

MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

NOVEMBER 4, 2005

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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES

NOVEMBER 4, 2005

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, November 4, 2005 in the State Room, Tirey Hall.

Trustees present: Mr. Alley, Mr. Bonds, Mr. Carpenter, Mrs. House, Mr. LaPlante, Mr. Scharton, Mr. Shagley and Mr. Thyen. Trustee absent: Mr. Smith.

President Benjamin, Vice Presidents Bouse, Floyd, Maynard, Ramey, and Schafer attended. Also attending were Ms. Melony Sacopulos, General University Counsel, Dr. Steve Lamb, Chairperson, University Faculty Senate, Mr. Paul Reed, Vice Chairperson, Support Staff Council and Mr. Hobart Scales, President, Student Government Association.

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

SECTION I

A. APPROVAL OF THE MINUTES AND THE CERTIFICATION OF EXECUTIVE SESSION (Mr. Alley)

On a motion by Mr. Carpenter, seconded by Mrs. House, the minutes of the September 23, 2005 meeting and the Certification of Executive Session were approved as presented.

B. DATE OF NEXT MEETING (Mr. Alley)

The date for the next meeting will be a one day meeting on Thursday, January 12, 2006.

Winter Commencement will be held on Saturday, December 17, 2005.

C. REPORT OF THE BOARD PRESIDENT (Mr. Alley)

Mr. Alley commented on the rededication of Stalker Hall ceremony following the September meeting. He felt it is truly a beautiful building and adds character to the campus.

He also noted on Thursday evening the trustees paid tribute to Bob Schafer for his 45 years of service to the University. Mr. Alley commented the recognition received is well deserved. He will be deeply missed but is always welcome back.

During homecoming weekend the Michael Simmons Activity Center was dedicated. Also during homecoming three distinguished alumni were honored: Beth Konrad; William Lister; and Cynthia Rose Powers. Josue Robles, Jr. was unable to attend but will be recognized next year. Andi Myers was the grand marshal for the parade. Mr. Alley expressed confidence in Coach West and the football program.

The Foundation Board met on September 29 and 30, and Mr. Alley participated in discussions. He is pleased that efforts for a comprehensive capital campaign are continuing. The Foundation Board will hear a report from a feasibility study in January 2006.

At the last meeting trustees discussed key priorities for the campus: enrollment, diversified funding base, pre-eminent programs, staff, and economic development. Mr. Alley has been working with Dr. Benjamin and the administrative staff on each of these items, and he is pleased with the efforts being made.

Trustee Ron Carpenter received a special award in his work for excellence in care of children in a residence setting.

Mr. Alley presented Barbara House with a plaque and gavel in recognition of her four years of service as President of the Board of Trustees and thanked her for her efforts.

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

Recognition of Robert E. Schafer, Vice President for Administration and Secretary of the University

Last evening the Board honored and toasted ISU's number one son, Bob Schafer, Vice President for Administration and Secretary of the University, for his years of distinguished service to the Board and to his University. A job he has done so effectively for so many years.

As part of the meeting agenda a resolution will formally recognize Bob for his service; however, President Benjamin noted that as another way of recognizing Bob's contributions, he was pleased to announce that Bob's photograph and a plate commemorating his years of service to the Board of Trustees has been installed and will hang in the South ante chamber of the Board Suite, the State Room.

President Benjamin congratulated Bob and indicated he can be proud of what he has given to his alma mater and will always have the deep appreciation and respect of the Indiana State University Board of Trustees.

#### Emeriti Trustees

President Benjamin noted that emeriti certificates have been sent to each surviving former trustee in recognition of service to the University. Mr. Schafer commented that emeriti trustees had been invited as guests of the University for the distinguished alumni banquet and activities held during Homecoming weekend. Last year (2004) was the first time this was done, and it was an opportunity for them to visit and see the trustee emeriti plaques in the display cases in the lobby area of the State Room. This will be continuing as trustees leave the Board their names will be placed in the case. When emeritus status is conferred an emeriti trustee certificate will be given along with a letter inviting them to come back to participate in campus activities. The letter also encourages them to think of the University and send to ISU students from their hometowns, families and friends. Several letters and phone calls have been received expressing appreciation for this recognition. Dr. Benjamin felt these are important steps to be sure ISU is reconnecting people with the institution.

#### Homecoming

President Benjamin thanked all involved in the many Homecoming events. It was a beautiful day for the parade and football game. He expressed confidence in the football players and coaching staff as they continue to work hard.

