

Mr. Schofer

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

DECEMBER 3, 2004

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

DECEMBER 3, 2004

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, December 3, 2004 in the State Room, Tirey Hall.

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

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

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

SECTION I

A. APPROVAL OF THE MINUTES OF OCTOBER 29, 2004 (Mrs. House)

On a motion by Dr. Zietlow, seconded by Mr. Carpenter, the minutes of the October 29, 2004 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The next meeting of the Board of Trustees will be a one day meeting on Thursday, January 13, 2005.

Winter commencement is scheduled for December 18, 2004.

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

Mrs. House noted she was not able to attend Homecoming activities and thanked the trustees who did attend the events. Dr. Zietlow commented that eleven of the emeriti trustees attended the Thursday evening early event in the State Room. Mrs. House thanked Dr. Zietlow and Ms. Robertson for their involvement. Dr. Zietlow stated that the Distinguished Alumni dinner held on November 5 was attended by those emeriti trustees and spouses/guests.

Mrs. House attended the basketball tip-off lunch in Indianapolis and visited with the ISU basketball coaches. She also attended the ISU/IU basketball game in Bloomington.

Mrs. House expressed appreciation to Dean McCallister and the Cunningham Library staff for the seminar and tour on Thursday.

Mrs. House acknowledged the students who spoke during the 2005-06 Tuition Hearing held on Thursday. She assured students that the University will reach out to assist students in obtaining financial aid. Dr. Zietlow underscored and endorsed Mrs. House's comments.

On Thursday evening the Board had dinner with several of the area legislators and Mr. Fred Bauer, a member of the Indiana Commission for Higher Education.

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

Recognitions

- Dr. George Bakken, Professor of Life Sciences, was recognized for his work with former Ph.D. student, Aaron Krochmal, an assistant professor at the University of Houston (Downtown Campus). Dr. Krochmal's work with snakes and his doctoral dissertation has attracted wide attention and has been featured in several science news publications.
- Professors Jeff Schrink and Ed Grosskopf, criminology faculty members, were honored by Governor Kernan as "Sagamores of the Wabash" recently. The awards were presented by Representative Clyde Kersey. Mr. Carpenter, as a criminology major and ISU alumnus, noted that Jeff Schrink was his favorite professor and helped him obtain his first job.
- Professors Taieb Roumeaza and Taoufiq Fechtali are on campus from Hassan II University Mohammedia, Morocco. Professor Roumeaza was recognized for his research in use of remote sensing and geographic information systems in the study of dams and dynamics of coasts and is currently a Fulbright resident scholar on campus. He has been working in the Geography Department this fall doing research and lecturing classes. Professor Fechtali is working with Dr. Ghosh in the Department of Life Sciences, and is here through a Hassan II University Mohammedia (H2UM) grant. Colleges and universities are increasingly challenged to internationalize by developing and strengthening international programs and by adding a global multicultural dimension to the traditional curriculum. The contributions of such visiting and returning scholars are instrumental in achieving these goals.

- Moroccan activities include submission of a \$250,000 grant to the State Department in partnership on political leadership and promotion of democracy, completion of the Train the Trainers program in Morocco with Drs. Powers, Hinton and Moore and a visit by Dean Green and Professor Rockmore and students in the MBA program to present on the business incubation program and the development of a global education center at Hassan II to support student internships, faculty exchanges and research in the area of financial services (Networks). President Benjamin commented he visited Morocco in October to award twenty-three certificates of completion in higher education administration and leadership. The AASCU annual tour will be in January, 2005; fourteen (14) American university presidents will be going to Morocco as part of the group. President Benjamin noted he was unable to attend, but that Mr. El-Houcine Chaqra would be in Morocco and will participate on behalf of Indiana State.

Michael Simmons Student Activity Center

Construction is about to begin on the Michael Simmons Student Activity Center. Mr. Simmons, an ISU alumnus, has made a lead gift for this project. Construction bids will be received on December 7 with construction to begin in spring and be completed in September, 2005.

Compensation Update

John Sanders and Karen Green were called upon to present an update report on the Compensation Committees. Mr. Sanders explained the purpose and the results of the committees created to evaluate salaries of all ISU employees in comparison with their market peers. Findings confirmed the need to bolster compensation in many areas to make the University competitive in the market place and positioned to attract, retain, and motivate the best employees to serve the students.

An additional \$1 million was included in the 2004-05 budget compensation pool to begin addressing base salary disparities. The Committee has recommended that these funds be dispersed among the support staff, the administrative/professional staff, and the faculty based on the differential between the market comparisons of salaries and current University salaries. The breakdown was calculated for distribution as follows: \$540,000 (54%) for Support Staff, \$180,000 (18%) for Administrative/Professional Staff, and \$280,000 (28%) for Faculty.

Peer groups were established in each area to help guide the distribution of these funds within each area. The Support Staff Compensation Committee, Administrative/Professional Compensation Committee and the Faculty Compensation Committee met weekly to complete the charge of creating an equitable and fair procedure to distribute the initial compensation pool of \$1 million by January 1, 2005, with the distribution work completed by December 1, 2004. Each eligible employee's share of the distribution will be added to the base salary and is retroactive to July 1, 2004.

Ms. Green outlined the work of each committee. Support Staff Compensation Committee determined the primary focus for the current allocation would be to distribute funds to each support staff member and to raise the lowest base salary to a minimum of \$17,000 which is supported by the University Compensation Committee report finding that almost all support staff salaries are currently below the market. All support staff positions were clustered into three groups according to the type of work performed with even distribution between the three groups. Salary recommendations were not across-the-board, and due to the number of employees in each group the funds were distributed differently. The two groups with the greatest need had the least number of employees, which provided larger salary increases per employee.

The Administrative/Professional Committee, after reviewing salary data comparisons provided by Human Resources, determined that a significant portion of the group had market salary deficiency issues and decided that this initial distribution be allocated to all levels of the group paying particular attention to the greater need at the lower salary levels. Salary ranges and counts within each range were identified taking into consideration salary levels and compensation needs. Once the relationship of salary counts and salary ranges was established, the dollar pool was allocated to each range giving higher consideration to the lower-end salary levels and limiting the allocation amount only to that range.

The Faculty Compensation Committee, in consideration of the faculty salary pool available, established certain criteria as guidelines:

1. Salaries for those newly hired faculty members effective Fall Semester 2002 or later will not be included in the median calculations due to the practice of aggressively hiring closer to the market, which has been supported by data examined by the committee. Therefore, those faculty hired for Fall Semester 2002 or later are not eligible for this market adjustment.
2. Those faculty members in retirement leave status for Fall Semester 2004, ending employment with ISU on December 31, 2004, will only receive half of the allocation for the academic year.

3. No faculty member will receive more than a 3 percent increase market adjustment in this distribution.

ISU median salary for 2003-04 for each rank within the discipline was compared with the mean salary of peer institutions for that rank and discipline. The difference between the ISU median and the mean salary for the peers was used to determine whether a particular rank within discipline was over or under the market. For those ranks determined to be under the market, the percent under the market was calculated and weighted by the number of faculty members at ISU in that group. Points were assigned based upon this weighting. Total points for all ISU groups were then summed. The points an individual group received were then divided by the total number of points available to derive a fraction that represents the proportionate need of the group when compared to the entire need of the ISU faculty. This process determined a specific flat dollar amount to be awarded to each rank within each discipline within the criteria established for the distribution by the committee. In this method the market data from the Compensation Study Committee was incorporated to a certain extent, and monies distributed in an equitable and defensible process.

Individuals in each of the groups whose salaries are based on external funding sources are not included in this distribution because of funding source guidelines. Future consideration may be given to these groups if funding for increases is approved through the external sources.

Mr. Sanders commended the hard work and dedication of the three committees. Because of their diligence and ability to work together, the deadline of December 1, 2004 for completing the allocation of the \$1 million was met.

President Benjamin thanked Mr. Sanders, Ms. Green, Vice President Floyd and those involved with the committees. Results were data driven with broad participation and the committees worked together. An impact should be made on the lowest salaries since the committees placed the focus where it was needed.

Dr. Hudson was appreciative of the compensation committees for working together, the data driven work and the hours spent. She urged the administration to continue implementing the results of the initial work of the University Compensation Committee.

Concluding Remarks

Everyone was reminded that at 1:30 p.m. today in the Heritage Ballroom an ISU Service of Remembrance for former President Richard G. Landini will be held. The program will be followed by a brief reception.

The Annual Holiday Open House will be held from 3:30 to 5:00 p.m. today at Condit House, with tree lighting at 5:00 p.m. For the past few years, this annual event has been timed to correspond with the Downtown Arts Walk Holiday Fest.

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

Dr. Hudson noted that a number of the proposals on the agenda have been forwarded from the University Faculty Senate including the revised sabbatical leaves policy, changes to medical and retirement benefits, and the division of the life sciences department.

The revised sabbatical leaves policy is the product of several years of work by various committees. The former leaves policy was not laid out in sufficient detail, and inconsistencies in granting of leaves from year to year were a real problem. The revised policy guarantees greater procedural consistency, and replaces the old university level leaves committee with a leaves oversight committee. This delegates the approval of leaves proposals primarily to the departments and colleges, where value can most appropriately be judged by colleagues in related disciplines. It also provides for feedback and the possibility of appeals as the proposal moves through the process. The application and review process will be regularly monitored by the oversight committee. Sabbatical leaves are important to faculty work so it is imperative that there be a fair and effective policy.

The changes to medical and retirement benefits have also received much attention from the Senate, and the Faculty Economic Benefits Committee. With medical benefits extended to same sex partners, ISU policies will be in line with those of other major state universities and businesses in Indiana and elsewhere. It should make ISU more competitive in attracting the best qualified employees and strengthens the commitment to diversity and non-discrimination. The elimination of retirement medical coverage for those hired after January 1, 2005, was a much more difficult decision. Those Senators who voted to support the proposal did so with great reluctance while some could not support it. The Senate suggested that the administration investigate possible gap plans for such future coverage. The Senate also approved the seven percent increase in health benefits contributions.

Dr. Hudson also commented on the proposed division of the Department of Life Sciences. The Senate acted on the proposal, as described in a detailed Memorandum of Understanding (MOU), and it passed by only three votes (19-16-1). Senators on both sides of the issue wanted the Board to be aware of their concerns. The proposal received strong votes of approval in Senate committees and the College Faculty Council, but discussions there raised the same issues. Dr. Hudson stated that since she had no other opportunity to bring

the concerns to the Board's attention before the vote, she did so now, mindful of decorum, and her responsibility to her constituents and the Board of Trustees.

Provost Maynard's statement on the addendum sheet indicates valid academic justifications for the proposed division. But the impetus for the division is, as a Senator in Life Sciences observed "a belated response ... [to a decade of] ... dysfunction within the department." This dysfunction was recognized in a departmental review conducted by the American Association for the Advancement of Science, which recommended a division. The Senator went on to note that the arrangement outlined in the MOU was approved by members of the department not as the best option (since it leaves unresolved the origin of the problems in the current department) but as the most expedient way to end the conflict that has drained the energy of the faculty away from research and teaching. Those on the various committees and the Senate who supported the proposal did so in the same spirit: a solution is needed, and this one is expedient.

There were others who objected that the proposal should not come to the University Faculty Senate at all but be sent back to the dean's office and addressed as a personnel matter. There were also objections that the division will not be without costs. A new chair will have to be hired, and while that salary is to be made up from two vacated faculty lines, these teaching faculty will need to be replaced at some point. New equipment, start-up funds for the chair's research, and separate office staff will no doubt be required. And then there is the matter of creating two smaller departments and programs when the Indiana Commission for Higher Education is asking for reductions in the number of programs ISU offers. All of these are valid concerns. Factionalism is nothing new in the academy. Those who are not a part of it observe these conflicts with bemusement, but they reflect the strength of faculty commitment to and vision for our disciplines and institution, and may, in fact, be productive. But when these run unchecked, as this situation did, the damage caused may require difficult, imperfect attempts at solution.

Dr. Hudson wished all a fulfilling and relaxing holiday season.

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

Ms. Langley commented that the Support Staff Compensation Committee has completed its work. The recommendation for the distribution of the \$540,000 has been finalized, and a letter to support staff from the Committee explaining the process used to distribute the funds has been written. Developing a compensation policy, securing the additional compensation information needed, and creating a plan for the distribution of future allocations will be a top priority for the support

staff committee during the upcoming months. On behalf of all support staff, she thanked the Board of Trustees and President Benjamin for responding to the need identified by the University Compensation Committee. Committing \$1 million for salaries at a time of limited funds demonstrates a commitment to the ISU workforce.

The Support Staff Council Bylaws were approved for a second time by the Council at the November 11, 2004 meeting. Additional reviews will be completed and Ms. Langley expects the Bylaws will be included on the Board agenda for January.

The Salary and Employee Benefits Committee of the council has been reviewing several items, including the recommended changes to the health benefits plan. The Council supports all of the recommended changes to the health benefits plan, in particular the addition of an open enrollment period for existing employees. The Council appreciates the opportunity for discussion and input into such issues.

The Support Staff Choir will again sing at the Condit House Open House. In addition, the choir will also perform at several locations on campus during the Support Staff Council cookies and punch event for students later this month. Ms. Langley wished everyone a warm and wonderful holiday.

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

The Student Government Association has been working to prepare for its February elections. The election code passed at the last meeting. The election commissioner will be the same person who served as deputy commissioner in last year's election.

The Student Affairs Committee is studying the USA Today proposal and is working with The Statesman staff to determine the negatives and positives of the program. The Committee also is attempting to make students aware of the University Bookstore "book buy back" program.

The Sycamore Psychos season began at the women's basketball game and continued at the men's basketball game last Saturday.

Ms. McManama wished everyone a wonderful holiday season.

H. MEMORIAL RESOLUTION – PRESIDENT EMERITUS RICHARD G. LANDINI (Mrs. House)

The following resolution acknowledges the distinguished academic career and dedicated service of President Emeritus Richard George Landini who passed away October 24, 2004.

Recommendation: Approval of the Resolution.

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

In Memoriam

WHEREAS, Dr. Richard G. Landini, President Emeritus and Professor of English, gave loyal and distinguished service to Indiana State University for 29 years, serving as its President for 17 years from 1975-1992, the third-longest tenure among the institution's chief executives, and performed his duties as an administrator and a member of the faculty in an outstanding and exemplary manner; and

WHEREAS, under Dr. Landini's leadership, a Campus Master Plan was approved by the University Board of Trustees and the Indiana General Assembly, resulting, over the years, in the enhancement of campus facilities through the construction of the School of Technology Building, Oakley Plaza, a recreation and athletics arena, Root Hall, the University Pavilion, Parsons Hall, the Hulman Memorial Student Union, and Dede Plaza; and

WHEREAS, Dr. Landini honored his inaugural pledge to pursue academic excellence at Indiana State University by enhancing of the General Education Program; the raising and redefinition of admissions standards; the chartering of several national honor societies on campus; the awarding of a 10-year reaccreditation from the North Central Association; and the admission of ISU's College of Business to full membership in the American Assembly of Collegiate Schools of Business; and

WHEREAS, Dr. Landini's tenure as president was one of tremendous growth, with nearly one-half of all alumni receiving their degrees during that period, and witnessed the addition of significant numbers of new degree programs to meet expressed needs in the State; and

WHEREAS, Dr. Landini was an outstanding scholar and teacher and remained an active member of Indiana State's academic community by sharing his extensive knowledge of American and British literature with students as a Professor of English; and

WHEREAS, Dr. Landini's stature as an administrator, a scholar and teacher was recognized through the awarding of numerous honors including honorary degrees and memberships in honor societies; and

WHEREAS, Dr. Landini's efforts to create a campus environment and foster campus beautification efforts at Indiana State University including the creation of Donaghy Day have created one of Indiana's most attractive campuses; and

WHEREAS, Dr. Landini was an avid and passionate fan of Sycamore athletics, attending numerous games and matches to cheer on Indiana State's student-athletes, and seeking to elevate the status of ISU's intercollegiate athletics program by administratively merging the men's and women's programs and having the men's teams join the Missouri Valley Conference and the women's program become a founding member of the Gateway Collegiate Athletic Conference; and

WHEREAS, Dr. Landini maintained a deep and abiding love for Indiana State University, its students, and its alumni, and dedicated a majority of his professional life to the institution;

NOW, THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees acknowledges Dr. Richard G. Landini's exemplary service to Indiana State University, recognizes him for his many and outstanding contributions to the institution as its President and as a scholar and teacher, and expresses sincere condolences to his wife, Barbara, his children and other members of his family; 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.

I. CANDIDATES FOR DEGREES (Dr. Maynard)

Candidates for graduate and undergraduate degrees to be conferred on December 18, 2004 are presented in Exhibit A.

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

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

J. STUDENT ACADEMIC SEMESTER FEES FOR 2005-06 (Mr. Floyd)

Recommendation: Approval of the academic student fee schedule beginning with Fall, 2005 through Summer II 2006, as presented in Exhibit B.

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

K. EARLY CHILDHOOD EDUCATION CENTER FEES (Mr. Floyd)

Recommendation: Approval of the proposed \$5.00 per child per week fee increase schedule effective for the Spring 2005 semester and Fall 2005 semester for the Early Childhood Education Center as presented in Exhibit C.

Mr. Floyd stated that the early childhood education fees have not been increased in two years. Mr. Bonds asked if the fees are still below market? Mr. Floyd said ISU does everything it can to stay in range and below market and keep fees as low as possible. Dr. Zietlow commented that the fees seemed fair and in range with area income.

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

L. UNIVERSITY HEALTH BENEFITS PLAN, 2005 (Mr. Sanders)

The University's self-insured medical benefits plan is administered by J.F. Molloy & Associates. The contract includes provider discounts with the Sagamore Plus Network (Indiana) and PHCS Healthy Directions network (out-of-state). Delta Dental administers the dental benefits. Majestic Underwriters underwrites the University's stop loss excess coverage. The contracts for Sagamore, PHCS Healthy Directions, J.F. Molloy, and Delta Dental will continue with no change in coverage.

Public Law 50-2004 requires public universities to participate in the Indiana Prescription Drug Purchasing Program. Effective January 1, 2005, ISU must utilize the services of the State's program administrator, Anthem. There is no change in the drug card plan design with the Anthem contract. The financial arrangement with Anthem has been determined by the State of Indiana.

