

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

APRIL 25, 2003

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

APRIL 25, 2003

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, April 25, 2003, in the State Room, Tiley Hall.

Trustees present: Mr. Alley, Mr. Bonds, Mr. Fleetwood, Mrs. House, Mr. Huntsinger, Mr. Shagley and Dr. Zietlow. Trustees absent: Mr. Dooley and Mr. Smith.

President Benjamin, Vice Presidents, Floyd, Pontius, Ramey and Schafer and Interim Vice President Thompson were present. Also attending were Ms. Melony Sacopulos, General University Counsel, Dr. Harriet Hudson, Secretary of the University Faculty Senate, Ms. Deborah Nelson, Chairperson, Support Staff Council and Mr. Thomas Bentley, Vice President of the 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 (Mrs. House)

On a motion by Mr. Shagley, seconded by Mr. Alley, the minutes of the February 28, 2003 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The dates for the next meeting are June 19 and 20.

Spring Commencement will be held on Saturday, May 10, 2003.

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

Mrs. House reported she has been out of state for a few weeks, and she thanked Trustees Zietlow, Dooley and Shagley who attended events while she was away. She recently attended the Athlete Scholars Banquet and met with the delegation from Morocco.

A seminar on "Strategic Directions and Future Challenges" was presented on Thursday by Dr. Benjamin, Greg Goode, Becky Libler, Kevin Snider, and others. Mrs. House thanked all of the presenters for their work. She also commented on the dinner with the members of the University Faculty Senate Executive

Committee and Deans. The Board appreciates their work this year and looks forward to another year working with them.

Nominating Committee

Mrs. House appointed Richard Shagley, chairperson, with Richard Bonds and Doug Huntsinger as members of the Nominating Committee.

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

Commencement

At the commencement dinner on Friday evening, May 9, and at commencement on May 10 we will honor three honorary degree recipients, Judge Sarah Evans Barker, Admiral USN (Ret.) Joseph Wilson Prueher, and Trustee Donald Smith and five Hines Memorial Medal recipients.

Fall 2003 Enrollment

Fall 2003 enrollment applications for new freshmen are similar to last year at this time and transfer applications are up 12 per cent. These figures should convert to total undergraduate applications being up two per cent from this time last year.

ISU Foundation Retreat

The ISU Foundation Board of Directors first retreat in three years was held on April 3-5. The overall goal of the retreat was to encourage the directors to consider launching and exploring the components of a successful, comprehensive campaign. More specifically, we wanted the opportunity to talk about our challenges and demonstrate our strengths and desire to work more closely with the Foundation to enhance the learning environment at ISU. Vice Presidents Floyd and Ramey joined Provost Pontius in presenting detailed needs.

Time was spent exploring the concept of a capital campaign. The Association of Governing Boards (AGB) sent Ben Blalock to provide an overview of how campaigns should be undertaken.

It was a most successful event – one that challenged the directors to become even more involved and active within the campus community. President Benjamin thanked Ralph Cutter for his personal involvement and concluding remarks, in which he called on the Foundation Board to examine itself and its role in order to be better prepared for a capital campaign.

University Visits

The University hosted a delegation from Morocco this week. Professor Jeff Harper, School of Business, recently visited the Moroccan University. Faculty members from Tambov State University, Russia, were on campus April 12-21 to discuss similarities and differences between Russian and American teaching styles and philosophies and the possible establishment of joining online courses and other aspects of distance education.

School of Business Re-accreditation

Dr. Benjamin reported on and congratulated the School of Business on its re-accreditation by AACSB. Twenty-five per cent nationwide receive this accreditation. Thanks go to Interim Dean David Hopkins, Dean Ron Green, and the School of Business faculty.

Duane Klueh Tennis Complex

At a special ceremony on Saturday, March 29, the Duane Klueh Tennis Complex was dedicated. Duane was an athlete, teacher, and the winningest coach in ISU basketball and tennis.

Scottsburg Meeting

On April 17, ISU was visited by Scottsburg Mayor Bill Graham; Robert Peacock, Director of the Scott County Economic Development Corporation; L.L. Lowry, Chair of the Scottsburg Technology Committee; and David Terrell, a consultant working with that group to develop a technology center. The meeting explored the potential of partnering with ISU on a Scott County Technology Center which would be a focal point for economic development in Southern Indiana.

Central Indiana Corporate Partnership

On May 1, the CICIP Vice President, Lee Lewellen, will visit ISU to explore ways ISU can become more involved with CICIP, and its goals and objectives. CICIP is an alliance of Indiana business and research university leaders to strengthen the economy of the region. This group focuses on policy directions, engages in collaborative efforts to address issues such as expansion of capital formation, encouraging high-growth, high-wage economic clusters, and maximizing Indiana's intellectual resources.

Emeriti Trustee Organization

President Benjamin reported that at the suggestion of President House and Trustee Zietlow, he has asked Vice President Schafer to assist with developing a plan for an Emeriti Trustee organization in order to keep former trustees aware of exciting news and important issues on the campus and to encourage reconnection and involvement with the University if they should so desire. Emeriti trustees will be invited to special events and visits to the campus.