The Michael Simmons Activity Center is a splendid building thanks to all who worked very hard on this project. Vice President Gary Bouse worked as a liaison with Mike Simmons. There is a buy-a-brick program for a walkway at the facility for those who may be interested. A DVD of the dedication of the building and the trike race was shown. Thanks to the staff in communications and marketing for producing the DVD.

#### Graduate Studies Dean

Dr. Benjamin reported that Graduate Dean Kweku Bentil has accepted a position as campus President for the Medical Center campus of Miami-Dade University in Florida. He thanked Dr. Bentil for his contributions.

Dr. Jolynn Kuhlman, who has served Indiana State University and its students well, both as a faculty member and as Interim Assistant Dean, will serve as Interim Dean. She understands the University's commitment to experiential learning and research, and he is confident the school will be in good hands.

State Board of Accounts Audit

The State Board of Accounts conducted an exit interview covering the ISU financial statement for the 2004-05 fiscal year. There were no findings. The President acknowledged the efforts of Sally Hunter and other members of the staff noting it is always assuring to have verified that an excellent job in managing and accounting for the university's budget is being done and that appropriate procedures are in place.

Capital Projects

The Commission for Higher Education has approved the additional project cost of \$1,250,000 to complete phase II of the renovation of the business incubation facility, contiguous to the ISU campus. Also approved was the renovation of University Hall for \$29,800,000 with the 2005 \$26,880,000 bonding authority and \$2,920,000 in university reserves.

Hiring Freeze

President Benjamin indicated he cannot emphasize enough the reality of the issues the University is facing with a cut in the state appropriation for 2005-07 and the decrease in enrollment. The enrollment task force is working hard with people across campus to address this issue. In addition, a freeze has been initiated which will impact non-faculty positions funded by the current operating budget. The vice presidents must justify filling critical positions. It is hoped the hiring freeze will remain only a temporary solution.

Morocco Trip

Dr. Benjamin shared a DVD of the recent Morocco trip which included several representatives from ISU along with four students.

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

Dr. Lamb commented that the resolution in the agenda recognizing Vice President Schafer is most appreciated and warranted. Vice President Schafer has achieved the deepest respect from the faculty over his long-term career. Bob has consistently treated faculty with respect. He has been forthright with the faculty, taking us through difficult economic issues, but presenting such issues with candor and objectivity. Bob's character, his ability to listen, to modify, and

to reason collegially all worked to the enormous benefit of the University community as he shepherded one difficult issue after another through faculty governance. The philosophy evolved to be that if Bob said it, you could trust it.

At the last University Faculty Senate meeting Candace Barton did an exemplary job of walking the faculty members through the complexity of issues associated with the University Health Benefits Plan and received an ovation. Dr. Lamb said he understood that there still may be issues with the plan but regardless, he appreciated her civility and overview.

The Program Prioritization Committee has been formed. The Provost sought and incorporated much input from the Senate Executive Committee concerning its formation. He has also given substantial assurance of this recognition of faculty governance in performing its primary authority role in this domain. The work of this task force is significant and tenuous. Utmost attention has to be paid to process for it to have a positive impact upon the campus community.

This year there will be a very limited number of faculty searches due to the financial stress the institution is under. Dr. Lamb suspected that this would lead to a permanent reduction in tenure track faculty lines and resources flowing into that domain, but he hoped this will only be temporary. Faculty are aware of the percent of the budget going to faculty positions as well as the percent of the budget going to EAP positions. This ratio should be under careful scrutiny during this period. The Provost has given assurance that the cuts from EAP will, at minimum, be proportional to those from the faculty domain, and more than likely be a higher percentage than those from the faculty domain. This assurance is appreciated.

The enrollment task force has been investigating and initiating projects at a remarkable pace. While faculty would have liked a larger role, the work of that group has been recognized to be sound and creative. The committee's work has brought about a positive attitude concerning the future of the institution.

Dr. Lamb complemented the support staff on the appearance of the campus. It is easy to see why, once potential students visit the campus, they are recruited to come here.

F. REPORT OF THE SUPPORT STAFF COUNCIL VICE CHAIRPERSON  
(Mr. Reed)

Mr. Reed commented that Kelly Hall is out of town on vacation. He reported that October was the start of new beginnings and traditions for the Support Staff Council.

The Council has joined efforts with Human Resources to launch a new support staff orientation. The orientation will now be completed in one half day with Human Resources presenting new support staff employees information about insurance, and other benefits. The Support Staff Council will cover other items, such as, where to get parking permits, employee ID's, how to receive extra training available to staff, who's who on campus, etc. The Public Relations Committee has been working to finalize the presentation for new orientation.