It is proposed that an annual open enrollment period be established to allow employees to enroll in the plan without regard to qualifying events. With this proposal, employees would have an annual open enrollment month that would allow employees and/or dependents to be covered by the ISU health coverage plan. For 2005, January would be the open enrollment month with coverage effective February 1, 2005. For subsequent years, November will be the open enrollment month with coverage effective January 1. This open enrollment period will not pertain to retirees who may not add new dependents to the coverage after retirement.

It is also proposed that the current late enrollment provisions be amended to allow for late enrollment at other times during the year for voluntary loss of health coverage, i.e., changing jobs, early retirement, etc., within 31 days of the event and with proper documentation.

Effective January 1, 2005, it is proposed that employees be eligible to add same sex domestic partners and the biological or legally adopted children of such partners to their health coverage during the open enrollment period without regard to the current qualifying event structure. Also included are the other benefits presently afforded to dependents. These partners must be over age 18, not married to anyone else, not related by blood and must have shared a residence for at least six months. Documentation of joint residence, checking account, or other major asset is required to verify the partnership. Verification of responsibility for children is also required.

Because of additional future costs, it is proposed that post retirement health coverage/life insurance not be extended to new employees hired on or after January 1, 2005, or to current employees/dependents who enroll in the ISU health plan during an open or late enrollment period effective January 1, 2005, and beyond. This will help control the future liability of the plan by restricting the number of individuals eligible for post retirement benefits. This proposal does not affect any current employees/dependents who are already covered on the ISU plan and will only affect those enrolling in the plan January 1, 2005, or after.

Administrative Fees

The proposed administrative fees for J.F. Molloy are increased by 4.0 percent; Sagamore's and PHCS Healthy Directions network access fee and administration fees will remain unchanged and Delta Dental is requesting a 4.4 per cent increase in administrative service fees.

Standard Security (Majestic Underwriters) currently underwrites the excess coverage for the medical plan. An increase of 25 percent has been requested for reinsurance with a specific deductible of \$225,000/covered person/calendar year. Negotiations with Standard Security are continuing and may result in a lower rate for this coverage for 2005. If necessary, the final rates may be updated at a subsequent Board meeting.

Monthly administrative fees per membership unit proposed for the 2005 policy year are as follows:

	<u>Actual 2004</u> <u>Plan Year</u>	<u>Proposed 2005</u> <u>Plan Year</u>
J.F. Molloy & Associates*	\$10.85	\$11.28
First Step Managed Care	2.76	2.87
Sagamore Network Access	2.25	2.25
PPO Repricing (J.F. Molloy)	.78	.81
Specific Stop Loss	7.27	9.09
Delta Dental*	2.71	2.83

*These administrative fees are paid on active employees and retirees without Medicare. Other fees are not paid on retirees with Medicare.

Contribution Rates

Claims experience for medical expenses has increased by 8.5 percent during 2004. Forecasts of average trend factors for 2005 have decreased somewhat, but continue to be in the double digits. The consultant's budget forecast indicated a possible 6.5 per cent increase in income needed for 2005 claims which will result in a need for an increase in the contribution rates. A 7 percent increase in contribution rates is recommended to be applied across the tier structure.

The University share will also be increased by 7 percent. Retirees who do not have Medicare (under age 65) will have rates based upon the tier of their appointment salary during the last year of University service. Retirees with Medicare will also have a 7 percent increase in rates.

The proposed 2005 University Health Plan rates are attached in Exhibit D.

The 2005 Employee Health Benefits Plan booklet will be distributed to all employees and retirees enrolled in the ISU health plan and will include the University's disclosure notice and exemption election to the Health Insurance Portability and Accountability Act of 1996 as required.

The above plan amendments and contribution rates have been discussed and have received support by faculty and staff constituent groups.

Recommendation: Approval of the continuation of the University Health Plan as outlined above and in Exhibit D, effective January 1, 2005.

Ms. Barton discussed the changes in the benefits annual renewal. Changes will make the plan more flexible by relaxing late enrollment provisions, by adding open enrollment and coverage for same sex partners. Claims have increased 8-9 percent for 2004. A 7 percent increase in university and employee contributions is recommended. Mr. Bonds noted he had participated in a medical rate survey and that a 15% to 20% rate increase was not unusual. He commended Staff Benefits on doing a great job in arriving at a very competitive rate. Dr. Zietlow was pleased to see the same sex domestic partner coverage added to the ISU plan.

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

M. CIGNA EMPLOYEE ASSISTANCE PROGRAM (Mr. Sanders)

The one-year pilot outsourced Employee Assistance Program with CIGNA was found not to be cost effective and is proposed to be cancelled December 31, 2004, due to low utilization. The EAP function will be managed in-house utilizing existing staff.

Recommendation: Approval of the cancellation of the CIGNA contract effective December 31, 2004.

Mr. Bonds commented that such programs are not always cost effective due to low usage, but he felt it was a good program and encouraged ISU to look at other agencies in Vigo County and to utilize such services.

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

N. TIAA-CREF INVESTMENT SOLUTIONS (Mr. Sanders)

TIAA-CREF has been the University's retirement plan provider since 1937. Contributions provided by the University are invested in individually owned accounts for faculty and administrative staff.

TIAA-CREF Investment Solutions Accounts offer nine new mutual funds in addition to the ten annuity funds currently being offered. These new funds will allow for a focus on specific market segments and provide a broad and diversified menu of investments that may be attractive to ISU faculty and staff. These new accounts can accept both the University contributions toward retirement and voluntary tax-deferred contributions made by employees. These investment options are also included on supplemental retirement annuity accounts and deferred compensation plans that are also available to support staff.

Recommendation: Adoption of these additional TIAA- CREF investment opportunities for contributions from both the University contributions and voluntary contributions made by employees as outlined in the attached TIAA-CREF Retirement Plan Resolution in Exhibit E.

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

O. TIAA-CREF RETIREMENT PLAN RESOLUTION ((Mr. Sanders)

A TIAA-CREF Retirement Plan amended resolution is presented in Exhibit E covering the revised contribution rate of ten per cent and the additional investment options.

Recommendation: Approval of the TIAA-CREF Retirement Plan Resolution presented in Exhibit E.

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

P. POLICY ON SABBATICAL LEAVES (Dr. Maynard)

Recommendation: Approval of the policy on sabbatical leaves as presented in Exhibit F.

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

Q. IN MEMORIAM (Mr. Schafer)

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

Pamela Faye Dust, Accounting Services Specialist in Degree Audit and Transfer, died on November 7, 2004.

Marilyn B. Lawrence, Director Emerita of Indiana State University Foundation Services, died on October 24, 2004.

Hoyt Lee Scott, Utility Worker I (retired), Facilities Management; died on October 20, 2004.

Flora L. Sebastian, Custodial Worker I (retired), Facilities Management, died on October 20, 2004.

John B. Stabler; Professor Emeritus of Political Science, died on October 29, 2004.

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

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

R. UNIVERSITY TRAVEL POLICY (Mr. Floyd)

A review to simplify, but maintain financial controls of the current University travel policy contained in the ISU Handbook, Appendix E, was conducted by the finance staff. The changes, as presented in Exhibit H, were discussed and approved by the administration.

Recommendation: Approval of the changed in the University Travel Policy as presented in Exhibit H and approval of the Travel provider contracts: On-line provider – Orbitz for Business and Travel Agency – IT Travel Agency; effective January 1, 2005.

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

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

S. DIVISION OF LIFE SCIENCES DEPARTMENT (Dr. Maynard)

The Department of Life Sciences within the college of Arts and Sciences proposed to divide into two separate departments, with one department continuing to be named Life Sciences and the other department Ecology and Organismal Biology.

The proposed division reflects a recent trend at many universities to address the growth of knowledge within the biological sciences as well as society's increasing expectations for biological research. A team of consultants from the American Academy for the Advancement of Science has recommended the division, the department faculty and college administration have developed protocols to effect the division, and the division was reviewed and endorsed by all levels of faculty governance this semester. The division will provide greater focus within each new unit on its respective sub disciplines; and this focus will in turn allow the units to compete successfully for highly qualified undergraduate and graduate students, to increase research supported by external grants and contracts, and to contribute effectively to Indiana's initiated to make the state a world renowned leader in biosciences.

Recommendation: Approval of the division of the Department of Life Sciences into the Department of Life Sciences and the Department of Ecology and Organismal Biology effective January 1, 2005.

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

CANDIDATES FOR THE ASSOCIATE DEGREE
DECEMBER 17, 2004
ASSOCIATE OF ARTS

Ashford, Edgar	Ball, Edward Lamar
Barnes, Jeffrey Allen	Cape, Daniel Travis
Clinton, Kiley	Coe, Kelvin DeMont
Collier, Howard Elliott	Cooper, Stephen Boyd
Dillon, Todd A	Dyer, Gregory Alan
Garrett, Ashley Rene	Gaston, Steven Laran
Harrison, Timothy Allen, Jr	Hendren, Charles Kelly
Ivey, Collette Leigh	Johnson, Michael
Lauderdale, Reggie Jeff	Lefler, Jeremy Lee
Lively, Kevin Eugene	Malcom, Robert James, II
Milliner, Rodney Gene	Mitchell, Terry Allen
Morris, Abe, III	Palmer, Jeffery Leonard
Rando, Ernest James	Record, Andrew W
Riley, Rodney Patrick	Roark, Ryan Thomas
Robinson, David Eugene	Schoolcraft, Dena L
Scruggs, Ronald Lee, Jr	Spranger, William Joseph
Stefanich, John George	Toomer, James Vernon, Jr
Uziekalla, David William	White, Ira C
Wilbourn, Julius Dewayne	

CANDIDATES FOR THE ASSOCIATE DEGREE
DECEMBER 17, 2004
ASSOCIATE OF SCIENCE

Bowman, Amy Lynn Morris	Brauchla, Kimberly Jean
Brown, Aaron Michael	Cather, Melissa Ann Hinton
Catlin, Katie Lynn	Certain, Anthony Eugene
Clark, Charlotte Marie	Craft, Amy Sue Stark
Dean, Jennifer Lynn	Dean, Jessica Ann
Dean, Robin Elaine Flick	Dillion, Valerie Leeigh
Donnelly, Tabatha Sue Hooping	Ellerman, Donna Joy Mattick
Followell, Betsy Jo	Gapsiewicz, Stephanie Ann Ket
Graham, Lisa Lynn Pugh	Growden, Justin Kyle
Hudson, Racquel Lee	Hughes, Shuwan LaJean
Jecker, Andrew Christopher	Jones, Katharine Louise
Kambe, Arthur Atwine	Leader, Michael Paul
Lee, Holly Elizabeth	Loudermilk, Michelle Renee
Love, Jason Kyle	Maesch, Julie Ann
Miller, Kyle Patrick	Morris, Victoria Lynn
Nicholas, Kelly Sue	Pearison, Jessica Adlynn
Prouse, Lynda Lea Tanner	Satkamp, Graig Alan
Schaadt, Julie Lynn	Scherer, David Randall
Schipp, Brett Michael	Scott-Underwood, Chabwera Atu
Sermersheim, Ryan Gerard	Shaffer, Kimberly K Brewer
Sinclair, Desiree Lyn	Strow, Lacey Suzanne
Thompson, Darla Kay	Tournier, Eric Edward
Traughber, Kala Lynn	Walsh, Patrick Joseph
Wampler, Ryan Earl	Wilson, Dara Elizabeth
Young, Margaret Ellen	

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF ARTS

Bebee, Sirena Danielle Kelly	Brothers, Melissa Marie
Candelaria, John Michael	Cooper, Keith Donnell
Cosgrove, Kelly Anne	Cox, Lynda J
Greve, Evan Michael	Ham, Kimberly Renee
Harris, Amy Marie	Parkison, Amy Kay
Ransome, Kori RuthAnn	Rusk, Elizabeth Ann
Ryan, Joshua Edward	Sanders, Alison Jean
Spear, Meredith Erin	Wallen, Abbey Michelle

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF FINE ARTS

Allen, Elaine Joshphina
Kidwell, Ahlieah Michelle
Templeton, Sarah Lorraine

Bowersock, Kurtis Aaron
Ogborn, Evie Dawn
Wilderman, Sunny Lee

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF MUSIC

Sakiyama, Reo

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF MUSIC EDUCATION

Bales, Kristen Lee
Fischer, John David
Meyer, Lindsey Nicole
Todd, Christopher Michael

Boersma, Nicholas Andrew
McKean, Stephen Duane
Perry, Kurt Thomas
Urumbaev, Jami LaDonna

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

A-Wan, Katuta Kanteng	Adams, Denise Laura
Adams, Keia Jael	Adamson, Ryan Lee
Al-Maghaslah, Raed Ali	Alexander, Amanda Jean
Alexander, Jennifer Lynn	Alexander, John Patrick
Alexander, Megan Ann	Allen, Michelle Nicole
Althoff, Ryan Brooks	Amin, Anushka Bachu
Anderson, Juanina Townsend	Anderson, Krista Lashae
Anderson, Terese Marie	Andrews, Steven Linwood
Anibra, Mac-Marian Abra	Antoine, Wilfred Henry
Arndt, Tiffany Rae	Arney, Tammy Lynn Catt
Arthur, Jeffrey Allen	Ashley, Larry Romelle
Atwood, Nathan Brent	Auterson, Ronald Scott
Backer, Brandon Joseph	Baker, Amber Elizabeth
Baldwin, Anna Lee	Bales, Amanda Lynn
Barham, Robin Aleasia	Barnes, Mark Douglas
Barnett, Scott Douglas	Barnhart, Jennifer Jo
Bauerle, Amanda Lynn	Bay, Shawn E
Bear, Shelby Lynn	Becker, Logan
Bedi, Fernand Mel Lasm	Beldon, Aaron Blake
Bell, Joshua Louis	Bender, Aaron Michael
Bennett, Andrew Michael	Benson, Jamie Lee
Bentley, Kurt Andrew	Bentley, Thomas Christopher
Bero, Michael David	Berry, Mark William
Best, Jennifer Ann	Bhosle, Ruth P
Bibi, Khaldoun	Birch, Nathaniel Gabriel
Bischof, Matthew John	Bitto, Stacey Lin
Blacketer, Jason Andrew	Blain, Herbert Ray
Blakely, Asia Renee Jackson	Blank, Jennifer Ann Ashley
Blankenship, Amanda Joy	Blessing, Rachel Lynn
Boles, Nicholas Landon	Bolte, Jesse Michael
Bonner, Katherine Anne	Bontekoe, Kimberly Sue
Bowerman, Kyra Sha'Reese	Bowling, Kenan Charles
Bowman, Marisa Ann	Boxell, Kenneth Daniel
Boyce, John Walter	Brallier, Kimberly Jean
Brandt, Joel David	Brentlinger, Jeffrey Thomas
Bridgeman, Kimberly Marie	Briggs, Vincent Lamont
Bromm, Crystal Lynn	Brooks, Christopher Paul
Brown, Courtney Marie	Brown, James Lee
Brown, Miranda Lee	Brown, Scott David
Brownell, Shanna Leslie Marie	Browning, Kathryn Michelle
Brumfield, Emma Lee	Buehlman, Andrea Kay
Burch, Darrick Allen	Burdette, April Michelle
Burke, Rayna Eileen	Burks, Basheera Khadijah
Burns, Michael Richard	Burris, Kymberley Rebecca
Campbell, Nicole Michelle	Campbell, Steve Christopher,

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Canada, Amanda Leigh
Carl, Rachel Veronica
Carter, Harold L
Cash, Emily Ann
Cavins, Thomas Lova Seth
Chambers, Cristin Sue
Chandler, Tina Marie
Choi, Man-Wai
Christjansen, Matthew Lucas
Cisneros, Alex
Cleveland, Amy Lee
Coffin, Christina Renee
Colledge, Heather Anne
Colyer, Shannon Elizabeth
Conner, Michelle Lee
Cooney, Samantha Leigh
Corbin, Pamela S
Cox, Christopher Alan
Cox, Ryan Eugene
Craig, Kelly Scott
Crews, Tyson E
Crist, Kelly Jean
Cundiff, Mindy Jean Willock
Daniel, Angela Michelle
Davis, Christopher Michael
Davis, Tiffany Audrey
DeLuca, John Michael
Dean, Jason Christopher
Decker, Jennifer Ann
Delorme, Kerste Lynae
Denton, James Michael
Dillman, Autumn Brooke
Dixon, Lauren Elizabeth
Doyle, Kaz Arthur
Dudley, Terrence Devon
Dunham, Jason Scott
Dyer, Justin William
East, Ryan David
Edwards, Erika Nikole
Edwards, Monte Dale, Jr
Egli, Kevin Thomas
Ellis, Natalee Willette
Engel, RaeAnn Marie
Evans, Carrie Ann
Evans, Sharita Michelle

Cannon, Joshua Robert
Carson, Kenneth Lamario
Case, Isaac Hiram
Casler, Tina Marie
Chalkley, Joel Christopher
Chambers, Theresa Te-Cilia
Chen, I-Ting Danny
Chong, Hung
Ciolli, Christopher Ryan
Clark, Nening
Cochran, Neda Lynn
Cole, Nathan Kyle
Collins, Brian James
Conley, Christine CeCilia
Conniff, Nathan Edward
Cooper, Brent David
Cord, Jacob Emmett
Cox, Martin Sebastian
Cradick, Nicole Renee
Craig, Mark E
Crider, Barbara Erin
Crites, Stephanie Ann
Dahlberg, Jaclyn Marie
Davenport, Serina Marie
Davis, Crystal Diane
DeKemper, Steven Augustino
DeRuiter, Karri Michelle
Dearing, Nick Todd
Delaunois, Michael Joseph
Demitroulas, Lindsey Alyse
Detro, Benjamin Costley
Dixon, Cassondra Hope
Dossett, Ashley Neal
Drake, Lynsey Marie
Dunbar, Clay Michael
Dyer, Jacob Brian
Easley, LaShaun Renae
Ebert, Kathleen Jeanette
Edwards, Krystal Lynn
Eggleston, Lisa Kay
Eisert, Andrea Michelle
Emge, Robert Thomas
Eskew, Carrie Jean
Evans, Meishara Sheree
Ewing, David Charles