“Sons and Daughters in Service” Display

ISU recently installed a “Sons and Daughters in Service” display to honor an alumnus, Lance Cpl. David Fribley, who was killed in action in Iraq and to recognize members of the University community serving in the armed services. ISU has 46 alumni, students, and faculty on active duty. President Benjamin thanked Mark Edwards, Director of Marketing and advisor of Fribley’s fraternity, for taking responsibility for the display.

President Benjamin introduced Dr. Mary Bennett, Assistant Dean, School of Nursing, who was recently commissioned as captain in the army reserves.

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

Dr. Hudson reported the University Faculty Senate has recently concluded a very busy and productive year. Next year’s Senate has been elected, and its officers and Executive Committee chosen. Dr. Hudson will serve as Senate Chairperson with Dr. Steve Lamb as Vice Chairperson, and Sister Alma Mary Anderson as Secretary.

The Senate has approved a revised Curriculum Approval Procedures Manual. The new procedures both rationalize and expedite the curriculum approval process. Dr. Hudson thanked Drs. Michael Murphy and Karen Schmid for their efforts, CAAC, the Graduate Council, and others involved in the curriculum process who contributed to this project. Curriculum development and approval is the core of any University, and issues concerning curriculum are the primary authority of the faculty. This new process should help faculty exercise that authority more effectively.

CAAC has begun to consider the concept and implementation of the “new identity”: experiential learning, which was presented at yesterday’s Board seminar. The curricular aspects of this initiative are of great concern to CAAC

and its members look forward to playing a formative role in guiding the establishment of the identity.

Dr. Hudson noted the item on increased stipends for temporary faculty. This initiative was begun several years ago, at the request of the Senate, working collaboratively with Senior Associate Vice President Hopkins, and most recently Dean Jack Maynard and Senator Blanche Evans. The recommendations, if implemented, will do much to improve the treatment of non-tenured faculty on the campus, assuring academic freedom while protecting tenure and the role of tenured faculty.

Dr. Hudson also commented on the compensation consultant contract on the agenda. The University Faculty Senate has long called for a comprehensive evaluation of faculty compensation so faculty is heartened by the work of the University Compensation Committee. Senators Frank Bell, Steve Lamb, and Jeff Harper are members of the committee and have been instrumental in the selection of JBL Associates to consult on the project.

Dr. Hudson thanked the Board for delaying action on the Handbook Preface. While the version before the Board is not identical to the one approved by standing committees and the Senate, there is still some concern as to the circumstances under which the Board might want to make exceptions to the Handbook policies that it approves. Faculty has consulted with the University Counsel and Mr. Schafer about these matters and now understand the thinking behind the language desired. A most important addition, from the faculty perspective, was made earlier with the inclusion of language pertaining to the status of tenured faculty.

The Executive Committee continues to meet with the administration to discuss matters of concern raised last fall. It is hoped the President will continue to provide such opportunities, and faculty look forward to receiving a written response to the points raised in the last communication, and to continuing actions to address the concerns. Among the requests is still the request for access to the Board in settings where issues can be frankly addressed.

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

Ms. Nelson introduced Jack Boardman who is a Council representative from Facilities Management. Jack has been at Indiana State University for 17 years and has been on the Council 8 years.

On behalf of the Support Staff, Ms. Nelson reported that Council committees have all been extremely active. The Salary and Employee Benefits Committee recently completed a proposal for early retirement privileges for support staff to be forwarded to the President. The Employee Relations Committee is preparing a recommendation for a revised class time release policy. The grievance panel has been working on the procedures used internally. The panel members are encouraged to document every step of the grievance process. Methods for mediation between employees and supervisors and ways to help employees write up concerns to present to supervisors will be included thus avoiding grievances. Support staff is represented at the University Compensation Committee meetings, not just by our representatives, Trina Langley and Don Bonsall, but by administrators and faculty.

Ms. Nelson was pleased that President Benjamin has been able to resume the pre-Board meetings with the Chairs of Student Government Association, University Faculty Senate and Support Staff Council.

Support staff is aware of the difficulties facing the university should the State return a budget with little leeway for a substantial compensation package.

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

Mr. Bentley reported for Ms. McManama who had a prior commitment.

SGA is working with the Student Alumni Association to promote Donaghy Day. Recently SGA gathered to rake leaves and pick up trash as part of the city clean up campaign.

Preparations are being made for the opening of school dance on August 25 at the fountain. Papa Johns will donate pizza for the event. The fall organization fair will help SGA to target new freshmen. The student senate currently has 15 senators while there are 28 seats that could be filled. It is hoped to have all filled by the end of the spring semester.

H. RECOGNITION OF SERVICE – KELLEE THOMAS (Mrs. House)

The following resolution was presented in recognition of service to Indiana State University by Kellee Thomas, student and member of the Student Government Association.

WHEREAS, Kellee Thomas has ably served as a member of the Student Government Association for three years, was elected by the student body and served as President of SGA during the 2002-03 academic year; and

WHEREAS, Ms. Thomas has been successful in her academic endeavors in her field of study at the University and has represented the student body to the Board of Trustees in her role as President of the Student Government Association; and

WHEREAS, Ms. Thomas has served on several committees and has provided valuable advice to the University administration and the Board of Trustees;

NOW, THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees expresses grateful recognition for her leadership role as a student and her service to Indiana State University.

