department of Education for the project entitled, "Educational Talent Search," under the direction of Kevin Sluyter, Upward Bound, for the period September 1, 2004 through August 31, 2005.
8. U. S. Department of Education, Fund No. 547917, Proposal No. 04-227  
An agreement in the amount of \$222,916 has been received from the U.S. Department of Education for the project entitled, "Upward Bound Math and Science Program," under the direction of Kevin Sluyter, Upward Bound, for the period September 1, 2004 through August 31, 2005.
9. U.S. Department of Education, Fund No. 547918, Proposal No. 04-222  
An agreement in the amount of \$210,092 has been received from the U.S. Department of Education for the project entitled, "Indiana Deafblind Services Project," under the direction of Karen Goehl, Blumberg Center, for the period October 1, 2004 through September 30, 2005.
10. U. S. Department of Education, Fund No. 547919, Proposal No. 04-219  
An agreement in the amount of \$296,196 has been received from the U.S. Department of Education for the project entitled, "Student Support Services," under the direction of Rita Worrall, Student Support Services, for the period September 1, 2004 through August 31, 2005.
11. Indiana Commission for Higher Education, Fund No. 547922, Proposal No. 04-228  
A consortium agreement in the amount of \$28,531 with Ivy Tech State College has been received from the Indiana Commission for Higher Education for the project entitled, "Consortium Agreement under the Carl Perkins Act with Ivy Tech – Wabash Valley," under the direction of Beverly Bitzegaio, Technology, for the period July 1, 2004 through June 30, 2005.

12. Indiana Department of Education, Fund No. 547921, Proposal No. 04-215  
An agreement in the amount of \$26,413 has been received from the Indiana Department of Education for the project entitled, "Upward Bound/Upward Bound Math & Science Summer Food Service Program for Children," under the direction of Kevin Sluyter, Upward Bound, for the period June 6, 2004 through July 13, 2004.
13. Indiana University, Fund No. 547758, Proposal No. 04-208  
Additional appropriations for a sub-agreement under the National Aeronautics and Space Administration in the amount of \$52,149 has been received from Indiana University for the project entitled, "Human and Physical Dimensions of Land Use/Land Cover Change in Amazonia: Forest Regeneration and Landscape Structure—Phase II," under the direction of Ryan Jensen, Geography and Geology, for the period February 1, 2003-January 31, 2006.
14. Paul H. Rohe, Company, Inc., Fund No. 547930, Proposal No. 04-153  
An agreement in the amount of \$12,563.54 has been received from the Paul H. Rohe Company, Inc. for the project entitled, "Rohe Geomorphology/ Geoarchaeology Project, Dearborn County, Indiana," under the direction of C. Russell Stafford, Anthropology, for the period July 20, 2004 through January 1, 2005.
15. Berns Construction Co. Inc., Fund No. 547935, Proposal No. 05-002  
An agreement in the amount of \$908 has been received from Berns Construction Co., Inc. for the project entitled, "Evaluation of Potential Indiana Bat Habitat East of Flynn Road," under the direction of Dale Sparks, Life Sciences, for the period July 12, 2004 through September 15, 2004.
16. Berns Construction Co. Inc., Fund No. 547934, Proposal No. 05-012  
An agreement in the amount of \$1,758.40 has been received from Berns Construction Co., Inc. for the project entitled, "Identification of Bats in Potential Indiana Bat Habitat East of Flynn Road," under the direction of Dale Sparks, Life Sciences, for the period July 25, 2004 through September 15, 2004.