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Farber, Christine Marie	Ferber, Jonathon Doren
Ferguson, Rebecca Ann	Ferree, Timberly Dawn
Fields, Crystal Dawn	Fischer, Andrea J
Fischer, Frederick William, J	Fiscus, James Wyatt
Fish, Mark Robert	Fisher, Antina Lynn
Fisher, Talbott William	Fitzlaff, Jennifer Lynn
Fitzpatrick, Steven Bryant	Florence, Michael Byron
Flowers, Shannon Nicholas	Forbes, Trent Joseph
Ford, Rosalind Cornelia	Fordice, Sarah Elizabeth
Fosher, Scott Jeffrey	Foster, Lindsey Suzanne
Fouts, Courtney Ann	Fowler, Tia Jovahn
Franklin, Halea Ann	Fraser, Joe Benjamin
Freitag, Frederick C	French, Karen Faye
Freyberger, Melissa Anne	Fromme, David Lee
Fryer, Kathryn Lois	Fugate, Samuel Nelson
Fuhrmeister, Nikki L	Fulkerson, Bradley Jay
Gabaree, Jennifer Morgan	Gaddy, James Edward
Gainer, Jerry Chris	Ganaway, Lakeesha Treesh
Gardner, Douglas Everett	Garthwaite, David Wayne
Gates, Chad Duane	Geier, Dianna Lynn
Gentry, Valerie Kay	Gibson, Michael Paul
Gipson, Michelle Leneice	Glassen, Naomi Carol
Gleckler, Chris Joel	Gobles, Nathan Edward
Golini, Erin Michelle	Gong, Chang Hsing
Goodwin, Kristina Kaye	Graham, Lisa Lynn Pugh
Gray, Melissa Melody	Grayless, Andrea Lynne
Greathouse, Jeremy Matthew	Green, Carrie Beth
Green, Jonathan Richard	Greeson, Jeffrey Dean
Gresham, Christopher Allen	Griffin, Jack, Jr
Griffin, Tracy June	Grimes, John Derrick
Grubb, Nicole Alaine	Gruchala, Jennifer Marie
Grundman, Anne Elizabeth	Gudeman, Kelly Marie
Hall, Brian James	Hall, Jennifer Rose
Ham, Jeremy Kent	Hamilton, Wesley Alan
Handlin, Garry Christopher	Hardin, Phillip Keith
Hardisty, Amanda Suzanne	Harmon, Tyler Joe
Harper, Eric Christopher	Harper, William Cooper
Harris, Christopher David	Harris, Tumaya Symone
Harrison, Kristin Ashlee	Haskett, Crystal Anne
Hasser, Rachel Elizabeth	Hatler, Jereme Lewis
Haub, Ashley Renee	Hawkins, James Paul
Heal, Catherine Maridee	Heilmann, Derek Adam
Helton, Erica Lynn Page	Hendricks, Rebecca Ann
Hewitt, Allyson Marie	Hibsichman, Sarah Lindsay
Hickerson, Seth Robert	Higdon, Mark James

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Higginbotham, Clay M	Hill, Alanna Marie
Hill, Carl C	Hill, Karis Michelle
Hills, Jeremy Paul	Himmelhaver, Matthew Vogt
Hirsch, Michael Jeffrey	Hite, Amanda Jane Geyman
Hlebovy, Celeste Ann	Hobbs, Steven Jay
Hoffman, Brian Kent	Holder, Lenita Nicole
Holley, Meganne Denise	Holman, Jennifer Lee
Hopkins, Kurtis Daniel	Hopkins-Smith, Kier Loniel
Howard, Marcus Jeffrey	Howell, James Brian
Hughes, David Scott	Hughes, Shuwan LaJean
Hull, Chrisney Erin	Hurst, Ryan Matthew
Hurt, Jeramy Michael	Hutchens, Mari Kristin
Hynson, Michael Sean	Ile, Sharon Marie
Inaba, Taku	Inlow, Kristen Mary
Ireland, Kraig Robert	Jacks, Tara Emily
Jackson, George Neal	Jackson, Megan Reeves
Jacobs, Lindsay Carolyn	Jameson, Kelly LeAnn
Jansen, Lauri Ann Walford	Jarvis, Maria Antoinette Pere
Jarvis, Matthew Wray	Jecker, Andrew Christopher
Jenkins, Pamela Marie McCall	Jennings, Heather Ann Ott
Jiles, Tenisha Johndia	Jimenez, Vanessa
Johnson, Christina Marie	Johnson, Clyde James Matthew
Johnson, John Glen	Jones, Crystal Ladylavonne
Jones, Deborah Ann	Jones, Heather Anne
Jones, Larry Antone	Jordan, John Ryan
Joyce, Amy Kristen	Kanate, Sekou Ismael
Kee, Clifford Leroy	Kellett, Kitty Orndorff
Kelsey, Cameron Scot	Kendall, Travis Austin
Kendricks, Autumn Nicole	Kieper, Lisa Marie
Kimura, Aki	King, Michelle Leigh
Klein, Kristopher Ray	Kluesner, Jesse Allen
Klump, Justin Samuel	Knoblock, Kim Elizabeth
Koller, Jennifer Lynn	Kone, Amara Bakoroba
Koors, Desta Diane	Koval, Amy Jo
Kramer, Maggi Ella	Krause, Joshua Lee
Krick, Kylie Jo	Kuckewich, Eliza Leslie
LaLoux, Lisel M Secrest	Lachenmayr, Staci Marie
Landrum, Walter Thomas, III	Lange, Jessica Renea
Lange, Melissa Carrie	Lankford, Adrienne Michele
Lankford, David J	Larson, Nicole Lynn
Lasecki, Amanda Mae Nina	Lawson, Brandye Rhaye
LeBold, Mary Elizabeth	Leader, Michael Paul
Leahy, Moira Anne	Lee, Deatron Thomas
Lee, Sang Yup	Lee, Sanghyup
Leinenbach, Benjamin Charles	Levine, Nev'to ResShar

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Lewsader, Tei Anne	Linder, Jeremy Rick
Lindsay, Chad Robert	Linn, John Robert
Litwiler, Heidi A	Lively, Robert Steven
Lovison, Philip Anthony	Lowe, Shane Christopher
Lucas, Heather Ann	Luebbe, Kyle Wendel
Luebbehusen, Chad Alan	Lundy, Shalamar Lynne
M'Bahia, Francois Karim	MacMunn, Michael Victor
Malczewski, Jacqueline Gonzal	Mallory, Andrew Forest
Malone, Kristle	Malone, Stacie Lynn
Mancuso, Brian Thomas	Mann, Michael Thomas
Marks, LaRhonda Cherise	Marszowski, Steven Andrew
Martin, Jennifer Lynn	Martin, Kemberly Marie
Martin, Lindsey Rae	Mason, Christi
Mason, Genera Allena	Mason, Pamela Renee
Mattingly, Aaron Wayne	Maxwell, Scott William
May, Kelley Lynn	May, Michelle Jo
Mays, Katherine McCormick	McCallister, Anna Marie
McCammack, Adam Christopher	McClain, Stephen Christopher
McCormick, Marilyn Marie	McDaniel, Christopher Marc
McDonald, Jeanna Leigh	McDonald, Tene
McDonald, Tia Annette	McGuire, Timothy Michael, Jr
McKinney, Marvin Allan	McNally, Dennis Ray
McNeely, Brian Karl	McQueary, Helen Frances
Merryman, Erin Elizabeth	Metcalfe, Amy Marie
Metheny, Amanda Michelle	Meyer, Stuart Reid
Milburn, Todd Ryan	Miller, Benjamin Dana
Miller, Brian Scott	Miller, Brittany Rae
Miller, Kristin Marie	Miller, Kyle Patrick
Miller, Lara Dee	Miller, Michelle Jacquelyn
Mills, Bradley Joseph	Mills, Justin Brandt
Minett, Ernest Edward	Mitchell, Francis Humphries,
Mitchell, Mia Tiffany	Mitchell, Rex Alworth
Mitchell, Robert L	Mizuochi, Aya
Modesitt, Leslie Elizabeth	Moers, Michael John
Monnet, Jacques Enoch	Montgomery, Lorilea Ann Jones
Monts, Daniel Steven	Moore, Cynthia Ann/May
Moore, Stephany Erin	Morgan, Lorien Jennifer
Morris, Bambi Meshay	Morrison, Jimmie Lee
Moses, Sarah Jane	Moss, Misty D
Muhammad, Tracie Deniece	Murdock, Kari Sue
Myers, Marcus Mikel	Myers, Rebecca Louise
Nealy, Wayne Thomas	Neland, Michelle Marie
Nelson, Jamie Lynn	Nelson, Kristin Louise
Nelson, Ola L	Newnum, Corey Jay
Nichols, Jennifer Michelle	Nickolaus, Brian Michael

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Nielander, Julie Ann	Noel, Courtney Megan
Norris, Wendy Sue Selph	Nowarita, Amy Joy
Nowicki, Jennifer Lee	Nyenhuis, Alexis Lee
Oehler, Marilyn Sue Holston	Olson, Stefanie Lynn
Omodehin, Rotimi Abimbola	Orr, Daniel Glee
Osborne, Kylee Jean	Overby, Brett Allen
Overfield, Jason Andrew	Owens, Olandriea Shericka
Pahl, Marcie Marie	Palmer, DeWanna Carol
Parkins, Cassandra Marie	Patel, Mehul
Patton, Maranda Jo	Paulin, Amanda Sue
Pedigo, Terry L	Pell, John Richard, III
Pennington, James Cecil, Jr	Penwright, Stephen Mark
Perry, Jennifer Lee	Peters, Shelby Marie
Phelps, Ramie Lynn	Pierson, Kristyn Rachelle
Piland, Ashley Renee	Pinner, Michael C
Piorkowski, Michael James	Prater, Nicole Lynn
Prather, Trina Gail LeValley	Price, Carrie Lynne
Priestly, Dustin T	Pruiett, Sean Bradley
Pryor, Tasha Renee	Raines-Hutchens, Kristi Haas
Raubuck, Jareb Iden	Rebman, Stephanie Ann
Reid, Noreita Laurel	Reid, Sandra Louise
Reynolds, Chad Tyson	Reynolds, Luke Andrew
Richardson, Jennifer Marie	Richey, Christopher Shaun
Riggs, Daniel Steven	Ringo, Kevin Keith
Robbins, Pamela S	Roberts, Ronald Dale
Robertson, Hugh Burton, IV	Robertson, Ted Leroy, Jr
Robinson, Stephanie Renee	Rode, Mark Andrew
Rodeheffer, James Allen	Rodkey, Lori K
Rodriguez, Esteban	Rogers, Danielle Jamie
Rohrer, Lindsey Danielle	Rohrmayer, Megan Geral
Roller, Carrie Jean	Rominek, Melissa Conkle
Rose, Stephanie Sue	Rudolph, John Sanders
Ruemler, Stacy Elaine	Runyon, Matthew Joseph
Russell, Brittan Diane	Russell, Elizabeth Anne
Russell, Sharla Diane	Sanchez, James Jason
Sanders, Laura Irene	Sanli, Necmi
Sanquenetti, Jeffrey Alan	Satkamp, Graig Alan
Sauerheber, Earl Everett, III	Sayles, Ronald Joseph
Schaadt, Julie Lynn	Schipp, Brett Michael
Schlabach, Renee Christine	Schnell, Krista Ann
Scholl, Ricky Lee	Schroyer, Troy Leon
Schuch, Taylor Michael	Schultz, Melinda Anne
Scott, Christopher Todd	Scott, Erica Marie
Scott-Underwood, Chabwera Atu	Sedam, Joel Dennis
Selivanov, Ilya Nikolaevich	Sermersheim, Ryan Gerard

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Shannon, Tara Linette
Shay, Blake Edward
Simon, Yohance Asim
Simpson, Jessica Ann
Slankowski, Thomas Harry
Smith, Keith Charles
Smith, Sharla Dawn
Snedeker, Kristen Gayle
Southwell, Karen Lynn
Sowers, Todd Eric
Spidel, Robert Craig
Stegall, Robert A
Stevens, Patricia Irene
Stoltzfus, Nicholas Jon
Storey, Christina Ann
Strunk, Jason Tye
Stuller, Craig Robert
Sullivan, Brian Allan
Summers, Antwan Juan
Swan, Raygan Rose
Tarter, Brandelyn Nicole
Tedrow, Justin Lee
Thirumalai, Anantha Karthik
Thompson, Larry Joe
Thompson, Ruthanne Day
Tinsley, Heidi Charise
Todisco, Christopher Andrew
Towles, Shannon Yvette
Turner, Philip George
Tyree, Daniel Joseph
Valentine, Catherine Marie
Vera, Jose G
Voll, Robin Diane
Wagner, Denise Ann
Walker, Ivan S
Walsh, Elizabeth A
Wampler, Ryan Earl
Ward, Melissa Ann
Warren, Carol
Watkins, Michael Charles, Jr
Wertz, Karen LeeAnn
Wetnight, Angela Lynn
Whitney, Laura Elizabeth
Widmar, Kristin Elizabeth
Williams, Brandon Nicholas

Shaw, Ryan Gearold
Shinn, Anthony Nick
Simpson, Dennis Allen
Siniard, Brandon James
Smith, Amanda Lynn
Smith, Lisa Renee
Smith, Walter Christopher
Snell, Jeffrey Jacob
Sowers, Craig Lee
Sparger, Stacey Lynn
Stafford, Nicole Ann
Stephens, David Allen
Stockberger, Kreg Robert
Stone, Jevin Lee
Strasser, Kristen Nichole
Stuffle, Bradley Dean
Suggs, Raeann Marie
Sullivan, Carly Jo
Sutton, Christa Claudette
Sweitzer, Andrew G
Taylor, Adam David
Thatcher, Joseph Andrew
Thompson, Casey Lee
Thompson, Patricia Marie
Thorsness, Orin Lee
Todderud, Ross Christian
Tolliver, Derek Wayne
Trotter, James Charles, Jr
Tyler, Andrew Wayne
Ulgen, Gokhan Ibrahim
Van Dyke, Derek Lee
Vinson, John Andrew
Wada, Daiji
Walker, Benjamin C
Waller, Diane Monica
Walsh, Patrick Joseph
Ward, Anne Matthew Bauer
Warren, Shanna Lynn
Warren, Terry Joe
Wendell, Megan Rene
Westover, Jared Lee
Whitkanack, Zachery Allen
Whitson, April Shunte
Wilber, Jason Robert
Williams, Felicia JeNay

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SCIENCE

Williams, Kwame
Williams, TaNeshia Annise
Wilson, Amanda Kay
Wilson, Jennifer Lynn
Wilson, Mark Thomas
Winter, Joshua Fletcher
Wolf, Paige Lynea
Workman, Shannon Marie
Writsel, Lara Danielle
Yegerlehner, Thomas Christian
Zahnd, Jeffrey Noble
del Valle-Rivera, Eva Arline

Williams, Stuart Loran
Williams, Twjonia Nicole
Wilson, Byyinah Akua
Wilson, Laura Nicole
Wilson, Nathan Robert
Wiseman, Donald Glenn
Woodward, Troy Allen
Wright, Gloria Jean
Yanego, Andrea J
Yi, So-Rim
Zelms, Katherine Marie

CANDIDATES FOR THE BACCALAUREATE DEGREE
DECEMBER 17, 2004
BACHELOR OF SOCIAL WORK

LaFoe, Sarah Lyn

SUMMARY OF CANDIDATES BY DEGREE

AA	AB	AS	BFA	BM	BME	BS
37	16	49	6	1	8	653

Recipients of Graduate Degree
December 2004
Doctor of Philosophy

Al-Zamil, Abdullah Abdulmohsen
Bennett, Gail Lynne
Carson, Anna Rosalie
Crahen, Gayle L
Dong, Jie
Ehrhardt-Padgett, Gena Novel
Gravitt, Denise Diana
Hamann, Richard Edwin
Herrmann, Timothy White
Hiller, Janet Elaine
Holland, Tina Sherman
Hypes, Julia Ann
LaMar, Jerrilee
Lane, Rebecca Courtney
Lecklider, Debra R.
Lee, Joo-Hi
Milner, Carolyn Blue
Rowshandel, Tamera Ann
Smith, Natasha L
Stultz, Leslie Ann
Thompson, Michelle A./Scott
VanDyke, Russell B

Recipients of Graduate Degree
December 2004
Doctor of Psychology

D'Ambrosio, Amy Ann
Halberda, Randy Lee
McCandless, Stephen J
Rikhye, Kobita

Recipients of Graduate Degree
December 2004
Educational Specialist

Foster, Ronda Jean Jumps-Sutherlin
Hendricks, Ken L
Hunter, John Edward
Orr, Leonard Roy
Russell, Gary Randall
Sichting, Daniel Alan
Snyder, Willard Eugene
Younghans, Barry C

Recipients of Graduate Degree
December 2004
Master of Arts

Al Tameemy, Farooq Ahmed
Alexander, Kerisha Lynn
Arness, Theresa Niles
Barth, Desiree Renae
Belton, Sarah Mariana
Bencheikh, Fouzia
Butel, Damien Michael
Ewing, James Eli
Fairbanks, Rachel Marie
Iverson, Sarah Helene
Jeong, Hea-In
Lee, Bong Soo
Liu, Chao-Hui
Lulla, Vijay O
Macke, Jennifer R
Maher, Darren Joseph
Oprisko, Robert Lee
Oprisko, Robert Lee
Potts, Michael Ross
Quist, Michelle Louise
Rauchfuss, Julia
Sellers, Dennis G
Summers, Christina Michelle
Waterson, Anthony Arthur

Recipients of Graduate Degree
December 2004
Master of Business Administration

Bulgakov, Yuri Sergeevich
Chen, Jen Cheng
Evans, Robert Scott
Kritsanaphun, Supansa
Page, Jay Brian
Swiger, Michelle Lynn
Thakar, Amit Anil
Trivedi, Prashant Jagdish

Recipients of Graduate Degree
December 2004
Master of Education

Coffman, Charetta Lynn Robbins
Heyman, Connie Lou Stewart
Papinchock, Amy Longfield
Riley, Matthew T
Van Wanzele, Timothy Russell
Webster, Marianne/Provost
Whiteman, Brandi Nichole