Recommendation: Acceptance of the Resolution.

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

I. CANDIDATES FOR DEGREES (Dr. Pontius)

Candidates for degrees to be conferred on May 10, 2003 are presented in Exhibit A.

Recommendation: Approval of the conferral of degrees on May 10, 2003, subject to completion of the requirements.

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

J. STIPENDS FOR TEMPORARY FACULTY MEMBERS (Dr. Pontius)

A review of the compensation schedule for full-time and part-time temporary faculty members was conducted during the 2000-01 academic year. It was recommended that the stipend schedule floor for full-time temporary faculty members and for the three categories of part-time temporary faculty members be increased gradually each year to achieve a target stipend schedule. The amount to

be allocated to achieve this compensation goal is to be determined annually as part of the Division of Academic Affairs five-year budget process. For the 2003-04 academic year, it is proposed that the stipend floor schedule for full-time and part-time temporary faculty members be established as follows:

Stipend Floor for Full-time Temporary Faculty Members

| | |
|------------|----------|
| Instructor | \$24,000 |
|------------|----------|

Stipend Floors for Part-time Temporary Faculty Members

| | |
|--------------|-------------------------|
| Lecturer III | \$850 per semester hour |
| Lecturer II | \$725 per semester hour |
| Lecturer I | \$600 per semester hour |

Recommendation: Approval of the proposed stipend schedule for part-time temporary faculty members, effective August 21, 2003.

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

K. STUDENT HEALTH INSURANCE MASTER CONTRACT, 2003-04
(Dr. Ramey)

The Student Health Center Insurance is provided by The Student Insurance Division of Mid-West National Life Insurance Company of Tennessee in Dallas, TX. We are in the last year of a three-year agreement with this carrier. We have 347 students enrolled in this program.

The University's contract with Mid-West contains an escalator clause that is based on the loss to premiums ratio. During 2001-02 we had a loss ratio to premiums of 97%. Currently, the 2002-03 loss ratio is 104%. Because of ISU's poor enrollment rate and increased claims, cost of an individual policy for 2003-04 will increase 35%. The policy rate has been \$440 per year for the past two years. In 2003-04, the rate will increase to \$594 per year. If there were an increase in enrollees there could, in the future, be a decrease in the rate, although this will not happen for the 2003-04 school year.

Several companies replied to our request for competitive information including EJ Smith and Associate, Fortis Health, and Rust and Associates. In comparison to the current Mid-West National Life plan, these companies charged higher rates for less health coverage. Additionally, several companies wanted to price international students coverage at a higher rate than that provided to domestic students.

Recommendation: Approval of coverage for the student health insurance contract to the Student Insurance Division of Mid-West National Life Insurance Company of Tennessee for the period of August 23, 2003 through August 22, 2004.

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

L. STUDENT HEALTH CENTER PRICING FOR SUPPLIES AND ROCEDURES 2003-04 (Dr. Ramey)

The Student Health Center attempts to keep the price of drugs, dressings, and supplies as low as possible and still provide sufficient revenue to purchase materials necessary to keep the Center operational. Nationally, healthcare costs have risen 13-15% in the past year. The ISU health insurance program has experienced a 13.8% increase in drug costs during the past 12 months. In this proposal, the average price increase for laboratory work is 5%, treatment room medications are 2.5%, treatment room procedures and supplies 10.2%, and x-ray 7.9%. These increases are well below the ISU and national cost averages.

Recommendation: Approval of the Student Health Center proposed pricing increase for supplies and procedures as presented in Exhibit B.

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

M. PARKING PERMIT FEES, 2003-04 (Dr. Ramey)

In June 1995, the Board of Trustees approved a long-range Parking Master Plan. This plan is designed to generate revenue to improve and maintain campus parking lots. The plan called for an annual increase in parking permit fees for a period of 10 years.

Parking fees proposed for 2003-04, as called for in the long-range plan, are as follows:

| | |
|-----------------------|----------|
| Faculty/Monthly Staff | \$100.00 |
| Support Staff | \$ 85.00 |
| Students | \$ 85.00 |
| Motorcycles | \$ 42.50 |

Parking permit fees for full-time staff may be paid by payroll deduction either before or after taxes at the choice of the staff member.

Several trustees commented on the proposed parking fees and inquired about revenue and expenditures. Mr. Floyd responded that revenues are just beginning to meet expenditures. The State does not provide funds for parking.

Mr. Bonds stated he is sensitive to the fact that some members of the support staff might have a problem paying the increase and wondered if the University could investigate alternatives for parking that support staff could afford. He did see the need for additional revenue but wanted to explore what might be available.

Recommendation: Approval of the parking permit fees for 2003-04, effective August 16, 2003.

