

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

DECEMBER 5, 2003

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES
DECEMBER 5, 2003

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

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

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

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

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Dr. Zietlow, seconded by Mr. Shagley, the minutes of the October 24, 2003 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

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

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

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

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

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

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

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

EAP/Support Staff Service Recognition Banquet

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

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

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

Holiday Open House

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

Recognition

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

H. CANDIDATES FOR DEGREES (Dr. Maynard)

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

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

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

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

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

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

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

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

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

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

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

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

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

1. Illinois Eastern Community College District

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

2. Vincennes University

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

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

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

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

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

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

Previously Reported Vendors, Whose Purchase Amounts Have Recently Increased

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

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

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

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

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

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

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

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

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

General Repair and Rehabilitation

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

Infrastructure

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

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

M. IN MEMORIAM (Mr. Schafer)

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

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

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

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

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

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

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

SECTION III
DECEMBER 5, 2003

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

One-Year Appointments
(effective August 21, 2003, unless otherwise stated)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2. Changes in Status and/or Rate

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

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

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

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

3. Resignation

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

4. Deceased

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

B. ADMINISTRATION1. Temporary Appointments

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

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

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

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

2. Changes of Status and/or Rate

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

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

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

3. Resignation

Rita S. Cottrell; 21st Century Scholars Program; effective October 6, 2003.

4. Termination

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

C. INTERCOLLEGIATE ATHLETICS

1. Reappointments

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

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

2. Resignations

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

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

D. SUPPORT STAFF REPORT

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

SECTION IV

DECEMBER 5, 2003

INFORMATION/DISCUSSION ITEMS

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

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

- B. Agreements (Dr. Maynard)
(Standard agreement forms are on file in the Office of the Secretary of the University)

1. Athletic Training Internships

Agreements have been reached with the following facilities to provide clinical education experiences for athletic training students.

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

2. Union Hospital, Terre Haute, IN

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

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

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

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

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

Sole Source, Direct From Software Company, Per Discounted Contract

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

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

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

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

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

Health Care Costs Discussion

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

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

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

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

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

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

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