Recipients of Graduate Degree
December 2004
Master of Science

Alimugrabi, Hisham Mohammed
Al-Jarbou, Ahmed Nasser
Berrisford, Linda Kay
Bontrager, Lisa Colleen/Bowman
Bridgeforth, Wayne L
Bruce, Kenneth Alan
Brumett, Kyle L
Burks, Malir Alicia
Burns, Pamela Sue Haddon
Bussberg, Stacy Danielle Bailey
Choi, Youn-Guim
Clark, Diana L
Day, Jaretta Latissha
Dye, Nicole De'nek Carter
Egenolf, Benjamin Edward
Erwin, Robert Grant
Friedman, Jason Efrem
Frost, Garrett John
Fuller-Sutton, Kameka Sherise
Gilman, Amanda Brooke
Gonzales, Nicole Renee
Gulati, Raminder
Hansen, Bradley Alan
Hegel, Severin John
Heldman, Jeff L
Hicks, Teriki
Hope, Rasheda Lynn
Hudson, Emily Joelta
Janz, Donna J Kramer
Joy, Amy Lynn
Karukonda, Archana
Kattekola, Archana
Keele, Kimberly Marie
Kessel, Eric Thomas
Kim, Eun Ha
Koegel, Jennifer Melissa
Koprowski, Bryan John
Kulkarni, Vasundhara
Linamnuaychai, Prathed
Liu, Duan

Recipients of Graduate Degree
December 2004
Master of Science (continued)

Marksberry, Bethany Marie
McCoy, Tracey Eden
Mikkineni, Gnanendra Saivardhan
Mueller, Daniel Joseph
Muzumdar, Kedar Vasant
Nalabolu, Achyuta Ram Reddy
Nikrothanond, Thasaporn
Nolte, Ryan Patrick
Pachrankul, Ploy
Pasula, Ravindranath Reddy
Patil, Vishwesh Suresh
Peddi, Sunil Chowdary
Penmetsa Laxmi, Ravindra Varma
Perry, Denah F
Pitts, Jennifer Lynne
Pitts, Jennifer Lynne
Poole, Debbie K
Reinhart, Edward Joseph
Reynolds, Tony Lee
Rissler, Lisa Rose
Russell, Sarah
Sajja, Gopi Krishna
Salim, Salim Hassan Saleh
Sathi, Anil Kumar Reddy
Seo, Dae-Ryong
Settipalli, Sita Rama Rao
Sharkey, Michael William
Sharp, Lee-Ann
Simmons, Lakesha Rae/Denton
Simmons, Myra Kinney
Singhal, Ashish
Slater, Erin Elizabeth
Snyder, Jill A
Steele, Jeffrey Paul
Stevens, Robert Louis
Stewart, Kelly Suzanne
Stills, Joseph Edward
Takizala, Tide Kansona
Tao, Yun
Taylor III, Fitz-William Byrd
Thompson, Kathryn Ann

Recipients of Graduate Degree
December 2004
Master of Science (continued)

Vadlamudi, Saideswararao
Valichetty, Amudha
Vorice, Priscilla
Webb, Christopher Marvin
Williams, Angela N
Williamson, Joshua David
Yaw, Allison Ann
Yenamandra, Madhavi Radha Janaki
Yeom, Yei-Jin
Zou, Li

Recipients of Graduate Degree
August 2004
Doctor of Philosophy

Abrego, Javier
Castner, Dawn
DePetro, James William
Gibson, Mark T
Johnson, Tamara Antionette
Li, Yuhuan
Miller, Marcia Ann
Newman-Bourne, Susan A.
Wadia, Adil M.
Wijnans, Emile Karl
Yu, Genong
Zhang, Hui

Recipients of Graduate Degree
August 2004
Doctor of Psychology

Buley, Joshua Macpherson
Null, Megan Kay
Stahl, Courtney D

Recipients of Graduate Degree
August 2004
Educational Specialist

Bane, Roger Louis
Bender, Philip Valentine
Cheesman, Sarah Ann
Duzenbery, Christina Marie
Goddard, Traci A
Gray, Frances Pahootski
Mohr, Jennifer Anne
Norman-Waston, Ronda Lea

Recipients of Graduate Degree
August 2004
Master of Arts

Banks, Connie Mae
Chou, Peter
Gaines, Jennifer Rebecca
Hairston, Camishe Raequel
Holycross, David Neil
Lee, Pei-Ling
Loo, Hong Chuang
McNichols, Claudia Alexandra
Pelttari, Carole A
Pflugshaupt, Mary Florence
Sallee, Erica L
Travelstead, Lindsay Ann
Vetter, William Edward
Walls, Felicia Carol Gray
Yoshizawa, Motoko

Recipients of Graduate Degree
August 2004
Master of Fine Arts

Garrett, Jeffrey Dean
Mollenhauer, Rebecca Ellen

Recipients of Graduate Degree
August 2004
Master of Business Administration

Bell, Andrew Thomas
Bensinger, Crystal Mayree(Mallory)
Bley, Jean Kouao
Fernandes, Darryl Savio
Kacar, Salih Levent
Kologlu, Demir
Lawande, Pallavi Devidas
Medhi, Rohit Ramesh
Myers, Margaret Edith
Shen, Shih-Hua
Singh, Sumit
Spence, Valerie L
Varble, Sarah Ann

Recipients of Graduate Degree
August 2004
Master of Public Administration

Etling, Jay Miller
Qiu, Xiaofan

Recipients of Graduate Degree
August 2004
Master of Education

Basford, Arlene Babe
Berkshire, Elizabeth Mary
Bigelow, Margaret Taletha
Boles, Stacy Ann/Wright
Brookshire, Jeffrey Thomas
Clark, Karen Dawn
Clifton, Crystal Smitherman
Cox, Mandi Jeanne Cooper
Davison, Jennifer Lynn
Deal, Jennifer Ann(Long)
Elkins, Heather Lee
Equihua, Arthur A
Evans, Michelle Marie
Everett, Holly Janine Conder
Fuller, Jimmy Lex
Gauly, Kristen Jeanine
Gile, Breanna Nemeth
Haag, Wendy Leann
Handschy, Julie Ann
Hassell, Patricia Jane Whitehouse
Higham, Andrew Steven
Johnson, Emily Ann
Klute, Derek Devon
Leidy, Kristin Amanda
Marchese, Claire Anshutz
McKay, Michael Edward
McMullen, Mary Jane
Medsker, Nancy Joan
Mitchell, Troy Emerson
Myers, Michael Craig
O'Connell, Christopher Thomas
Patton, Donita
Petrone, Terri Ann
Pycke, Sara Julane
Rich, Vicki Lynn Topetcher
Short, Bridget Noel/Miller
Smith, Deborah Ann Roach
Tyler, William David
Wilkinson, Kara Denise Stuckey
Young, Melinda Sue Morris

Recipients of Graduate Degree
August 2004
Master of Science

Achkar, Marie Lynn
Apperson, Laura Lynn
Becker, Nancy Ellen
Bratton, Justin Paul
Brown, Kelly Anne
Caschetta, Elizabeth Joy
Cobb, Douglas Ray
Coffman, Julie Renee
Coleman, Kenneth Lamont
Current, Tori Ann
Dalton, Cassandra Lynn
Dardeen, Kelly Renee Sisson
Enslein, Allison Cary
Evans, Cynthia H
Fields, Rachel Deanne
Flax, Jo-Anne Natalie
Gennrich, Laura Lea
Gilman, Brian Ray
Gonzales, Kariana Cullen
Hedden, Jodie Jenise
Jeffers, Ashley Rae
Joo, Jae Yeon
Kappelmann, Benjamin Eric
Kasturi, Dinakar Radha
Kawahara, Takashi
Kikuchi, Noriko
Kingston, Kenneth J
Lance, Barbara Jean/Monroe
Leonard, Phillip Eugene
Lindauer, Tony Joe
Malone, Tameka
McQueen, Julie Ann
Norris, Christopher Garrett
Oufiero, Christopher Eugene
Park, Hyun Woo
Pieters, Rebecca Ann
Rady, Heather Lynn
Raines, Patricia JoAnn/ Webster
Rhoads, Ryan Andrew
Rivera, Schvalla Rameil

Recipients of Graduate Degree
August 2004
Master of Science (continued)

Samuelson, Douglas Carl
Sasaki, Tomoko
Schwenk, Nicole Elizabeth
Snapp, Kathy A
Sparks, Scott Andrew
Swisshelm, Tonya Sue
Tadigiri, Raju Ratna Kishore
Tapley, Michelle Dawn
Tesmer, Paige S
Thirumalai, Rama Nachiar
Thompson-Hill, Paula Sue
Veazey, Melanie Anne
Wagner, Sherri Lee
Wang, I-Fang
Weliever, Amy
Whaley, James Richard
Wilson, Kathy Gray
Wolfe, Krista L
Yang, Mingyin
Yeh, Ying-Ying

INDIANA STATE UNIVERSITY
SCHEDULE OF 2005-2006 ACADEMIC SEMESTER FEES
and Summer Sessions of 2006

<u>Semester Fees</u>	<u>Resident</u>	<u>Additional Non-Resident</u>	<u>Total For Non-Resident</u>
I. Last Required Admission Prior to Summer I 2003:			
Undergraduate			
above 18 hours	\$2,816.00	\$4,194.00	\$7,010.00
12 - 18 hours	\$2,338.00	\$3,498.00	\$5,836.00
0 - 11.5 per credit hour	\$168.00	\$242.00	\$410.00
Graduate			
Per Credit Hour	\$203.00	\$259.00	\$462.00
Technology Fee, Per Capita	\$54.00		\$54.00
II. Required Admission Summer I 2003 or After:			
Undergraduate			
above 18 hours	\$3,356.00	\$4,194.00	\$7,550.00
12 - 18 hours	\$2,878.00	\$3,498.00	\$6,376.00
0 - 11.5 per credit hour	\$208.00	\$242.00	\$450.00
Graduate			
Per Credit Hour	\$262.00	\$259.00	\$521.00
Technology Fee, Per Capita	\$54.00		\$54.00
All undergraduate and graduate students who must be admitted or readmitted (application updated) for any term subsequent to Spring 2003 will be charged the higher fee rate. Students admitted under dual admission programs with first-time ISU enrollment subsequent to the Spring 2003 semester will also be assessed the higher fee rate.			
III. Off Campus			
Distance Education	Charged Resident fees only if designated as distance student		
Extension	Same as regular Undergraduate and Graduate students		
Late-Start Extension	Charged Undergraduate and Graduate Resident fees only		
Educational Testing Service (ETS)			
Per Credit Hour	\$120.00		\$120.00
College Challenge			
Per Credit Hour	\$70.00		\$70.00
Work Force Development programs/courses are charged an approved fee based upon contractual arrangements.			

Estimated Academic Year Fees per FTE Student - Last Required Admission Prior to Summer I 2003

		<u>Resident</u>	<u>Non-Resident</u>	<u>Total</u>
I. Undergraduate-FTE	2004-05			
Credit Hours-(30)		\$4,496.00	\$6,728.00	\$11,224.00
Increases per FTE		<u>\$180.00</u>	<u>\$268.00</u>	<u>\$448.00</u>
II. Undergraduate-FTE	2005-06			
Credit Hours-(30)		\$4,676.00	\$6,996.00	\$11,672.00
III. Technology Fee		\$108.00		\$108.00

IV. Graduate-FTE	2004-05			
Credit Hours-(18)		\$3,510.00	\$4,482.00	\$7,992.00
Increases per FTE		<u>\$144.00</u>	<u>\$180.00</u>	<u>\$324.00</u>
V. Graduate-FTE	2005-06			
Credit Hours-(18)		\$3,654.00	\$4,662.00	\$8,316.00
VI. Technology Fee		\$108.00		\$108.00

Estimated Academic Year Fees per FTE Student - Required Admission Summer I 2003 or After

		<u>Resident</u>	<u>Non-Resident</u>	<u>Total</u>
I. Undergraduate-FTE	2004-05			
Credit Hours-(30)		\$5,536.00	\$6,728.00	\$12,264.00
Increases per FTE		<u>\$220.00</u>	<u>\$268.00</u>	<u>\$488.00</u>
II. Undergraduate-FTE	2005-06			
Credit Hours-(30)		\$5,756.00	\$6,996.00	\$12,752.00
III. Technology Fee		\$108.00		\$108.00

IV. Graduate-FTE	2004-05			
Credit Hours-(18)		\$4,536.00	\$4,482.00	\$9,018.00
Increases per FTE		<u>\$180.00</u>	<u>\$180.00</u>	<u>\$360.00</u>
V. Graduate-FTE	2005-06			
Credit Hours-(18)		\$4,716.00	\$4,662.00	\$9,378.00
VI. Technology Fee		\$108.00		\$108.00

PROPOSED FEE INCREASES FOR THE EARLY CHILDHOOD EDUCATION CENTER

2004 (Current) Fees

Yearly Income	Full Time		Part Time	
	(Infant/Toddler/2's)	(3-5 year olds)	(Infant/Toddler/2's)	(3-5 year olds)
Non ISU or \$50,000 & Over	\$130/wk	\$125/wk	\$85/wk	\$80/wk
\$25,000 - \$49,999	\$115/wk	\$110/wk	\$80/wk	\$70/wk
\$10,000 - \$24,999	\$105/wk	\$95/wk	\$70/wk	\$65/wk
Under \$10,000	\$85/wk	\$75/wk	\$65/wk	\$60/wk

➤ A fee of **\$35.00** for materials will be charged each semester for each child in our program.

Spring 2005 PROPOSED Fees

Yearly Income	Full Time		Part Time	
	(Infant/Toddler/2's)	(3-5 year olds)	(Infant/Toddler/2's)	(3-5 year olds)
Non ISU or \$50,000 & Over	\$135/wk	\$130/wk	\$90/wk	\$85/wk
\$25,000 - \$49,999	\$120/wk	\$115/wk	\$85/wk	\$75/wk
\$10,000 - \$24,999	\$110/wk	\$100/wk	\$75/wk	\$70/wk
Under \$10,000	\$90/wk	\$80/wk	\$70/wk	\$65/wk

➤ A fee of **\$35.00** for materials will be charged each semester for each child in our program.

Fall 2005 PROPOSED Fees

Yearly Income	Full Time		Part Time	
	(Infant/Toddler/2's)	(3-5 year olds)	(Infant/Toddler/2's)	(3-5 year olds)
Non ISU or \$50,000 & Over	\$140/wk	\$135/wk	\$95/wk	\$90/wk
\$25,000 - \$49,999	\$125/wk	\$120/wk	\$90/wk	\$80/wk
\$10,000 - \$24,999	\$115/wk	\$105/wk	\$80/wk	\$75/wk
Under \$10,000	\$95/wk	\$85/wk	\$75/wk	\$70/wk

➤ A fee of **\$35.00** for materials will be charged each semester for each child in our program.

ISU Health Coverage Proposed Rates Effective January 1, 2005

2005 Proposed Health Coverage Rates

Employees With A Base Salary Below \$22,999

	Total Monthly Rate	University Share	Employee Monthly Share	Employee Biweekly Share	Employee Increase Monthly	Employee Increase Biweekly
Employee	\$377.00	\$293.00	\$84.00	\$42.00	\$5.50	\$2.75
Employee/Child(ren)	\$706.00	\$554.00	\$152.00	\$76.00	\$10.50	\$5.25
Employee/Spouse	\$896.00	\$705.00	\$191.00	\$95.50	\$13.00	\$6.50
Employee/Dependents	\$985.00	\$775.00	\$210.00	\$105.00	\$14.50	\$7.25

Employees With A Base Salary From \$23,000 to \$66,999

	Total Monthly Rate	University Share	Employee Monthly Share	Employee Biweekly Share	Employee Increase Monthly	Employee Increase Biweekly
Employee	\$396.00	\$293.00	\$103.00	\$51.50	\$7.50	\$3.75
Employee/Child(ren)	\$747.00	\$554.00	\$193.00	\$96.50	\$13.00	\$6.50
Employee/Spouse	\$951.00	\$705.00	\$246.00	\$123.00	\$16.50	\$8.25
Employee/Dependents	\$1,045.00	\$775.00	\$270.00	\$135.00	\$18.00	\$9.00

Employees With A Base Salary Of \$67,000 and Above

	Total Monthly Rate	University Share	Employee Monthly Share	Employee Biweekly Share	Employee Increase Monthly	Employee Increase Biweekly
Employee	\$421.00	\$293.00	\$128.00	\$64.00	\$8.50	\$4.25
Employee/Child(ren)	\$778.00	\$554.00	\$224.00	\$112.00	\$15.50	\$7.75
Employee/Spouse	\$984.00	\$705.00	\$279.00	\$139.50	\$19.00	\$9.50
Employee/Dependents	\$1,079.00	\$775.00	\$304.00	\$152.00	\$20.50	\$10.25

Medicare

	Total Monthly Rate	University Share	Retiree Monthly Share	Retiree Biweekly Share	Retiree Increase Monthly	Retiree Increase Biweekly
Medicare	\$356.00	\$317.00	\$39.00	n/a	\$3.00	n/a

INDIANA STATE UNIVERSITY

TIAA- CREF RETIREMENT PLAN RESOLUTION

- I. Purpose. A revised TIAA-CREF retirement plan was established for Indiana State University effective July 1, 1967, by action of the Indiana State University Board of Trustees at the May 26, 1967 meeting.
- II. Participation. Staff members eligible for participation are all regular full-time members of the faculty and executive/administrative/professional staff. Participation of eligible staff members shall be mandatory. One-year appointees are not eligible for participation in this program.

For eligible new hires that began work on or after July 1, 2004, the following applies:

- Immediate contributions paid in full by the University – no waiting period – with no required contribution by the employee
 - Two-year (731 days) delayed vesting (ownership of contracts transferred to participating employee at the beginning of the third year of service)
 - Limited investment options – required TIAA Guaranteed Fund investment for first two years.
- III. Plan Year. The plan year for this retirement plan shall be the University fiscal year, July 1 through June 30.
 - IV. Contributions. Contributions to this retirement plan shall be 10 percent of the annual base appointment salary paid for those hired on or after July 1, 2004. (Employees hired under previous contribution schedules have contribution rates grandfathered.)

Indiana State University shall forward the contributions to TIAA-CREF for the purchase of retirement benefits for the participant. At the election of the participant, premiums shall be allocated into the ten annuity and equity investments or the nine (9) Investment Solutions Mutual Fund.

Participants may elect to apply additional individual contributions through the use of the University's Tax Deferred Annuity Program for the Supplemental Retirement Annuity or the Deferred Compensation Plan.