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

N. LECLUB STUDENT MEMBERSHIP FEES (Dr. Ramey)

| <u>Type of Membership</u> | <u>Present Rate</u> | <u>Proposed Rate</u> |
|--------------------------------|---------------------|----------------------|
| Yearly – 12 Month | (New) | \$100.00 |
| Annual (Fall and Spring) | \$50.00 | \$ 60.00 |
| One Semester Only | \$35.00 | \$ 45.00 |
| Entire Summer (14 weeks) | \$35.00 | \$ 45.00 |
| Summer 8 Weeks | \$19.50 | \$ 28.00 |
| Summer 5 Weeks | \$11.50 | \$ 17.00 |
| Summer Camps (2 weeks or less) | (New) | \$ 10.00 |

Comparison of local Club Rates for Students

| | |
|------------------|--------------------|
| Body Heat | \$30.00 per month |
| Stan's Nautilus: | |
| 3 months | \$ 60.00 |
| 9 months | \$100.00 |
| 1 calendar year | \$160.00 |
| YMCA | \$ 25.00 per month |

Membership fee increases are necessary to cover growing memberships, increased usage, additional equipment and replacement, and student wages to cover additional staff and wage increases for current staff.

Recommendation: Approval of the proposed LeClub student membership fees effective with the 2003-04 academic year.

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

O. COMPENSATION CONSULTANT CONTRACT (Mr. Floyd)

In accordance with the Board of Trustees desire for the development of a comprehensive compensation plan for the University, proposals were requested from several qualified consulting firms. The recommended consultant, JBL Associates, Inc., was selected after reviewing proposals from four additional consultants. Fees ranged from \$107,430 to \$225,000. JBL was the lowest fee received, and was the unanimous selection by the University Compensation Committee considering the firm's depth of higher education consulting experience and the cost of services. JBL Associates, Inc., is to provide consulting services regarding compensation policies and targeted compensation levels for the various categories of employees at Indiana State University.

Recommendation: Approval of the contract with JBL Associates, Inc. for consulting services regarding compensation policies.

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

P. PURCHASES OVER \$250,000 (Mr. Floyd)

Under the University Purchasing Guidelines, during any calendar year a single purchase of more than \$250,000 or vendors with accumulated purchases in excess of \$250,000 are to be approved by the Board.

The following items require Board approval:

Computers for the Student Computing Labs throughout campus. Currently out for bid, estimated cost \$270,157.25.

Holmstedt Hall Remodeling, Rooms 102 and 103. Currently out for bid, estimated cost \$250,000 base bid, possible addition of alternate 1 for \$100,000, maximum estimated total of \$400,000.

Holmstedt Hall Heating, Ventilation, and Air Conditioning. Estimated cost \$450,000.

Park Lot M, 7th Street (old Power Plant site) and medians on 7th Street, Arts Corridor. Estimated cost \$400,000.

Pavement of gravel parking Lot D, East of Hulman Center, dual use Driver's Education Instruction. Estimated cost \$250,000.

A list of accumulated purchases over \$250,000 for the period July 1, 2002 through April 9, 2003 is presented in Exhibit C.

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

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

Q. FEDERAL BUILDING MEMORANDUM OF UNDERSTANDING
(Mr. Goode)

(This item was removed from the agenda by President Barbara House.)

R. SULLIVAN COUNTY LILLY CAPE GRANT (Dr. Pontius)

Under the Lilly CAPE grant for Sullivan County area technology literacy development, a contract is under development between Electricom LLC and Indiana State University for a long-term lease of dark fiber optic lines to be installed by Electricom between the ISU campus and Sullivan County in accordance with the terms of the Lilly grant. The contract in substantially final form was submitted at the meeting.

Mr. Fleetwood inquired about the Electricom contract. Kenneth Janz, Director of Instructional and Information Technology in the School of Education, responded that the company has done work for Verizon and ISU as well as work in the State of Indiana. It was the lowest bid. Mr. Fleetwood asked about the maintenance agreement. Mr. Janz responded that Ms. Sacopulos had worked on the agreement. Ms. Sacopulos noted this was a large project and a team effort by individuals and they had done their part. She is comfortable that the University's interests are protected.

Recommendation: Approval of the Electricom LLC contract for the installation and lease of dark fiber optic lines as described.

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

S. UNIVERSITY HANDBOOK PREFACE (Mr. Schafer)

A revised preface for the UNIVERSITY HANDBOOK is presented in Exhibit F.

Recommendation: Approval of the preface as presented in Exhibit F.

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

T. COMMONS/UNIVERSITY VISITORS LOTS PARKING FEES (Mr. Schafer)

Recommendation: Approval of the Commons/University Visitors Lots parking fees as presented in Exhibit D effective with the 2002-03 year.

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

U. IN MEMORIAM (Mr. Schafer)

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

Carolyn All, Clerk (Retired), Bookstore, died on March 6, 2003.

Harry K. Barnes, Director of Student Services in Lifelong Learning, died on February 25, 2003.

David Curtis, Custodian, Hulman Memorial Student Union, died on February 28, 2003.

Beryl L. Haynes, Jr., Associate Professor Emeritus of Graphic Arts Management, died on March 14, 2003.

James McCoskey, Maintenance Supervisor (retired), Facilities Management, died on March 5, 2003.

Otto J. Shipla, Professor Emeritus of Education, died on February 28, 2003.