- V. Contracts. Each TIAA retirement annuity contract and CREF certificate issued in accordance with Section IV of this plan is for the sole purpose of providing a retirement and/or death benefit and is the property of the individual participant.
- VI. Leave of Absence. During a leave of absence with pay, Indiana State University will continue contributions based on eligible salary paid while on leave of absence. Contributions shall not be continued during a leave of absence without pay.
- VII. Repurchase. In the event a participant in TIAA and/or CREF leaves the employ of Indiana State University for reasons other than retirement or disability requests repurchase of his annuity, the University will approve such repurchase provided it meets the conditions under which TIAA-CREF will repurchase annuities automatically.
- VIII. Cashability. A cash settlement retirement option was approved effective July 1, 1994. Employees with less than five years of contributions may withdraw total accumulations upon termination of employment with the University subject to any statutory regulation and/or IRS penalties. Employees with more than five years of contributions will be able to select the cash option upon attainment of age 55 and termination of employment with the University or upon retirement under the University retirement policy subject to any statutory regulations and/or IRS penalties. Release of liability signed documentation will be required.
- IX. Amendment. While it is expected that this plan will continue indefinitely, Indiana State University reserves the right to modify or discontinue the plan at any time.
- X. Effective Date. This resolution amends and supersedes the Revised TIAA-CREF Retirement Resolution approved by the Indiana State University Board of Trustees on March 7, 1997. This amended resolution is effective January 1, 2005.

POLICY REGARDING SABBATICAL LEAVES

Sabbatical leaves are granted to faculty members for the purpose of enhancing professional skills and knowledge to better enable them to contribute to the mission of the University. Leaves may be for professionally-related activities, including but not necessarily limited to, advanced study, scholarly travel, research, writing, creative performance, service, development of new skills, or a combination of these. In making a request for sabbatical leave, the applicant is responsible for explaining how proposed sabbatical activities might enhance professional capabilities, benefit students, and/or accomplish the goals of the University.

A regular faculty member is eligible for a sabbatical leave after completion of twelve (12) semesters of full-time service subsequent to the date of appointment or since the end of the previous sabbatical leave. One year temporary full time service spent on a continuing contract may be applied if, and only if, the temporary service resulted in a regular faculty appointment which is in force immediately prior to the sabbatical. Sabbatical leave requests are made using standard forms supplied by the Academic Affairs Office.

A sabbatical is not granted automatically. It must be approved by the Provost and Vice President for Academic Affairs, who considers recommendations from the department and the appropriate college. These recommendations are based on the overall quality and value of the proposed activity (see "Procedures for Sabbatical Leave Proposals").

Courses and other responsibilities regularly assigned to a faculty member on sabbatical leave will ordinarily be reassigned to colleagues in his/her department. If granting the leave requires replacement faculty, this may be a factor in the decision to approve, defer, or deny a sabbatical leave during a particular year.

Because of programmatic reasons related to the smooth functioning of a University and/or financial reasons, a department, college, or the University may request faculty to delay or to advance sabbatical leaves. The delay of a leave (as opposed to the denial of a leave) is limited to no more than twelve (12) months, and the time before faculty can apply for a subsequent sabbatical will be calculated from the date of original eligibility.

All faculty members granted a sabbatical leave must submit, within one semester of returning from leave, a report to their academic deans (via their chairperson) on activities and accomplishments during the leave. Approvals of subsequent sabbatical requests are contingent upon submission of this report. The chairpersons, deans, and Office of the Provost must acknowledge to the faculty that the sabbatical leave report has been received.

Faculty members may, at the discretion of their department chairpersons, be asked to make a presentation to their department of the activities during the sabbatical leaves.

When granted a sabbatical leave, the faculty member commits to returning to full faculty status employment at Indiana State University for a minimum of the number of semesters spent on the latest sabbatical leave.

Duration and Payment of Sabbatical Leaves

A sabbatical leave may be for either a fall or spring semester at full pay, or for one (1) academic year (fall and spring semesters) at 60 percent pay. Sabbatical leave for a full calendar year can be granted to those on academic year appointments, with a 60 percent pay calculated separately for the spring and subsequent fall semesters of the leave period. In those cases, the University will provide no summer compensation. A faculty member holding a fiscal year appointment shall be granted special leave for six (6) months at full pay or twelve (12) months at 60 percent of the fiscal year pay. Benefits calculations during a sabbatical leave will be based on the amount of the base appointment salary earned.

A sabbatical leave may not be preceded or followed by any other leave of absence with pay, with rational exceptions, such as medical leave.

University Leaves Oversight Committee

The University Leaves Oversight Committee makes recommendations to the President of the University regarding appeals by faculty members whose proposals for sabbatical leave are disapproved by the Provost and Vice President for Academic Affairs (see below, "Procedures for Sabbatical Leave Proposals"). The committee is composed of nine (9) faculty, three (3) of whom are from the College of Arts and Sciences, and one (1) from each professional college and the library. The members of the committee are elected to staggered three-year terms by the faculty library. The members of the committee are elected to staggered three-year terms by the faculty of their respective colleges or the library. Only tenured faculty members are eligible to serve.

Procedures for Sabbatical Leave Proposals

Department Review

By September 1, any special needs or priorities of the department, college, or university affecting approval of sabbaticals will be communicated by the appropriate unit head

or heads to individual faculty members eligible to apply for sabbatical.

By September 15 of the year prior to the academic or fiscal year during which the requested sabbatical is to begin, an eligible faculty member must notify the department chairperson of the intent to file for a sabbatical leave.

On or before November 5, the actual application for sabbatical leave must be submitted to the department chairperson. Until the application is delivered to the Provost and Vice President for Academic Affairs, a faculty member has the opportunity to withdraw the application.

Departments are permitted to have a faculty governance approved committee participate in the review process. Following review of a proposal, the committee must present its written recommendation to the applicant and department chair. The recommendation must address the same criteria used by the department chairperson, and accompany the proposal throughout the review process.

The department chairperson reviews the leave proposal for the following: the overall quality of the proposal, how the proposal contributes to the overall professional development of the applicant, and how the proposal contributes to the mission of the department.

After reviewing each proposal, the department chairperson provides each applicant with a written recommendation. If the chairperson has questions about the proposal, he or she should seek clarification from the applicant. The applicant has five (5) working days to respond to the chairperson's recommendation and/or provide additional documentation to strengthen the proposal.

By January 10, the department chairperson forwards all proposals and recommendations to the dean for review. Any faculty response is forwarded with the proposal. In addition, the chairperson must indicate the costs and benefits associated with the proposed leave and explain how the responsibilities for each faculty member on leave will be met by the department.

College Review

Any college is permitted to have a faculty governance approved committee participate in the review process. Following the review of the proposal, the committee must present its written recommendation about a particular proposal to the applicant, the department chair, and the dean of the college. The recommendation must address the same criteria used by the dean of the college. The recommendation must address the same criteria used by the dean and accompany the proposal throughout the remainder of the review process.

The dean reviews each sabbatical leave proposal forwarded by a department chairperson for the following: the overall quality of the proposal, how the proposal contributes to the overall professional development of the applicant, and how the proposal contributes to the mission of the college.

Following the review, the dean provides each applicant and his or her department chairperson with a written recommendation regarding the proposal. The applicant has five (5) working days to respond to the dean's recommendation and/or provide additional documentation to strengthen the proposal. By February 1, the dean forwards all proposals, along with faculty responses and recommendations from the department and college, to the Provost.

Provost and Vice President for Academic Affairs Review

The Provost and Vice President for Academic Affairs reviews recommendation accompanying each forwarded proposal and makes a decision concerning approval. In cases of inconsistency among the recommendations from the department chairperson, the dean, and any departmental or college committees, before making a decision the Provost shall consult jointly with the concerned department chairperson and dean. In cases where the recommendations are consistent at the previous steps but the Provost intends to disagree, the Provost shall consult, as above, with those who made the recommendations. By March 1 the Provost provides each applicant, his or her dean, department chairperson, and the chairperson of the University Leaves Oversight Committee with a written recommendation and rationale for approval or disapproval of the proposal.

All approvals of sabbatical leaves are contingent upon the final approval of the Board of Trustees of the University.

Appeals

Any individual who has had his or her proposal disapproved has the right to appeal to the University Leaves Oversight Committee. The faculty member has ten (10) working days to appeal in writing to the University Leaves Oversight Committee chairperson. Copies of the appeal shall also be provided to the department chairperson, the dean, and the Provost. The committee may call on concerned parties to clarify their positions orally or in writing. The University Leaves Oversight Committee will make its recommendation to the President, copying its deliberations to all concerned parties by March 31.

The President of the University receives all documentation from the chairperson of the University Leaves Oversight Committee concerning appealed sabbatical leave requests. The President may ask for additional clarification from any concerned party. By April 15, the President will render a final decision in writing with respect to the approval or disapproval of appealed sabbatical leave requests, informing all parties (appellant, department chairperson, dean, and members of the University Leaves Oversight Committee) of his/her decision. No further appeals are possible through any internal University process.

SECTION I
Exhibit G
December 3, 2004

IN MEMORIAM

Pamela Faye Dust

Marilyn Lawrence

Hoyt Lee Scott

Flora L. Sebastian

John B. Stabler

IN MEMORIAM

Pamela Faye Dust

WHEREAS, Pamela Faye Dust, Accounting Services Specialist in Degree Audit and Transfer, died on the seventh day of November two thousand and four; and

WHEREAS, Pamela Faye Dust 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; 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.

IN MEMORIAM

Marilyn B. Lawrence

WHEREAS, Marilyn B. Lawrence, Director Emerita of Indiana State University Foundation Services, died on the twenty-fourth day of October two thousand and four;

WHEREAS, Marilyn B. Lawrence had given loyal and devoted service to Indiana State University for seventeen years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

IN MEMORIAM

Hoyt Lee Scott

WHEREAS, Hoyt Lee Scott, Utility Worker I (retired) in Facilities Management, died on the twentieth day of October two thousand four and;

WHEREAS, Hoyt Lee Scott had given loyal and devoted service to Indiana State University for twenty-three years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

Flora L. Sebastian

WHEREAS, Flora L. Sebastian, Custodial Worker I in Facilities Management (retired), died on the twentieth day of October two thousand and four; and

WHEREAS, Flora L. Sebastian had given loyal and devoted service to Indiana State University for ten 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.

IN MEMORIAM

Dr. John B. Stabler

WHEREAS, Dr. John B. Stabler, Professor Emeritus of Political Science of Indiana State University, died on the twenty ninth day of October two thousand and four; and

WHEREAS, Dr. Stabler had given loyal and devoted service to Indiana State University for eighteen 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.

UNIVERSITY TRAVEL POLICY CHANGES

Effective January 1, 2005

1. Subsistence

Change the subsistence rate from \$26 per day to the federally allowed per diem rate.

Subsistence for overnight travel on University business will be based on Federal per diem rates for the Continental United States (CONUS). All foreign travel will be reimbursed using Federal Foreign Travel Reimbursement Rates (OCONUS). All travel required to follow state regulations (state grants) will be reimbursed at the approved state per diem rates. Subsistence is paid at the rate applicable to the location of lodging obtained for the night. If city is not found on CONUS list then lowest CONUS rate is applicable. On the day travel status begins and on the day travel status ends, the rate will be 75% of one day's subsistence.

Example of CONUS rates:

Rates could vary from low of \$31 for Bloomington to high of \$51 for Boston.

2. Subsistence Reduction for Meals Provided

Change from:

The subsistence allowance shall be reduced for each meal furnished gratis to the traveler or included in a registration fee as follows:

Breakfast	\$6.00
Lunch	\$6.00
Dinner	\$13.00

Change to:

The subsistence allowance shall be reduced for each meal furnished gratis to the traveler or included in a registration fee as follows:

Breakfast	25% of applicable CONUS rate
Lunch	25% of applicable CONUS rate
Dinner	50% of applicable CONUS rate

3. Airport Parking

Change from maximum payable of \$30 to the equivalency of long-term parking rate at the associated airport.

4. Mileage

Change from:

Use of a private vehicle on university business will be reimbursed at the following rates:

26 cents per mile for all Indiana travel.

26 cents per mile for the first 700 out-of –state miles.

13 cents per mile for the next 2,300 out-of –state miles.

8 cents per mile for all additional over 3,000 out-of –state miles.

Change to:

Use of a private vehicle on University business will be reimbursed based on the current Federal mileage rate (these rates will be updated each time the Federal rates change):

Full Federal rate for the first 500 miles (currently 37.5 cents)

One half of Federal Rate per mile for the next 3,000 miles (currently 18.75 cents)

0 cents per mile for all additional over 3,000 miles

All travel required to follow state regulations (state grants) will be reimbursed at the approved state mileage rates.

5. One Day Travel

Change from:

For travel, which begins and ends in the same calendar day is not based on the 6-hour method as it is for subsistence. It is based on what hour you left and how long you were gone in that one day.

If travel begins before 6:00 am and ends after 10:00 am, you may claim a breakfast meal of \$6.00.

If travel begins before 5:00 pm and ends after 8:00 pm, you may claim an evening meal of \$14.00.

If travel begins before 6:00 am and ends after 8:00 pm, you may claim a breakfast and an evening meal totaling \$20.00.

No reimbursement of lunch for one day travel.

Change to:

When the amount of time away from the University on a one-day non-overnight trip exceeds 12 hours the traveler is entitled to \$20.

6. Required Signatures

Change from:

Currently requiring Vice president's signature on ALL travel forms for any amount.

Change to:

The signature of the Vice president or designee is required on all dean/department head travel, direct reports travel, and travel that equals \$2,000 or more on the Travel Authorization and the Travel Addendum. The signature of the Vice president is needed on the Travel Reimbursement Request if the Travel Authorization was originally encumbered for less than \$2,000 but the actual expense is \$2,000 or more.

7. University Handbook

Change from:

Current University Handbook includes several pages of travel guidelines that are based on mileage and subsistence rates that are not updated in a timely manner.

Change to:

Indiana State University enables employees of the University to be reimbursed for actual and necessary travel and other expenses incurred while on official business, if approved by the University. Persons who travel on University business are encouraged to incur the lowest practical and reasonable expense while still traveling in an efficient and timely manner. Those traveling on University business are expected to avoid impropriety, or the appearance of impropriety, in any travel expense. They must conduct University business with integrity, and in compliance with University travel guidelines and procedures. The University travel guidelines and procedures can be found at <http://web.indstate.edu/controller/finance/trav-bud/home.html>. These guidelines are approved with action of the University Board of Trustees on MMDD, YYYY, and periodically revisited to ensure consistency with various tax laws and regulations.

8. Contracts

On-line Provider – Orbitz for Business

Travel Agency – IT Travel Agency



CORPORATE TRAVEL SERVICES AGREEMENT

Customer Indiana State University ("Customer")
 Business Address 951 Sycamore Street, Terre Haute, IN 47809
 Telephone: 812-237-3600 Primary Contact: Kevin Barr
 Fax: 812-237-3599 Email: purbarr@isugw.indstate.edu

Orbitz, LLC ("Orbitz"), with offices at 200 South Wacker Drive, Chicago, IL 60606, is an online travel agency that operates Orbitz.com. Customer wishes to purchase and Orbitz is willing to provide the corporate travel services ("Corporate Travel Services") described below on the terms and conditions set forth in this Corporate Travel Services Agreement ("Agreement").

Service Description

- Orbitz for Business includes the following services:
- On-line services offered by Orbitz. On-line reservations for air, car and hotel (each reservation is a "Transaction"). Access to airlines, hotels, rental car companies, special "web fares" offered to Orbitz by airlines, "OrbitzSavers" Promotional Rate Hotel Program, and "Orbitz Care Alerts" messages, containing important en-route information and travel updates
 - Priority routing and service provided to Orbitz for Business customers for phone or e-mail contacts to the Orbitz customer service center
 - Ability to make business travel reservations off-line (by telephone), through professional business travel agents at the Orbitz customer service center
 - Integration of Customer's corporate negotiated rates, so that corporate rates are integrated into the display and booking path for Customer's employees
 - "Travel Arranger" functionality, allowing dedicated employees to make reservations on behalf of other employees
 - "Exception code" functionality, which can be customized by Customer to ask employees for an explanation when not choosing the lowest available fare
 - "Premier Traveler" functionality, which provides services regarding preferred seating or class of service upgrades to a select number of VIP travelers
 - Tracking, collection, and reporting of information related to Customer's Employees' purchase of business travel services through www.Orbitz.com or www.OrbitzforBusiness.com (collectively, "Orbitz.com"). Reports made available on-line via the Customer's Orbitz account at least on a monthly basis.

Fee Structure

The above Orbitz for Business services are available for the following fee structure:

Implementation Fee	Waived
Service Fee per Transaction	\$5.00
"High Touch" Fee ¹	\$15.00
Monthly Minimum Fee	Waived
Premier Traveler Service	\$15.00
Service Fee for Call Center to book a New Car Reservation	\$ No fee
Service Fee for Call Center to book a New Hotel Reservation	\$ No fee
International Rate Desk usage	\$ No fee
Paper Tickets	Going rate

Today, overnight - \$26.95 or 2nd day FedEx Delivery - \$21.95 plus airline imposed fees

Pricing does not include visa/passport processing; charges for these services are to be paid directly to CIBT

¹Fee is charged a maximum of one time per Transaction. It applies only when an Employee calls the Orbitz customer service center for reservations and changes. Also applies to Premier Traveler services.

Implementation Requirements

Orbitz can begin to provide the Corporate Travel Services after completion of the following simple steps by the Customer:

- Complete all applicable portions of the Customer Information form provided by Orbitz after execution.
- Provide Orbitz with an e-mail address for each Employee that will serve as the Employee's Orbitz for Business member identification.
- Instruct Employees to register with Orbitz.com using the company e-mail address supplied by Customer to Orbitz
- For data tracking purposes, Employees log in to Orbitz.com using that company e-mail address and identify Transactions as either "leisure travel" or "business travel". All business travel Transactions are data-tracked.
- Provide Orbitz with one or more valid corporate credit card numbers.

Term

Effective Date: TBD

Term: 3 Years

Agreement

This Agreement consists of the following parts, each of which is incorporated by reference: (1) Order Form; and (2) General Terms and Conditions (Attachment A). By signing below, the parties agree to this Orbitz Corporate Travel Services Agreement.

Orbitz, LLC

Print Name David Cerino

Date _____

Title General Manager, Orbitz for Business

Signature _____

Customer

Print Name _____

Date _____

Title _____

Signature _____

GENERAL TERMS AND CONDITIONS (Attachment A)

1. GENERAL.

(a) **Orbitz.com.** Customer may access and may permit its employees, contractors and agents (collectively, "Employees") to access Orbitz.com for the purpose of reserving, booking and purchasing travel products through Orbitz. Employees will be required to create an account and password by registering and provide a valid credit card number to reserve or book travel. Employees' use of Orbitz.com will be subject to Orbitz' standard terms and conditions of use that govern all Orbitz member accounts ("Standard Terms") currently located at www.orbitz.com. Customer shall ensure that its Employees comply with the Standard Terms and the terms of this Agreement.

(b) **Access.** As set forth in the Order Form, Customer shall identify to Orbitz those Employees ("Employees") authorized to use Orbitz for Business, and will inform Orbitz as the status of such Employees changes from time to time. The Corporate Travel Services will only be available when the Employee accesses Orbitz.com using the e-mail address designated by Customer and identify the travel booking as "business travel." Orbitz may temporarily or permanently terminate the right of any individuals or entities to access Orbitz.com at any time.

(c) **Restrictions on Use; Security.** Customer may not sell, lease, furnish, or otherwise permit or provide access to the Corporate Travel Services to any other entity or to any individual that is not an Employee of Customer. Customer accepts full responsibility for Employees' use of the Corporate Travel Services. Customer is solely and exclusively responsible for any unauthorized or fraudulent business travel purchases made using an Employee's email address as an Orbitz Member I.D. Customer will take reasonable security precautions to prevent unauthorized access to the Corporate Travel Services and the information and data made available therein. If Customer provides Employees with a centralized credit card or UATP card, Customer is responsible for all bookings made using such card.

(d) **Fees.** Customer agrees to pay all fees applicable to the Corporate Travel Services offering selected in the Order Form. Government-imposed taxes, charges and fees are extra and shall be paid by Customer. OrbitzSavers Program hotel rates include taxes and applicable Service Fees. As applicable, Customer authorizes Orbitz to charge Employee's or Customer's credit card account, or Customer-designated centralized credit card accounts ("Ghost Card Accounts") for the fees set forth in this Agreement. Any change, modification, or addition to the service provider discounts or account information will incur additional charges at Orbitz' then prevailing rates.

(e) **Credit Check.** Orbitz' obligation to provide Corporate Travel Services is subject to Customer's satisfactory completion of a credit check. Customer hereby authorizes Orbitz to perform an initial credit check and to update the credit check from time to time, and agrees to provide Orbitz with all reasonable information requested in connection therewith. In the event that, following a credit check Orbitz determines that the Customer is a potential credit risk, Orbitz may terminate this agreement immediately upon notice.

(f) **Employee Information.** Customer hereby grants to Orbitz a non-exclusive, royalty-free, license to collect, compile, reproduce and distribute information and data supplied by Customer and participating Employees as necessary to perform the Corporate Travel Services. Customer acknowledges that Orbitz may provide travel data concerning Employees to travel providers in accordance with standard industry practices, including the use of third party data processing firms. Customer represents and warrants that, with respect to such information and data (i) Customer owns, has sufficient rights in and to or has obtained any and all necessary consents to authorize Orbitz to perform all of its obligations under this Agreement, and (ii) the use or delivery of such information by Customer, Orbitz, its affiliates or participating airlines in conformance with this

Agreement will not violate the proprietary rights (including, without limitation, any privacy rights) of any party.

(g) **Integrity of Orbitz.com.** Customer will not and will cause its Employees not to (i) materially alter the information or data supplied to or received from Orbitz related to the Corporate Travel Services, (ii) adversely affect the integrity of the information or data supplied to or received from Orbitz.com, (iii) supply or render information or data to or from Orbitz.com that is illegal, inaccurate, fraudulent, or misleading or (iv) use Orbitz.com in an illegal, inaccurate, fraudulent or misleading manner.

(h) **Indemnity.** Customer agrees to indemnify, defend and hold Orbitz, its officers, directors and affiliates harmless from and against any and all claims, demands, losses, costs, expenses, obligations, liabilities, damages, recoveries, and deficiencies, including interest, penalties, and attorneys' fees, arising from or as a result of Customer's breach of its obligations under this Agreement or otherwise from its or its Employee's use of the Corporate Travel Services.

2. **CHANGES IN ORBITZ.COM.** Nothing in this Agreement prevents Orbitz from changing, updating, revising or modifying Orbitz.com at any time, without notice.

3. **OWNERSHIP.** Customer acknowledges and agrees that all patents, copyrights, trade secrets, trade marks and other property rights in or related to, Orbitz.com, the Corporate Travel Services, the administrative tool that may be provided to Customer and any other computer programs, interfaces and or other items or information, including information supplied by the Customer and its Employees (but excluding personally identifiable information in non-aggregated form which shall remain the property of Customer and its Employees) are and will remain the exclusive property of Orbitz or its licensors. Customer will not decompile, disassemble, or reverse engineer Orbitz.com, the Corporate Travel Services or any computer programs, interfaces or other items or information related thereto.

4. INFORMATION.

(a) **Confidentiality.** Both parties acknowledge that (i) Orbitz.com and the information and data made available therein, incorporate proprietary information developed, acquired by or licensed to Orbitz, including confidential information of other entities, and (ii) each party may receive or have access to other proprietary or confidential information disclosed and marked as confidential by the disclosing party (collectively, the "Information"). Customer further agrees that all pricing and rates made available to Customer under this Agreement, including any rates made available by travel providers, shall constitute "Information", whether or not marked as confidential. Each party shall treat terms and conditions of this Agreement, as confidential information. The receiving party will use the disclosing party's Information solely to perform its obligations and exercise its rights under this Agreement. The receiving party will take all precautions necessary to safeguard the confidentiality of the disclosing party's Information, including without limitation, (i) those taken by the receiving party to protect its own confidential information, (ii) those which the disclosing party may reasonably request from time to time and (iii) the precautions set forth in Orbitz' privacy policy.

(b) **Disclosure.** The receiving party will not disclose, in whole or in part, the disclosing party's Information to any person, except as specifically authorized under this Agreement. Orbitz may disclose Information in accordance with its regulatory obligations.

(c) **Unauthorized Use or Disclosure.** The parties acknowledge that any unauthorized use or disclosure of the disclosing party's Information may cause irreparable damage to the disclosing party. If an unauthorized use or disclosure

occurs, the receiving party will immediately notify the disclosing party and take at its expense all steps necessary to recover the disclosing party's Information and to prevent its subsequent unauthorized use or dissemination, including availing itself of actions for seizure and injunctive relief.

(d) Limitation. The receiving party will have no confidentiality obligation with respect to any portion of the disclosing party's Information that (i) the receiving party independently developed before receiving the Information from the disclosing party, (ii) the receiving party lawfully obtained from a third party under no obligation of confidentiality, (iii) is or becomes available to the public other than as a result of an act or omission of the receiving party or any of its employees or (iv) the receiving party is compelled to disclose to any governmental entity to whose jurisdiction the receiving party is subject; provided, however, that the receiving party must give the disclosing party reasonable notice prior to such disclosure and shall reasonably cooperate with any efforts requested by the disclosing party to limit the nature or scope of the disclosure.

5. DISCLAIMER OF WARRANTY. ORBITZ.COM AND THE CORPORATE TRAVEL SERVICES ARE MADE AVAILABLE "AS IS" AND "AS AVAILABLE", WITHOUT WARRANTY OF ANY KIND. ALL WARRANTIES, CONDITIONS, REPRESENTATIONS, INDEMNITIES AND GUARANTEES WITH RESPECT TO ORBITZ.COM, THE CORPORATE TRAVEL SERVICES AND ANY DATA, SOFTWARE OR INFORMATION MADE AVAILABLE THEREIN BY ORBITZ, ITS AGENTS OR THEIR LICENSORS, WHETHER EXPRESS, IMPLIED, OR STATUTORY, ARISING BY LAW, CUSTOM, PRIOR ORAL OR WRITTEN STATEMENTS BY ORBITZ, ITS AGENTS, AFFILIATES, LICENSORS OR OTHERWISE (INCLUDING, BUT NOT LIMITED TO ANY WARRANTY OF SATISFACTORY QUALITY, ACCURACY, UNINTERRUPTED USE, TIMELINESS, SEQUENCE, COMPLETENESS, MERCHANTABILITY, FITNESS FOR PARTICULAR PURPOSE OR NON-INFRINGEMENT AND ANY IMPLIED WARRANTIES ARISING FROM TRADE USAGE, COURSE OF DEALING OR COURSE OF PERFORMANCE) ARE HEREBY OVERRIDDEN, EXCLUDED AND DISCLAIMED.

6. NO LIABILITY FOR TRAVEL PROVIDERS. CUSTOMER UNDERSTANDS AND AGREES THAT ORBITZ IS NOT LIABLE IN ANY MANNER TO ANY PERSON (INCLUDING WITHOUT LIMITATION THE CUSTOMER OR ANY EMPLOYEE) FOR THE FAILURE OF ANY AIRLINE OR OTHER TRAVEL PROVIDER TO HONOR ANY TRANSACTION WITH THE CUSTOMER OR ANY EMPLOYEE PURCHASED THROUGH ORBITZ.COM.

7. NO CONSEQUENTIAL DAMAGES. UNDER NO CIRCUMSTANCES WILL ORBITZ, ITS AGENTS, AFFILIATES OR LICENSORS BE LIABLE FOR ANY LOSS, DAMAGE, CLAIM OR EXPENSE, INCLUDING WITHOUT LIMITATION ANY DIRECT, CONSEQUENTIAL, INDIRECT, SPECIAL, PUNITIVE OR INCIDENTAL DAMAGES OR LOST PROFITS, WHETHER FORESEEABLE OR UNFORESEEABLE, BASED ON CUSTOMER'S CLAIMS OR THE CLAIMS OF ITS EMPLOYEES OR AGENTS (INCLUDING, BUT NOT LIMITED TO, CLAIMS FOR LOSS OF DATA, GOODWILL, USE OF MONEY OR USE OF SERVICES, INTERRUPTION IN USE OR AVAILABILITY ORBITZ.COM, STOPPAGE OF OTHER WORK OR IMPAIRMENT OF OTHER ASSETS), ARISING OUT OF BREACH OR FAILURE OF EXPRESS OR IMPLIED WARRANTY, BREACH OF CONTRACT, MISREPRESENTATION, NEGLIGENCE, STRICT LIABILITY IN TORT OR OTHERWISE. THIS SECTION WILL NOT APPLY ONLY WHEN AND TO THE EXTENT THAT APPLICABLE LAW SPECIFICALLY REQUIRES LIABILITY, DESPITE THE FOREGOING EXCLUSION AND LIMITATION.

8. TERM AND TERMINATION. This Agreement will be effective as of the Effective Date and will remain in effect thereafter for the Term specified in the Order Form, unless otherwise terminated in accordance with this Section. Either party may terminate this Agreement immediately if the other party is in breach of this Agreement for any reason and fails to

cure such breach within 30 days after receipt of notice of the breach from the non-breaching party. Orbitz may terminate this Agreement immediately in the event that Orbitz deems the Customer to be potential credit risk. Orbitz may terminate this Agreement without further liability upon 60 days prior notice to Customer in the event that Orbitz generally discontinues the package of Corporate Travel Services that the Customer has purchased from Orbitz, or for any other reason, at its sole discretion. Upon the termination or expiration of this Agreement for any reason, all rights granted to Customer hereunder will cease. The provisions of Sections 1(h), 3, 4, 5, 6, 7, 8 and 11 will survive the termination or expiration of this Agreement for any reason. In no event will termination of this Agreement relieve Customer of any obligations or liabilities incurred through its or an Employee's use of the Corporate Travel Services prior to the effective date of termination.

9. FORCE MAJEURE. Notwithstanding any other term or condition of this Agreement to the contrary, neither Orbitz nor Customer will be obligated to perform or observe their obligations undertaken in this Agreement if prevented or hindered from doing so by any circumstances found to be beyond their control, such as natural catastrophes, governmental acts or omissions, laws or regulations, labor strikes or difficulties, transportation stoppages or slowdowns or the inability to procure parts or materials. These causes will not excuse Customer from paying accrued amounts due to Orbitz through any available lawful means acceptable to Orbitz.

10. PUBLICITY. Orbitz may identify Customer as a participating member of the Orbitz Corporate Travel Services Program. From time to time, Orbitz may issue press releases describing Customer's participation in the Corporate Travel Services Program. Customer hereby grants to Orbitz (i) permission to identify Customer on Orbitz's customer lists, provided, however, that any such usage will not unduly emphasize Customer nor imply that Customer is endorsing or approving the Orbitz Corporate Travel Services Program; and (ii) a non-exclusive license to copy and use Customer's logos, trademarks and trade names, in the form set forth in Customer's website, in connection with such customer lists. Customer agrees to use commercially reasonable efforts to notify its Employees about the Corporate Travel Services, to promote the Corporate Travel Services internally within its organization and to train its Employees on the use of the Corporate Travel Services.

11. MISCELLANEOUS. All notices or approvals required or permitted under this Agreement must be given in writing to the addresses specified above. Customer may not assign or transfer this Agreement or its rights or obligations hereunder without Orbitz prior written approval. Subject to the foregoing, this Agreement will be binding on, and inure to the benefit of, each party's successors and assigns. This Agreement will be governed by and interpreted in accordance with the internal laws of the State of Illinois, USA. Both parties submit to the non-exclusive jurisdiction of the state and federal courts in and for Cook County, Illinois, USA for the resolution of any dispute arising under this Agreement. No action arising out of any claimed breach of this Agreement may be brought by either party more than one (1) year after the cause of action arose, except that this limitation shall not apply to any action for payment of taxes. If any provision of this Agreement is held to be unenforceable, in whole or in part, such holding will not affect the validity of the other provisions of this Agreement. The failure of either party to insist upon the performance of any of the terms, covenants, or conditions of this Agreement or to exercise any right hereunder, shall not be construed as a waiver or relinquishment of the future performance of any rights, and the obligations of the other party with respect to such future performance shall continue in full force and effect. This Agreement constitutes the complete and entire statement of all conditions and representations of the agreement between Orbitz and the Customer with respect to its subject matter and supersedes all prior writings or understandings.

CORPORATE TRAVEL AGREEMENT

Prepared for

INDIANA STATE UNIVERISTY

Prepared by

I.T. Travel, Inc.

Date	November 18, 2004
Name	Robert Pfrommer
Title	President
E-mail	<u>pfrommrr@ittravel.com</u> 100 South 7 th Street PO Box 389 Terre Haute, IN 47808-0389
Tel:	812-232-0345
Fax:	812-234-4702

CORPORATE TRAVEL AGREEMENT

This CORPORATE TRAVEL AGREEMENT (hereinafter the "Agreement") is made this 1st day of January, 2005, by and between I.T. Travel, Inc., a Indiana corporation, d.b.a. CARLSON WAGONLIT TRAVEL (hereinafter "I.T. Travel, Inc./CWT") with its principal place of business located at 100 South 7th Street, Terre Haute, IN and Indiana State University, a Indiana corporation, with its principal place of business located at 951 Sycamore Street, Terre Haute, IN 47809.

WHEREAS, I.T. Travel, Inc./CWT is a fully-appointed, qualified, and acting full-service travel agency engaged in the general business of arranging, planning, reserving and ticketing of domestic and international passenger transportation, lodging and ancillary services, and

Whereas, ISU and I.T. Travel, Inc./CWT will arrange, plan, reserve, and ticket all modes of passenger transportation, lodging, and ancillary services as may be requested by authorized representatives of ISU.

Now, therefore, for good and valuable consideration the receipt and sufficiency of which is hereby mutually acknowledged, the parties agree as follows:

1. **TERM OF AGREEMENT.** The term of this agreement shall be three (3) years, commencing on the date of this Agreement. Either party upon the giving of sixty (60) days prior written notice may terminate this agreement. The agreement may be extended in one (1) year increments upon mutual

2. **SERVICES PROVIDED BY I.T. Travel, Inc./CWT.** I.T. Travel, Inc./CWT shall provide the following services for ISU's authorized travelers and representatives.

A. RESERVATIONS AND TICKETING. I.T. Travel, Inc./CWT agrees to provide the authorized travelers of ISU with the group and individual passenger travel services including, but not limited to, planning, reservations and ticketing for commercial air carriers, rail services, automobile rentals, bus transportation, limousines, and hotels worldwide. All planning, reservations, and ticketing shall be performed by authorized representatives utilizing on-line computer terminals to ensure instantaneous on-line computer reservations whenever possible. In addition, all I.T. Travel, Inc./CWT employees directly involved with ISU shall familiarize themselves with ISU's travel policies and procedures.

B. FARES. In accordance with the travel policies established by ISU and their individual travelers, I.T. Travel, Inc./CWT agrees that it shall offer the lowest applicable airfare available at the time of ticketing to the client. In the event the lowest applicable airfare is unavailable at the time of ticketing, I.T. Travel, Inc./CWT shall waitlist ISU's traveler(s) for a lower fare, monitor such waitlist, and re-ticket if a lower airfare becomes available.

C. HOURS OF OPERATION AND EMERGENCY SERVICES. I.T. Travel, Inc./CWT shall render travel services during hours of operation, which conform to ISU's normal office hours. I.T. Travel, Inc./CWT shall provide emergency travel services after normal hours by means of a nationwide toll-free telephone service operating continuously 365 days a year. Additional charges for use of our emergency travel services are defined in Exhibit A of this agreement.

D. BUSINESS TRAVELER PROFILE. I.T. Travel, Inc./CWT shall utilize the personal preference profile submitted by each ISU traveler to enable I.T. Travel, Inc./CWT to consistently identify and respond to the preferences of each individual traveler with respect to airline, seat selection, hotel, car rental, and other passenger travel services. Business travel profiles may be submitted at any time via our website at <http://www.ittravel.com>, via fax, or over the telephone.

E. Management Reports. Summary management reports of ISU's corporate travel can be designed in almost any fashion and include multitudes of information. Standard monthly management reports shall be made available by I.T. Travel, Inc./CWT to ISU at no cost. More frequent or complex reports shall be made available at mutually agreed upon rates.