Patricia Van Sell, Administrative Assistant (retired), died on April 1, 2003.

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

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

SECTION III

APRIL 25, 2003

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 Appointments

(Effective August 20, 2003, unless otherwise stated)

Jean Ann Behney; Assistant Professor, Department of Elementary and Early Childhood Education; B.S., Indiana University (doctoral candidate); salary \$40,800.

Linda S. Behrendt; Assistant Professor, Department of Family and Consumer Sciences; Ph.D., Michigan State University; salary \$43,000.

Irene F. Brock; Assistant Professor, Department of Elementary and Early Childhood Education; M.S., Indiana University (doctoral candidate); salary \$43,800.

Daniel A. Clark; Assistant Professor, Department of History; Ph.D., Purdue University; salary \$42,000.

Brendan W. Corcoran; Assistant Professor, Department of English; M.A., The Johns Hopkins University; salary \$40,800.

Timothy M. Crain; Assistant Professor, Department of Music; Ph.D., Florida State University; salary \$41,000.

Lori A. Guevara; Assistant Professor, Department of Criminology; Ph.D., University of Nebraska; salary \$44,000.

Malcolm L. Legault; Assistant Professor, Department of Health, Safety, and Environmental Health Sciences; Ph.D., Pennsylvania State University; salary \$47,000.

Marci Bounds Littlefield; Assistant Professor, Department of African and African American Studies; M.P.A., University of Texas; (doctoral candidate) salary \$43,800.

Carol S. Robinson; Assistant Professor of Special Education, Department of Communication Disorders and Special Education; Ph.D., Florida State University; salary \$43,000.

Phillip C. Shon; Assistant Professor, Department of Criminology; M.A., University of Illinois (doctoral candidate); salary \$41,800.

Donna M. Trimm; Assistant Professor, Baccalaureate and Higher Degree Nursing Department; M.S., University of South Alabama (doctoral candidate); salary \$50,000.

One-Year Faculty

Nelson Wellausen Dias; Teaching and Research Associate, Department of Geography, Geology, and Anthropology; Ph.D., Indiana State University; salary \$31,882, prorated for the period of March 1, 2003, through June 30, 2003.

Temporary Part-time Faculty Appointments, 2003 Spring Semester
(Effective January 10, 2003, unless otherwise stated)

Robert A. Bischoff; Lecturer III, Department of Psychology; Ph.D., University of Southern Mississippi; two hours; salary \$2,000.

Jeffery E. Blake; Lecturer III; Department of Communication Disorders and Special Education; M.S., Indiana State University; three hours; salary \$2,400.

Charlotte Stivers Connerton; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; three hours; salary \$3,255.

Donna J. Crawford; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana University; six hours; salary \$7,500.

Laura L. Fredendall; Lecturer III, Department of Psychology; Psy.D., Indiana State University; nine hours; salary \$8,000.

Lea R. Hall; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; equivalent of 4.45 hours; salary \$4,815; effective February 6, 2003.

Peggy A. Hanna; Student Teacher Supervisor, Department of Elementary and Early Childhood Education; M.A., Indiana State University; nine hours; salary \$9,000.

Sarah V. Hartman; Lecturer III, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana State University (special credentials on file); three hours; salary \$3,255; effective February 4, 2003.

Jennifer L. McGiverin; Lecturer III, Analytical Department; Ph.D., Indiana State University; three hours; salary \$2,550.

Tanya R. Phillips; Lecturer III, Associate Degree Nursing Department; M.S., Indiana State University; four hours; salary \$3,612; effective January 21, 2003.

Amy R. Robinson; Lecturer III, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana State University (special credentials on file); three hours; salary \$3,255; effective January 21, 2003.

Kerri Salamanca; Lecturer II, Department of Psychology; Ph.D., University of Illinois; three hours; salary \$2,000.

Kim Simpson; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., IUPUI; six hours; salary \$7,285.

Donovan E. Stokes; Lecturer I, Department of Music; M.M., Indiana University; equivalent of 2.66 hours; salary \$1,463.

Angela D. Stucker; Temporary Reference/Web Librarian, Library Services; M.L.S., IUPUI; .66 FTE; salary \$2,000 per month, prorated for the period of March 17, 2003, through June 30, 2003.

Kimberly A. Sullivan; Lecturer I, Department of Music; B.M., Northwestern University (special credentials on file); six hours; salary \$3,300.

Kristi K. Williams; Lecturer III, Department of Psychology; Pharm.D., Purdue University; three hours; salary \$3,000.

2. Changes of Status and/or Rate

Mohammad A. Badar; Assistant Professor, Department of Industrial and Mechanical Technology; change in educational status to doctoral level; Ph.D., The University of Oklahoma; \$2,000 added to 2002-03 academic year base salary; salary \$52,000 for the 2002-03 academic year, prorated from the effective date of January 10, 2003.

Richard K. Barnhart; Assistant Professor, Department of Aerospace Technology; change in educational status to doctoral level; Ph.D., Indiana State University; \$1,200 added to 2002-03 academic year base salary; salary \$50,266 for the 2002-03 academic year, prorated from the effective date of January 10, 2003.