F. PASSPORT AND VISA ASSISTANCE. At ISU's request, I.T. Travel, Inc./CWT shall assist ISU's authorized travelers

in obtaining the required documents for international travel. ISU shall reimburse I.T. Travel, Inc./CWT for the actual out-of-pocket expenses incurred by I.T. Travel, Inc./CWT in connection with this service.

G. Conference and Convention Services. At ISU's request, I.T. Travel, Inc./CWT shall assist ISU in its conference and convention planning needs at rates mutually agreed upon by the parties factoring in the complexity of the time-commitment required by I.T. Travel, Inc./CWT employees.

H. Orientation Seminars. When requested, I.T. Travel, Inc./CWT shall provide orientation seminars at ISU's locations to ensure a smooth implementation and clear understanding of the travel services provided by I.T. Travel, Inc./CWT.

I. Quality Surveys. On a random basis, I.T. Travel, Inc./CWT shall conduct quality control surveys among ISU's travelers to ensure consistent delivery of travel services and traveler satisfaction. In addition, travelers may complete a satisfaction survey through our website at <http://www.ittravel.com>.

J. Carlson Wagonlit Travel Negotiated Rates. Carlson Wagonlit Travel has several applications and resources in place to ensure our customers receive the best-suited and most reasonably priced travel purchases in the industry. In addition, ISU shall have the ability to take advantage of Carlson Wagonlit Travel negotiated rates established with several different car rental companies and hotels/hotel chains.

K. Corporate Rate Negotiation Facilitation. Throughout the time of this Agreement, I.T. Travel, Inc./CWT shall assist ISU in establishing/re-contracting volume-based negotiated rates directly with travel suppliers of ISU's choice. Once contracts are established, I.T. Travel, Inc./CWT agrees to utilize those contracts whenever available, as well as compare such rates with current promotions and Carlson Wagonlit Travel contracted rates, when travel policies allow, to ensure the greatest cost savings are applied.

3. SERVICES PROVIDED BY ISU. ISU shall provide and perform the following throughout the term of this agreement:

A. Authorized Travelers and Travel Policies. ISU shall provide I.T. Travel, Inc./CWT with a list of its authorized travelers and travel policies and periodically update such list.

B. BUSINESS TRAVELER PROFILE. ISU shall instruct its travelers to submit a Business Traveler Profile to I.T. Travel, Inc./CWT so that I.T. Travel, Inc./CWT can ensure the efficient handling of ISU traveler's needs. Business travel profiles may be submitted at any time via our website at <http://www.ittravel.com>, via fax, or over the phone.

C. OPEN COMMUNICATION. ISU agrees to regularly communicate with I.T. Travel, Inc./CWT management and executives to ensure the success of this Agreement. As events occur where I.T. Travel, Inc./CWT has either exceeded or fallen below the expectations of ISU, quarterly meetings will ensure proper actions are taken to recognize such occurrences and respond accordingly.

4. PAYMENT OF TRAVEL. ISU hereby agrees to pay all travel, service, and agency fee transactions via credit card at the time transaction are finalized. The credit cards may be company-designated cards, cards belonging to ISU's travelers, or a combination of each depending on ISU's travel policy.

5. TRANSACTION/SERVICE FEES. I.T. Travel, Inc./CWT charges fees for each transaction requested from ISU or any of ISU's authorized travelers and representatives. The fee structure and terms thereof to be assigned to ISU upon the signing this Agreement are defined in Exhibit A of this Agreement.

6. CONFIDENTIALITY. ISU and I.T. Travel, Inc./CWT agree that all information pertaining to the other, obtained pursuant to the negotiation and/or administration of the Agreement, shall be maintained in strict confidence and shall not be released or disclosed to any other corporation, company, association, or individual for any reason whatsoever except as required by law.

7. DISCLAIMER. I.T. Travel, Inc./CWT in providing travel consultation services, making reservations and issuing airline tickets and other documents to its clients, acts solely in that

capacity as the agent for the supplier of the travel services.

I.T. Travel, Inc./CWT does not guaranty or insure the services to be provided by any supplier. I.T. Travel, Inc./CWT assumes no responsibility for actions beyond the control of I.T. Travel, Inc./CWT in connection with travel services. I.T. Travel, Inc./CWT is not responsible or liable for any act, error, omission, injury, loss, accident, damage, delay, nonperformance, irregularity, or any consequences there from, which may be occasioned through the neglect, or default, or any other act or inaction of any supplier.

I.T. Travel, Inc./CWT shall not be responsible for any direct damages or consequential damages resulting from any of the aforementioned acts or omissions of any supplier.

I.T. Travel, Inc./CWT transmits the proceeds from the sale of travel services to the supplier of such services, and I.T. Travel, Inc./CWT acts as the supplier's agent. In the event that such a supplier defaults prior to providing the service for which payment has been made, ISU sole recourse for refund shall be with the defaulting party, or from insurance covering such defaults.

I.T. Travel, Inc./CWT disclaims all liability for errors or bias in reservations, fares, or other information provided by any automated airline reservation system.

8. **HOLD HARMLESS.** Both I.T. Travel, Inc./CWT and ISU agree to indemnify, defend, and hold the other harmless from and against any liability, loss, cost, or expense resulting from any failure by such party to perform any representation, warranty, or obligation hereunder.

9. **HOLD-OVER OBLIGATIONS.** Any obligations of ISU or I.T. Travel, Inc./CWT stemming from services rendered prior to the expiration or termination of the Agreement shall survive the expiration or termination of this Agreement and be performed by the respective parties.

10. **INSPECTION OF RECORDS.** I.T. Travel, Inc./CWT shall permit ISU's authorized representatives, during normal business hours and at ISU's expense, to inspect all records pertaining to ISU and to audit and verify all

charges and reimbursements contemplated by the terms of this Agreement with the exception of proprietary agreements with travel industry vendors. ISU agrees to provide I.T. Travel, Inc./CWT notice of its desire to inspect appropriate records at least 14 days in advance of any audit.

11. **COMPLIANCE WITH LAWS.** I.T. Travel, Inc./CWT hereby further warrants that all services performed pursuant to this Agreement shall be in strict compliance with all applicable state and federal laws, and that I.T. Travel, Inc./CWT shall abide by all provisions of the Federal Aviation Act, and all rules, regulations, and policies relating to air carriers and regulation of the Airline Reporting Corporation (ARC) and International Airlines Travel Counselors Network (IATAN).

12. **GOVERNING LAW AND SEVERABILITY** This Agreement shall be governed by and interpreted pursuant to the laws of the State of Indiana. ISU hereby irrevocably agrees that, subject to I.T. Travel, Inc./CWT's sole and absolute election, all suits, actions or other proceedings with respect to, arising out of, or in connection with this Agreement shall be subject to litigation in courts within Indiana. ISU hereby consents and submits to the jurisdiction of any local, state, or federal court located in Indiana, and hereby irrevocably waives all rights it may have to transfer or change the venue of any suit, action or other proceedings brought by I.T. Travel, Inc./CWT in accordance with this paragraph. Both parties to this Agreement waive any and all right to a trial by jury in any action or proceeding brought or commenced by either party, which is directly or indirectly related to this Agreement.

If any portion of this Agreement shall be found to be illegal, invalid or contrary to public policy, the same may be modified or stricken by a Court of competent jurisdiction to the extent necessary to allow the Court to enforce such provision in a manner which is as consistent with the original intent of the provision as possible. The striking or modification by the Court of provision shall not have the effect of invalidating the agreement as a whole.

13. **RELATIONSHIP OF THE PARTIES.** The relationship of the parties hereto is that of independent contracting parties and is not, and shall not be deemed to be, any

other relationship including, without limiting the generality of the foregoing, that of joint ventures, partners, joint employers, or principal and agent.

14. **I.T. Travel, Inc./CWT's EMPLOYEES.** The travel counselor's employees are employees of, and work exclusively for, and under the direction and control of I.T. Travel, Inc./CWT. They are not ISU's employees.

15. **ASSIGNMENT.** I.T. Travel, Inc./CWT and ISU shall not assign their rights or delegate their responsibilities under this Agreement without the prior written consent of the other party.

16. **ATTORNEYS' FEES.** In the event of legal action between ISU and I.T. Travel, Inc./CWT on account of any alleged default by either hereunder, the prevailing party shall be entitled to entry of judgment including reimbursement by the other party for reasonable attorneys' fees and costs incurred by the prevailing party in connection with such action.

17. **ENTIRE AGREEMENT.** This Agreement constitutes the entire agreement between the parties hereto and supersedes all prior and contemporaneous agreements and undertakings of the parties pertaining to the subject matter hereof. This Agreement may not

be modified except by written instrument duly executed by the party hereto against which the modification is sought to be enforced.

18. **NOTICE.** All notices required or permitted to be given hereunder shall be in writing and delivered personally or sent by United States registered or certified mail, postage prepaid, return receipt requested, addressed to the parties as follows:

TO THE AGENCY:
I.T. Travel, Inc./CARLSON WAGONLIT TRAVEL
Attn: Robert Pfrommer
100 South 7th Street
P.O. Box 389
Terre Haute, IN 47808-0389

TO THE CLIENT:
Indiana State University
Attn: Mr. Kevin Barr
Purchasing Department
951 Sycamore Street
Terre Haute, IN 47809

Or to such other address as the parties may direct by notice given as hereinabove provided. All such notices shall be effective upon receipt by the party to whom such notice is sent.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

I.T. TRAVEL, INC./CARLSON WAGONLIT TRAVEL

Name _____
Title _____
Signature _____
Date: _____

INDIANA STATE UNIVERSITY

Name _____
Title _____
Signature _____
Date: _____

CORPORATE TRAVEL AGREEMENT

EXHIBIT A

PRICE PROTECTION: The current fee schedule associated with the travel related services provided to ISU shall remain in effect until 12/31/2007. After that time, fees may or may not increase. Should fee increases occur during the time period presented, they shall be used to cover salary increases for the assigned team assisting with ISU's travel requests. All fees are quoted in US dollars.

Service Fee Pricing for Indiana State University

	Corporate Self-Booking Engine Transactions	Agent-Assisted Transactions
Air Tickets		
Domestic ARC	\$5 or \$8QC	\$16
International ARC	\$5.00 or \$8.00QC	\$16
Paper Tickets when Electronic are available	\$50 additional	\$50 additional
Air-Only booked through a Tour Operator or Consolidator	\$ N/A	\$16
Award/Vouchers/Frequent Flyer Tickets	\$16	\$16
Additional Services		
Refunds/Exchanges	\$16	\$16
Voids	\$ N/A	\$ N/A
Land Arrangements		
Car/Hotel arrangements	\$ N/A	\$ N/A
If purchased in conjunction with an airline ticket	\$ N/A	\$ N/A
Special Services		
Concierge – theatre tickets, etc	\$16	\$16
International Visa Handling (includes shipping)	\$ NET COST	\$ NET COST
Shipping and Handling (domestic)		
Overnight delivery (AM arrival)	\$15	\$15
Second-day delivery	\$8	\$8

Agent Assisted Pricing

ISU understands that the Corporate Self-Booking Engine fee structure only applies to transactions that are made in their entirety without the assistance of a I.T. Travel, Inc./CWT representative. The Agent Assisted fee structure will apply to any Corporate Self-Booking Engine transactions requiring any type of assistance from I.T. Travel, Inc./CWT.

Emergency Travel Services

As stated in this agreement, I.T. Travel, Inc./CWT shall provide a 24-hour emergency travel services for use during non-business hours. This service will be provided by means of a nationwide toll-free telephone service operating continuously 365 days a year. ISU shall be entitled to unlimited emergency calls per calendar month at no additional charge. Should ISU's use of this service be made during business hours or be non-emergency related, a charge of \$35 per call will be billed to ISU.

SECTION II

DECEMBER 3, 2004

A. UNIVERSITY INVESTMENTS (Mr. Floyd)

In accordance with the Board of Trustees approved investment policy, the University Treasurer was given 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 of July 1, 2004 to September 30, 2004.

	3-Month Rolling Average Investment	3-Month Rolling Average Rate of Return
<u>Internal Invested Funds</u>		
1. Short-Term Bond Proceeds Invested	\$ 6,250,000	2.00%
2. Cash (Sweep)	\$ 4,686,936	.59%
3. Common Fund	\$36,138,142	1.38%
<u>Comparative Index</u>		
Avg Yield on 90-Day T-Bill		1.46%
<u>External Invested Funds</u>		
1. Medium Term (exceeds two years)	\$47,840,240	3.98%
<u>Comparative Index</u>		
Avg Yield on 2 year T-Notes		2.53%

B. FINANCIAL PERFORMANCE REPORT (Mr. Floyd)

The Financial Performance Report for the period ending October 2004 is presented in Attachment 1 as an information item.

C. VENDORS REPORT (Mr. Floyd)

The Vendors Report is presented in Attachment 2 as an information item.

D. PURCHASES OVER \$25,000 – INFORMATION ONLY (Mr. Floyd)

Sole Source

Nading Mechanical, Inc. -- P0051283 -- \$25,016.00
(Electrical, Instructional Services-Greensburg)

One bid Received, 5 Bids Solicited

Polhemus -- P0051478 -- \$27,350.50
(Scanner Scorpion System for Information Technology)

**Indiana State University
Internal Management Report
Financial Performance Analysis
Current Fund Operation
End of October 2004**

INDIANA STATE UNIVERSITY
 CURRENT OPERATING REVENUE SUMMARY
 Comparisons of Budget by Month and YTD
 As of October 2004

	For the Month of October			Year to Date				
	Revenue 10/31/03	Budget 10/31/04	Revenue 10/31/04	Accumulated Budget through Oct-04	Accumulated YTD Actual through Oct-04	Accumulated Variance	Full Year's Budget	Remaining Budget
<u>Revenues</u>								
State of Indiana								
Operational	\$ 6,490,770	\$ 6,577,456	\$ 6,577,456	\$ 26,309,825	\$ 26,309,825	\$ -	\$ 78,929,474	\$ 52,619,649
Fee Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,549,470	\$ 6,549,470
DegreeLink	\$ 41,698	\$ 41,698	\$ 41,698	\$ 166,792	\$ 166,792	\$ -	\$ 500,375	\$ 333,583
Gross Student Fees	\$ (137,218)	\$ (153,274)	\$ (176,852)	\$ 22,217,295	\$ 21,803,867	\$ (413,428)	\$ 43,353,040	\$ 21,549,173
Other Fees and Charges	\$ 141,486	\$ 122,433	\$ 130,427	\$ 542,816	\$ 537,025	\$ (5,791)	\$ 1,113,700	\$ 576,675
Sales and Services	\$ 105,492	\$ 58,667	\$ 53,891	\$ 222,168	\$ 195,049	\$ (27,119)	\$ 914,000	\$ 718,951
Rent, Interest, Dividends, and Gifts	\$ 151,134	\$ 152,499	\$ 156,562	\$ 597,613	\$ 599,781	\$ 2,168	\$ 1,811,000	\$ 1,211,219
Miscellaneous Income	\$ 95,917	\$ 115,614	\$ 120,676	\$ 861,342	\$ 949,544	\$ 88,202	\$ 2,044,000	\$ 1,094,456
Total Budgeted Revenue	\$ 6,889,279	\$ 6,915,093	\$ 6,903,858	\$ 50,917,851	\$ 50,561,883	\$ (355,968)	\$ 135,215,059	\$ 84,653,176
Encumbrances and Carryforward	\$ 6,784,171	\$ 7,745,205	\$ 7,745,205	\$ 7,745,205	\$ 7,745,205	\$ -	\$ 7,745,205	\$ -
Revenue from other accounts	\$ 843,330	\$ 541,127	\$ 541,127	\$ 3,372,920	\$ 3,372,920	\$ -	\$ 3,372,920	\$ -
Total Revenues	\$ 14,516,780	\$ 15,201,425	\$ 15,190,191	\$ 62,035,976	\$ 61,680,008	\$ (355,968)	\$ 146,333,184	\$ 84,653,176

INDIANA STATE UNIVERSITY
 CURRENT OPERATING EXPENSE SUMMARY
 Comparisons of Budget by Month and YTD
 As of October 2004

	For the Month of October			Year to Date					
	Expense Oct-03 (incl commit)	Budget Oct-04	Expense Oct-04 (incl commit)	Variance	Accumulated Budget through Oct-04	Accumulated YTD Actual through Oct-04 (incl commit)	Accumulated Variance	Full Year's Budget	Remaining Budget
Salaries and Wages	\$ 6,825,305	\$ 6,949,567	\$ 6,969,076	\$ (19,509)	\$ 21,090,890	\$ 21,110,399	\$ (19,509)	\$ 68,814,781	\$ 47,704,382
Fringe Benefits	\$ 2,229,192	\$ 2,346,730	\$ 2,291,005	\$ 55,725	\$ 7,373,541	\$ 7,317,816	\$ 55,725	\$ 26,457,118	\$ 19,139,302
Student Wages	\$ 301,852	\$ 278,244	\$ 253,478	\$ 24,766	\$ 951,212	\$ 946,406	\$ 4,806	\$ 2,911,520	\$ 1,965,114
Utilities	\$ 2,265,481	\$ 2,306,752	\$ 2,298,543	\$ 8,209	\$ 3,846,849	\$ 3,746,417	\$ 100,432	\$ 6,770,000	\$ 3,023,583
Training, Representation, and Travel	\$ 570,441	\$ 583,756	\$ 574,048	\$ 9,708	\$ 768,612	\$ 788,858	\$ (20,246)	\$ 1,353,712	\$ 564,854
Student Aid	\$ 69,502	\$ 162,773	\$ 168,416	\$ (5,643)	\$ 4,354,170	\$ 4,408,590	\$ (54,420)	\$ 8,567,007	\$ 4,158,416
Bond and Interest	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 553,820	\$ 553,820
Supplies and Expense	\$ 2,232,389	\$ 2,427,980	\$ 2,477,524	\$ (49,544)	\$ 6,937,267	\$ 7,029,354	\$ (92,087)	\$ 19,381,510	\$ 12,352,155
Repairs and Maintenance	\$ 559,811	\$ 882,501	\$ 875,327	\$ 7,174	\$ 1,738,934	\$ 1,730,395	\$ 8,539	\$ 2,798,866	\$ 1,068,471
Capital Equipment	\$ 811,800	\$ 725,710	\$ 708,680	\$ 17,030	\$ 2,092,469	\$ 2,095,315	\$ (2,846)	\$ 5,861,010	\$ 3,765,695
Transfer Repair & Replacement	\$ -	\$ 656,009	\$ 656,009	\$ -	\$ 656,009	\$ 656,009	\$ -	\$ 656,009	\$ -
Total Expenditures	\$ 15,865,773	\$ 17,320,022	\$ 16,616,097	\$ 47,914	\$ 49,809,953	\$ 49,173,550	\$ (19,608)	\$ 144,125,353	\$ 94,295,792
Net Performance	\$ (1,348,993)	\$ (2,118,597)	\$ (1,425,906)	\$ 36,679	\$ 12,226,023	\$ 12,506,458	\$ (375,575)	\$ 52,037,392	\$ (9,642,616)

October 2004

Management Discussion and Analysis

Revenues

October

Revenues for October are down from projected levels by \$11,235. Fall tuition accounts for this reduction due to the processing of student withdrawals and adjustments.