Frank D. Bell; additional stipend of \$500 for duties as University Faculty Senate Chairperson for the spring 2003 semester.

Jennifer T. Freeland; Assistant Professor, Department of Educational and School Psychology; change in educational status to doctoral level; Ph.D., Mississippi; \$1,200 added to 2002-03 academic year base salary; salary \$41,000 for the 2002-03 academic year, prorated from the effective date of January 10, 2003.

Ngoba E. Maloba; from Chairperson and Associate Professor to Associate Professor, Department of Electronics and Computer Technology; effective December 14, 2002.

Morris L. Medley; from Chairperson and Professor to Professor, Department of Sociology; effective May 10, 2003.

Beverly C. Pestel; Department of Chemistry; salary adjustment of \$2,813 to the 2002-03 academic year salary for added duties and responsibilities; effective January 10, 2003.

Gregory W. Putman; Department of Physics; salary adjustment of \$2,042 to the 2002-03 academic year salary for added duties and responsibilities; effective January 10, 2003.

G. Danielle Timmerman; Department of Recreation and Sport Management; salary adjustment of \$3,300 to the 2002-03 academic year salary for added duties and responsibilities; effective August 15, 2002.

Danny M. Vaughn; change in title from Instructor to Visiting Professor, Department of Geography, Geology, and Anthropology; effective August 15, 2002.

3. Leaves of Absence

Leaves of Absence With 60 Percent Pay – 2003-04 Academic Year

Peter E. Scott, Department of Life Sciences

Gary Stuart, Department of Life Sciences

John A. Swez, Department of Physics

Leave of Absence With 60 Percent Pay – 2004 Calendar Year

Leslie B. Barratt, Department of Languages, Literatures, and Linguistics

Leaves of Absence With Pay – Fall 2003 Semester

George Bakken, Department of Life Sciences

Warren E. Barnard, Department of Communication

Peter Carino, Department of English

William E. Croft, Department of Electronics and Computer Technology

Jeffrey Edwards, Department of Physical Education

David A. Gilman, Department of Curriculum, Instruction, and Media Technology

Gail Gottschling, Department of Elementary and Early Childhood Education

Joseph Grcic, Department of Philosophy

Steve Hardin, Library Services, July 1, 2003, through December 31, 2003

Thomas D. Harris, Analytical Department

Richard Kjonaas, Department of Chemistry

Sherry McFadden, Department of Theater

Jeffrey G. McNabb, Department of Manufacturing and Construction Technology

Susan Moncada, Analytical Department

Laurence Rosenhein, Department of Chemistry

Bruce Welsh, Department of Aerospace Technology

Leaves of Absence With Pay – Spring 2004 Semester

Paul Burkett, Department of Economics

Newell E. Chiesl, Organizational Department

Gerald W. Cockrell, Department of Electronics and Computer Technology

Prodip K. Dutta, Department of Geography, Geology, and Anthropology

Richard J. Easton, Department of Mathematics and Computer Science

Eurico Ferreira, Analytical Department

Arthur Halpern, Department of Chemistry

Michael Hayden, Department of Industrial and Mechanical Technology

Renee Ramsey, Department of English

Richard S. Schneirov, Department of History

Mark Stimley, Department of Communication Disorders and Special Education

David Worley, Department of Communication

Leave of Absence, Without Pay, Fall 2003 Semester

Ann Chirhart, Department of History.

Leave of Absence, Without Pay, 2003-04 Academic Year

James W. Chesebro, Department of Communication.

Sharon Andrews; Department of Elementary and Early Childhood Education.

4. Resignations

Brian D. Fisher; Instructor, Department of Athletic Training; effective March 20, 2003.

Nancy L. Hagedorn; Assistant Professor, Department of History; effective May 10, 2003.

Stephanie J. Smith; Assistant Professor of History and Women's Studies in the Department of History and the Women' Studies Program; effective May 10, 2003.

5. Disability Retirement

Manindra K. Mohapatra; Professor, Department of Political Science; effective June 1, 2003.

6 Retirement

Lewis P. Segó; Associate Professor, Department of Languages, Literatures, and Linguistics; retirement leave during the 2004 calendar year, at half pay; retirement effective December 18, 2004.

7. Emeriti Status

Mary Ellen Adams, Professor Emerita of Business; effective December 14, 2002.

Roberta Bakker, Director Emerita of Undergraduate Student Services; effective June 30, 2003.

Dale D. Bringman, Associate Professor Emeritus of Manufacturing Technology; effective December 14, 2002.

Michael D. Brosnan, Associate Professor Emeritus of Family and Consumer Sciences; effective December 14, 2002.

John E. Carter, Jr., Professor Emeritus of Education; effective December 14, 2002.

Reece Chaney, Professor Emeritus of Counseling Psychology; effective December 14, 2002.

Robert G. Clouse, Professor Emeritus of History; effective December 14, 2002.

John M. Doty; Professor Emeritus of Health and Safety; effective December 14, 2002.

Sarah Emerson, Professor Emerita of Nursing; effective December 14, 2002.

D. Gene England, Professor Emeritus of English; effective December 14, 2002.

David H. Erickson; Associate Professor Emeritus of Art; effective December 14, 2002.

Robert G. George, Professor Emeritus of Education; effective December 14, 2002.

Marion T. Jackson, Professor Emeritus of Life Sciences; effective December 14, 2002.

Edward A. Kirby, Professor Emeritus of Educational and School Psychology; effective December 14, 2002.

Sandra J. Nelson; Assistant Dean Emerita, School of Business, and Professor Emerita of Administrative Systems and Business Education; effective June 30, 2003.

Terrance C. Parks; Professor Emeritus of Economics; effective December 14, 2002.

Marshall E. Parks, Professor Emeritus of Science Education; effective December 14, 2002.

Jack D. Rollins, Professor Emeritus of English; effective May 10, 2003.

Thomas Siefert, Professor Emeritus of History; effective December 14, 2002.

Gary L. Stewart, Professor Emeritus of Theater; effective December 14, 2002.

Jan C. Stoner, Professor Emeritus of Physical Education; effective December 14, 2002.

Jerome Vargo, Associate Professor Emeritus of Art; effective December 14, 2002.

Howard L. Waltersdorf, Assistant Professor Emeritus of English; May 10, 2003.

James B. Westgard, Professor Emeritus of Physics; effective December 14, 2002.

Doris Williams, Associate Professor Emerita of Special Education; effective December 14, 2002.

B. ADMINISTRATION

1. Appointments

Laura K. Thompson Kennedy; Assistant Director, Grants and Contracts, Office of the Controller; salary \$36,000 per fiscal year, prorated from the effective date of March 31, 2003.

Aaron W. King; LAN-Database Administrator, College of Arts and Sciences; B.S., Indiana State University; salary \$40,000 per fiscal year, prorated from the effective date of March 25, 2003.

Shauna D. Lehman; Admissions Counselor, Office of Admissions; B.S., Indiana State University; salary \$28,080 per fiscal year, prorated from the effective date of April 7, 2003.

Heather Marchino; Distance Education Coordinator—Vincennes, Division of Lifelong Learning; B.S., Indiana State University; salary \$35,000 per fiscal year, prorated from the effective date of April 9, 2003.

Frank L. Marquez; Admissions Counselor, Office of Admissions; B.A., Boise State University; salary \$28,080 per fiscal year, prorated from the effective date of April 7, 2003.

Temporary Appointments

Penny L. Kinley; Special Projects Coordinator and Financial Aid Generalist, Student Financial Aid; salary \$36,000 per fiscal year, prorated for the period of February 10, 2003, through June 30, 2003.

Fareed F. Taha; extension of temporary appointment as Assistant Network Engineer, Office of Information Technology; B.S., Indiana State University; salary \$45,000 per fiscal year, prorated for the period of March 1, 2003, through June 30, 2003.

Elizabeth Jean Yates; Indiana Reading Corps Coordinator, Department of Elementary and Early Childhood Education; B.S., Indiana State University; salary \$16,000 for the period of August 1, 2002 through July 31, 2003.

2. Changes of Status and/or Pay Rate

Sarah Susann Ber; from Assistant Director of Grants and Contracts to Director of Grants and Contracts, Office of the Controller; salary \$41,923 per fiscal year, prorated from the effective date of March 26, 2003.

El-Houcin Chaqra; from Associate Director, Office of Sponsored Programs, to Associate Director, International Affairs Center; effective February 1, 2003.

Lori Elkins; Parking and Traffic Supervisor; Public Safety Department; from support staff to monthly staff; salary \$27,024 per fiscal year, prorated from the effective date of April 1, 2003.

Sharon L. Gick; from Assistant Registrar to Associate Registrar for Records, Office of Registration and Records; pay grade from 26 to 27; salary \$48,000 per fiscal year, prorated from the effective date of April 1, 2003.

Janis Halpern; from Assistant Director, Study Abroad/Credentialing Specialist, International Affairs Center to Assistant Director, Study Abroad/Credentialing Specialist, College of Arts and Sciences; effective February 1, 2003.

Elizabeth Hine; from Interim Dean and Librarian, to Associate Dean and Librarian, Library Services, effective April 1, 2003.

3. Resignations

Kenneth V. Arini; Department of Recreation and Sport Management; effective May 31, 2003.

Carla Brown; Student Health Center; effective March 28, 2003.

Brandy K. Candler; Office of Admissions; effective February 20, 2003.

Troy C. Hershman; Department of Athletic Training; effective February 28, 2003.

Doreen A. Jones; 21st Century Scholars Program; effective April 20, 2003.

Livia N. Scott; Office of Undergraduate Student Services; effective February 28, 2003.

4. Retirement

Roberta I. Bakker; School of Business, retirement effective June 30, 2003.

5. Deceased

Harry K. Barnes, Division of Lifelong Learning; February 25, 2003.

6. Emeritus Status

Norman Coopridger, Cartographer Emeritus; effective December 31, 2002.

James E. Kinkade; Computer Technical Coordinator Emeritus, effective December 31, 2002.

William L. Purcell; Associate Registrar Emeritus and Director Emeritus of Records; effective December 31, 2002.