All other combined revenue sources for October have a positive variance of \$12,343.

Year to date

Student Fees show a negative accumulated variance of \$413,428 due to a decline in enrollment compared to budget for the fall semester.

Sales and Services revenues through October are below budget by \$27,119 due to a reduction of parking fine income. Miscellaneous Income accumulated through October is above budget by \$88,202 due to Indirect Cost Recovery on grants and contracts increasing over last year's amounts.

Expenses

October

Salaries and Wages show an unfavorable variance of \$19,509 for October due to an increase in graduate assistantship costs.

The favorable budget variance of \$55,725 for fringe benefits is due to savings in the required PERF contribution and retirement TIAA/CREF contributions.

Utilities expense has a favorable variance of \$8,209 due to natural gas savings.

Student Aid and Supplies and Expenses have a combined unfavorable variance of \$55,187 as they are being expended at a quicker rate than last year.

A transfer of \$405,190 from Fringe Benefit savings and a transfer of \$250,819 from Salaries and Wages savings were made to the Repair and Replacement fund to help preserve campus facilities and replenish campus reserves. This transfer is completed on a quarterly basis.

Year to date

Utilities expense has an accumulative favorable variance of \$100,432 due to savings in natural gas and electricity because of favorable weather conditions.

Student Aid and Training, Representation, and Travel expenses are showing negative variances through October, but are still on target for total budget spending for the year.

All other categories of expense are on track with the budget for this year.

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

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

<u>Vendor Name</u>	Current <u>YTD Paid</u>	<u>Services Rendered</u>
Staples	\$ 283,980	Office Supplies and Other Supplies
Public Employees Retirement Fund	303,585	Employee Retirement Contributions
Life Insurance Company of North America	311,817	Disability Income and Waiver Payments
Delta Dental Plan of Indiana	313,538	Dental Payment Reimbursements
CDI Inc	331,203	Softball Field Renovation and Dede I Remodeling
Educational Marketing Group Inc	380,957	University Advertising
SMC Inc	388,734	Holmstedt Hall HVAC Upgrade Phase II and Phase III
Frasca International Inc	600,000	Two Flight Simulators
Schmidt Associates Architects	610,601	Architectural Fees for University Hall

**Previously Reported Vendors with Purchases
Exceeding \$250,000**

Wabash Valley Asphalt Co Inc	\$ 297,644	Parking Lot D for Drivers Education Use and Parking
Hannig Construction Inc	314,040	Science Lab #13 Upgrade
Energy USA-TPC	453,443	Natural Gas Contract Purchase
NRK Inc	499,143	Sycamore Complex Switchgear Repl and Family and
Beck Studios Inc	640,748	Hulman Center Motorized Lifting Equipment
First Financial Bank	680,000	VEBA Contributions
Dell Marketing LP	877,749	Computer Equipment, Software, and Supplies
PCS Health Systems, Inc	1,013,893	Prescription Drug Coverage
Cinergy Services Inc	1,296,282	Electricity Utility Payments
Sodexo Inc and Affiliates	1,998,783	Dining and Catering Services
J F Molloy and Associates Inc	3,758,540	University Medical Payments

SECTION III

DECEMBER 3, 2004

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

Full-Time Tenure Track Appointments

(Effective August 18, 2004, unless otherwise stated)

Randell W. Peters; Assistant Professor, Department of Industrial Mechanical Technology; M.S., Indiana State University; salary \$53,800.

Temporary Appointments

(Effective August 19, 2004, unless otherwise indicated)

Duane E. Caperton; Instructor, Department of Psychology; M.S., Indiana State University; salary \$24,480.

Travis D. Rutherford; Instructor, Departments of Criminology and Psychology and in the Student Academic Services Center; B.S., Indiana State University (special credentials on file); salary \$24,480.

Part-Time Temporary Faculty Appointments

(Effective August 19, 2004, unless other indicated)

Allan Bates; Lecturer II, Department of English; Ph.D., The University of Chicago; six hours; salary \$4,800.

Aric S. Frazier; Lecturer II, Department of Criminology; M.S., University of Evansville; three hours; salary \$2,400.

Patricia Holsapple; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$2,400, prorated from the effective date of September 23, 2004.

Dorothy A. Stanfill; Lecturer II, Department of Criminology; M.A., Indiana State University; three hours; salary \$2,400.

Scotty A. Stepp; Lecturer II, Department of Music; Ph.D., University of Illinois; twelve hours; salary \$2,496; effective October 15, 2004, through November 12, 2004.

2. Changes of Status and/or Rate

Gladys Arome; Lecturer III, Department of Curriculum, Instruction, and Media Technology; change from six hours; salary \$6,000; to nine hours; salary \$9,000; for the fall semester of the 2004-05 academic year.

Saundra Kassis; Lecturer III, Department of Elementary, Early, and Special Education; additional assignment of student teacher supervision; salary \$812.20; effective October 25, 2004, through December 18, 2004.

Marcia A. Miller; Assistant Professor, Associate Degree Nursing Department; \$1,200 added to 2004-05 academic year base for completion of the doctorate; Ph.D., Indiana State University; salary \$54,750; effective August 19, 2004.

Lori Scott; Lecturer III, Department of Elementary, Early, and Special Education; additional assignment of student teacher supervision; salary \$1,624.40; effective October 25, 2004, through December 18, 2004.

Linda Vickers; Lecturer III, Department of Elementary, Early, and Special Education; additional assignment of student teacher supervision; salary \$1,624.40; effective October 25, 2004, through December 18, 2004.

3. Leave of Absence

Richard J. Easton; Department of Mathematics and Computer Science; leave of absence, without pay, for the spring semester of the 2004-05 academic year; effective January 10, 2005.

Jean L. Kristeller; Department of Psychology; change in approved leave of absence from the 2004-05 academic year at 60 percent pay to the 2004 fall semester at full pay; effective August 19, 2004.

4. Resignation

Peggy A. Hanna; Department of Elementary, Early, and Special Education; effective October 22, 2004.

5. Retirement

Warren E. Barnard; Associate Professor of Journalism, Department of Communication; retirement leave during the fall semester of the 2005-06 academic year; retirement effective December 17, 2005.

B. ADMINISTRATION1. Appointments

Janetta M. Benton; Student Financial Aid Counselor, Student Financial Aid; B.S., Saint Mary-of-the-Woods College; salary \$30,000 per fiscal year, prorated from the effective date of October 25, 2004.

Walter T. Gordon; Student Financial Aid Counselor, Student Financial Aid; B.S., Indiana State University; salary \$30,000 per fiscal year, prorated from the effective date of October 19, 2004.

Temporary Appointments

Elizabeth A. Flach; Assistant Athletic Academic Coordinator, Student Academic Services Center; B.A., Capital University; salary \$28,495 per fiscal year; effective July 1, 2004, through June 30, 2005.

Karen S. Goehl; Project Director, Blumberg Center; M.S., Indiana University; salary \$64,289 per fiscal year; effective October 1, 2004, through September 30, 2005.

Randall W. Green; Associate Director, International Student and Scholar Services, International Affairs Center; M.A., School for International Training; salary \$45,000 per fiscal year, prorated for the period of October 4, 2004, through May 31, 2005.

Louis M. Lindinger; Admissions Counselor (part-time), Office of Admissions; Ed.D., Indiana State University; salary \$8,000 for the period of October 1, 2004, through May 31, 2005.

William R. Littlejohn; Director, Blumberg Center, and Associate Professor of Special Education; Ed.D., Indiana University; salary \$86,594 per fiscal year; effective July 1, 2004, through June 30, 2005.

Joseph Itchimatsu Williams; Temporary Academic Coordinator, McNair Scholars Program; salary \$27,500 per fiscal year, prorated for the period of October 1, 2004, through December 31, 2004.

2. Changes of Status and/or Rate

Stacy Allen Lindsay; Assistant Director, Educational Talent Search, Upward Bound Programs; reclassified to pay level 27; salary \$32,612; per fiscal year, prorated from the effective date of November 1, 2004.

Elizabeth Nesius; from a support staff appointment as Office Assistant III, Terre Haute Center for Medical Education, to a monthly position as Operations Manager, Terre Haute Center for Medical Education; salary \$38,000 per fiscal year, prorated from the effective date of November 8, 2004.

Ronald W. Payne; from Course Delivery Coordinator, Office of Information Technology, to Assistant Director for Program Development, Distance Support Services; salary \$35,500 per fiscal year, prorated from the effective date of October 27, 2004.

Shauna L. Roberts; Outreach Coordinator, Networks; reclassified to pay level 27; salary \$32,500 per fiscal year, prorated from the effective date of November 1, 2004.

Jodie D. Ward; from a temporary appointment as Tutor Coordinator/Counselor, Student Support Services, to a regular position as Assistant Director, Undergraduate Student Services, College of Business; salary \$33,150, per fiscal year, prorated from the effective date of October 25, 2004.

3. Resignations

Abigail L. Miley; South Central Indiana Education Alliance; effective November 8, 2004.

Tammi Prince; Student Counseling Center; effective October 21, 2004.

Ruby Robinson, 21st Century Scholars Program; effective November 29, 2004.

4. Retirement

William R. Littlejohn; Director, Blumberg Center, and Associate Professor of Special Education; retirement effective June 30, 2005.

5. Deceased

Richard G. Landini; President Emeritus and Professor Emeritus of English; October 24, 2004.

C. INTERCOLLEGIATE ATHLETICS

Resignation

Chad Zaucha; Part-time Assistant Baseball Coach; effective October 29, 2004.

D. RESIDENTIAL LIFE

(Compensation includes maintenance in the form of a furnished apartment and board)

1. Appointment

Tulasi Ram Reddy Kurapati; Assistant Hall Director; salary \$8,200 for the employment period of August 1, 2004 through May 7, 2005, prorated from the effective date of November 1, 2004.

2. Resignation

Charity Mouck; Residential Life; effective October 29, 2004.

E. SUPPORT STAFF REPORT

The Support Staff Report for the period ending November 15, 2004 is presented in Exhibit A.

INDIANA STATE UNIVERSITY
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES
 FOR THE PERIOD ENDING NOVEMBER 15, 2004

A. APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Andis, Shannon	Hulman Center	Cust Wrkr II	\$17,063	11-15-04
Ash, Lorri	Facilities Management	Cust Wrkr	\$15,893	11-01-04
Atterson, Charles	Lincoln Housing	Maint Mech II	\$18,720	10-25-04
Berry, Terran	Burford Housing	Ofc Asst II	\$11,375	11-01-04*
Black, Katherine	Library	Library Assc II	\$20,475	10-25-04
Coffin, Jane	Sandison Housing	Ofc Asst II	\$17,063	10-25-04
Hills, Nathan	Public Safety	Public Safety Ofc	\$22,880	11-29-04
Kirkman, Angie	Facilities Management	Cust Wrkr	\$15,893	11-15-04
MacLaren, Angela	Distance Support Srvc	Stu Srvc Spec	\$20,475	10-18-04
Reece, Carolyn	Graduate Studies	Ofc Asst III	\$17,843	10-11-04
Schoenheider, Frank	Power Plant	Power Plant Mech	\$30,225	11-15-04

* Part Time Position

B. RESIGNATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Hay, Jason	Public Safety	11-01-04
Kapperman, Sherry	Controller	11-04-04
Pastore, Elaine	Residential Life	11-12-04
Randolph, Vivian	21 st Century Ctr	10-29-04

C. TERMINATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Bates Oglesby, Kelly	Library	11-05-04
Ferguson, Michelle	Communications	11-03-04
Logsdon, Mitchell	Graduate Studies	10-21-04
Walters, Connie	Sycamore Housing	10-31-04

D. OTHER

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Dust, Pamela	Academic Partnerships	11-07-04*
*Deceased		

E. CHANGE IN STATUS OR RATE

1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Craft, Larry	Facilities Management Utility Wrkr I \$17,843	Facilities Management Utility Wrkr II \$19,637	10-25-04
Davis, Sue	Educ Psychology & School Psy Stu Srvc Asst \$25,623	Student Counseling Ctr Admin Asst I \$28,178	11-01-04
Harrison, Madeline	Nurse Practitioner Prog Ofc Asst II \$17,414	Graduate Studies Admin Asst I \$19,695	11-15-04
Lingenfelter, Gary	Facilities Management Utility Wrkr I \$17,199	Facilities Management Utility Wrkr II \$18,915	10-25-04
Nesius, Elizabeth	THCME Admin Asst I \$21,879	THCME Operations Mgr \$38,000	11-08-04*
Paris, Sandra	Controller Acct Clerk II \$21,177	Controller Acct Srvc Asst \$23,303	11-15-04
Warden, Marilyn	Human Resources HR Asst \$19,793	School of Technology Academic Asst \$27,495	10-25-04

* Monthly Position

2. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Brown, Candace	CPSCE Program Spec \$25,311	Teaching & Learning Academic Srvc Asst \$22,776	11-01-04*
Farnsworth, Patricia	Development Ofc Asst III \$18,740	Facilities Management Cust Wrkr I \$16,868	11-08-04*
Hall, Nancy	Counseling Stu Srvc Asst \$25,838	Human Resources HR Asst \$25,838	11-22-04

*Transfer into lower pay grade

3. Reclassification

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Brown, Patricia	HMSU Admin Asst I \$25,272	HMSU Events Srvs Spec \$27,807	10-09-04

SECTION IV

DECEMBER 3, 2004

A. Agreements – Information Only (Dr. Maynard)

1. Brown Flying School, Terre Haute, Indiana

The purpose of this agreement is to provide flight training for students enrolled in the Department of Aerospace Technology.

2. Clay County Health Center, Brazil, Indiana

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

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

The meeting was adjourned at 10:20 a.m.

SECTION IV

DECEMBER 3, 2004

1. U.S. Fish and Wildlife, Fund No. 547943, Proposal No. 04-193
An agreement in the amount of \$3,255.65 has been received from the U.S. Fish and Wildlife Service for the project entitled, "Proposal to Conduct Geoarchaeological Testing in Patoka River National Wildlife Refuge, Pike County, Indiana," under the direction of Mark Cantin, Anthropology, for the period April 13, 2004 through April 13, 2005.
2. U.S. Department of Education, Fund No. 547944, Proposal No. 05-046
An agreement in the amount of \$31,620 has been received from the U.S. Department of Education for the project entitled, "ISU Early Childhood Education Center Scholarship Project," under the direction of Gail Gottschling, Elementary & Early Childhood Education, for the period October 1, 2004 through September 30, 2005.
3. Family and Social Services Administration, Fund No. 547940, Proposal No. 05-026
An agreement in the amount of \$1,275 has been received from Family and Social Services Administration for the project entitled, "ECEC Playground Safety," under the direction of Gail Gottschling, Elementary & Early Childhood Education, for the period October 1, 2004 through November 30, 2004.
4. Indiana Council for Economic Education, Fund No. 547850, Proposal No. 03-180
Additional appropriations in the amount of \$17,000 have been received from Indiana Council for Economic Education for the project entitled, "Center for Economic Education Continuation Grant," under the direction of John Conant, Center for Economic Education, for the period July 1, 2004 through June 30, 2005.

5. Indiana Department of Education, Fund No. 547913, Proposal No. 05-025
An agreement in the amount of \$24,215 has been received from Indiana Department of Education for the project entitled, "Early Childhood/Special Education Project 2004-05," under the direction of Tom Tobey, Elementary, Early & Special Education, for the period July 1, 2004 through June 30, 2005.
6. Indiana Department of Education, Fund No. 547914, Proposal No. 05-023
An agreement in the amount of \$126,000 has been received from Indiana Department of Education for the project entitled, "Hybrid Distance Education Project 2004-2005," under the direction of Mark Stimley, Communication Disorders, for the period July 1, 2004 through June 30, 2005.
7. Indiana Department of Education, Fund No. 547915, Proposal No. 05-024
An agreement in the amount of \$99,846 has been received from Indiana Department of Education for the project entitled, "Training Alternatives for Psychologists in Schools," under the direction of Michael Bahr, Educational and School Psychology, for the period July 1, 2004 through June 30, 2005.
8. Indiana Department of Education, Fund No. 547937, Proposal No. 04-230
An agreement in the amount of \$104,392 has been received from the Indiana Department of Education for the project entitled, "2004-2005 Professional Development for Beginning Career and Technical Teachers," under the direction of Anthony Gilberti, Industrial Technology Education, for the period August 1, 2004 through May 29, 2005.
9. Twenty-First Century Scholars, Fund No. 547923 and 547924, Proposal No. 05-018
An agreement in the amount of \$316,899.43 has been received from the Twenty-First Century Scholars for the project entitled, "Wabash Valley Twenty-First Century Scholars," under the direction of Cathy Baker, 21st Century Center, for the period September 1, 2004 through August 31, 2005.
10. Indiana Department of Education, Fund No. 547946, Proposal No. 05-035
An agreement in the amount of \$10,000 has been received from the Indiana Department of Education for the project entitled, "Scientific Instrument Program 2004-05," under the direction of Sandra Allen, Chemistry, for the period July 1, 2004 through September 30, 2005.

11. Bernardin-Lochmueller & Associates, Fund No. 547936, Proposal No. 04-242
An agreement in the amount of \$10,000 has been received from Bernardin
Lochmueller & Associates for the project entitled, "Bats Along State Route 31 in
St. Joseph and Marshall Counties, Indiana," under the direction of
John Whitaker, Life Sciences, for the period May 1, 2004 through August
1, 2004.