Roseann Toulson; Director Emerita of Technical Support; effective July 31, 2003.

C. INTERCOLLEGIATE ATHLETICS1. Appointments

Timothy E. Burke; Assistant Football Coach; salary \$40,000 for the employment period of February 1, 2003 through January 31, 2004, prorated from the effective date of March 1, 2003.

Matthew A. Egloff; Assistant Football Coach; salary \$30,000 for the employment period of February 1, 2003 through January 31, 2004, prorated from the effective date of March 4, 2003.

Kimberly S. Monte; Assistant Volleyball Coach; salary \$22,000 for the employment period of January 1, 2003 through December 31, 2003, prorated from the effective date of April 1, 2003.

Reappointments

Donald R. Bender; Assistant Men's Basketball Coach; salary \$56,500 for the employment period of April 1, 2003 through March 31, 2004.

Jeffrey Hans; Assistant Women's Basketball Coach; salary \$16,000 for the employment period of April 1, 2003 through March 31, 2004.

Megan Lanham; Assistant Women's Basketball Coach; salary \$40,376 for the employment period of April 1, 2003 through March 31, 2004.

Michael Menser; Assistant Men's Basketball Coach; salary \$26,600 for the employment period of April 1, 2003 through March 31, 2004.

William Patrick Ray; Assistant Men's Basketball Coach; salary \$47,000 for the employment period of April 1, 2003 through March 31, 2004.

2. Changes of Status and/or Rate

Stephany Dunmyer; Assistant Women's Basketball Coach; continuation of current appointment to include the period of April 1, 2003 through April 30, 2003 at the current salary of \$2,508.33 per month.

David Hutchison; Assistant Football Coach; continuation of current appointment to include the period of April 1, 2003 through June 30, 2003 at the current salary of \$1,200 per month.

D. SUPPORT STAFF PERSONNEL REPORT

The Support Staff Personnel Report for the period ending April 10, 2003 is presented in Exhibit A.

SECTION IV

APRIL 25, 2003

INFORMATION/DISCUSSION ITEMS

A. Moroccan International Exchange Report (Dr. Fernandez/Dr. Harper)

Dr. Fernandez reported that a delegation from Morocco was on campus recently as part of a process established to work with their University. It is a process of trust and understanding between our universities. A number of important initiatives resulted from President Benjamin's visit there including the development of an American Studies Project which will provide students from Morocco with an introduction to the field of American studies. Dr. Fernandez noted other exchange opportunities for faculty. Partnerships really make a difference in attracting qualified students to the campus and the University's reputation should be enhanced by these efforts.

B. Agreements – Information Only (Dr. Pontius)
(Copies of the agreements are on file in the Office of the Secretary of the University.)

1. Athletic Training Internships

Agreements have been reached with the following to provide athletic training internships for students in the Athletic Training Program.

Decatur Memorial Hospital Sports Enhancement Center, Decatur, IL
Rose-Hulman Institute of Technology, Terre Haute, IN

2. South Vermillion School Corporation, Clinton, IN

The purpose of this agreement is to provide clinical experience for nursing students.

3. Will County Health Department, Joliet, IL

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

C. Grants – Information Only – Attachment 1 (Dr. Pontius)

Dr. Antonak reviewed the grant report. He then introduced four students who made short presentations on their research projects.

Yuhuan Li is a doctoral student in Life Sciences. Yuhuan's advisor is Kathleen Dannelly. Yuhuan's research area looks at Molecular Cloning and Functional Analysis of Putative Tetracycline Resistance Genes in *Helicobacter Pylori*, a carcinogenic bacteria that lives in the human stomach of between 30 and 60% of the world population and is frequently associated with gastric cancer and mucosa-associated Lymphoma.

Jamie Aten is a first year doctoral student in Counseling Psychology. Jamie's advisor is Michele Boyer. Jamie's research looks at factors involved in Developing Collaborative Relationships.

Autumn Wyndham is a second-year graduate student in Educational and School Psychology. Autumn's research has concentrated on Etiology, Assessment and Treatment of Selective Mutism in Children. Her faculty sponsor is Michael Bahr.

Theresa Dailey is a second-year graduate student in Life Sciences. Theresa's advisor is Peter Scott. Theresa's research has focused on floral Rewards of Co-Flowering Spring Herbs in Woodlands and Adjacent Agricultural Fields.

D. Purchasing Report Update – Information Only (Mr. Floyd)

Purchases Over \$25,000.00

Sole Source, Maintenance Renewal From Manufacturer

Sun Microsystems, Inc., P0043562, \$26,126.66, Maintenance Agreement, Cunningham Library.

Sole Source, Direct From Manufacturer, Per Discounted State Contract

Dell Computer, P0043798, \$29,866.25, Computers, School of Education, Instructional Resource Center.

Only One Bid Received, Multiple Bids Sent

Spring Air Industrial Services, Inc., P0043647, \$32,766.50, Firegard Mattresses, Sycamore Housing.

Duncan Video, Inc., P0043901, \$37,968.00, Sony Video File Server, Video Services – Telecommunications.

E. Vendors Report – Information Only – Attachment 1 (Mr. Floyd)

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