Each new support staff employee will be assigned a mentor from a list of volunteers of the support staff and EAP staff. This is a program that Human Resources and the Employee Relations Committee have been working on together. Sixteen volunteer mentors have signed up to assist new employees through their first three months.

The Support Staff Council hosted its second annual tent at Homecoming and 100 free tickets to the football game were given away. Paul thanked President Benjamin and John Newton for their help in making this possible. Also, the Council sponsored the second annual "Decorate for Homecoming" contest. Distance Education, College of Business Analytical Department, and Financial Aid were chosen as winners.

G. REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT  
(Mr. Scales)

Mr. Scales noted the Board of Trustees has identified enrollment as a number one priority, and SGA has done the same. SGA is working with Richard Toomey and the Admissions Office in the recruitment of students by having ISU students go to recruitment events with the Admissions staff.

SGA is also working to address some of the issues in the academic advisement process. Dr. English and Dr. McLaren attended an SGA Senate meeting and there was good conversation with them. The Faculty Affairs Committee is also addressing the advising issue. SGA has been hearing a lot about advisement.

Hobart also remarked the homecoming parade was again a success. It is important to remember it is a student event. The Union Board deserves a pat on the back for all their work.

Mr. Scales said that Bob Schafer has been a mentor and a model for his life. He felt Mr. Schafer is a person who really cares about the University and provides a model of deep integrity. Personally he wished him the very best and on behalf of the student body expressed thanks.

H. RECOGNITION OF SERVICE – ROBERT E. SCHAFFER (Mr. Alley)

The following resolution is presented for Robert E. Schafer, in recognition of 45 years of service to Indiana State University upon his retirement from active service in December 2005.

WHEREAS, Robert E. Schafer has given distinguished service to Indiana State University for 45 years having served as an Assistant to Presidents Raleigh Warren Holmstedt and Alan Carson Rankin, 1961-67; Associate Registrar, 1967-69; Director of Insurance, Staff Benefits and Payroll, 1969-81; Director of Administrative Services and Secretary of the University 1981-90; and Vice President for Administration and Secretary of the University, 1990-2006; and

WHEREAS, his advice and counsel to the Indiana State University Board of Trustees have been valuable in the further development of the University's physical facilities and the enhancement of academic programs; and

WHEREAS, his contributions to the quality and character of the University have earned him the respect and admiration of the support staff, and his administrative and faculty colleagues; and

WHEREAS, he has given generously of his loyalty and talents to Indiana State University;

NOW, THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees expresses grateful recognition, and sincere best wishes to Robert E. Schafer for his many years of faithful service and dedication to the University.

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

Recommendation: Approval of the Resolution.

The recommendation was approved by acclamation.

I CANDIDATES FOR DEGREES (Dr. Maynard)

Candidates for graduate and undergraduate degrees to be conferred on December 17, 2005 are presented in Exhibit A.

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

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

J. UNIVERSITY HEALTH BENEFITS PLAN , 2006 (Mr. Floyd/Mr. Schafer)

(This item was withdrawn for further study and consultation.)

K. FLEXIBLE SPENDING ACCOUNT (Mr. Floyd/Mr. Schafer)

(This item was withdrawn for further study and consultation.)

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

The 2005 Indiana General Assembly appropriated \$1,343,212 for General Repair and Rehabilitation and \$718,126 for Infrastructure Upgrades for Indiana State University for the 2005-06 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 \$671,606 from General Repair and Rehabilitation and \$359,063 from Infrastructure Upgrades to finance the projects listed below:

General Repair and Rehabilitation

Roof Repairs	\$ 25,000
Asbestos Abatement	50,000
Masonry Repairs	225,000
Fairbanks Hall Window Replacement	200,000
Tech A and Grounds Maintenance Emergency Power Upgrades	46,606
ADA Compliance	50,000
Elevator Modifications	25,000
Air Quality Controls Update	<u>50,000</u>
	\$671,606

Infrastructure

Curb and Sidewalk Repairs	\$ 40,000
Outside Lighting Upgrades	240,000
Drainage Improvements	14,063
Tunnel Pipe Insulation	15,000
Tunnel Utility Repairs	<u>50,000</u>
	\$359,063

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

M. IN MEMORIAM (Mr. Schafer)

A Memorial Resolution for the following individual is presented in Exhibit B.

Celeste E. Burgeson; Associate Professor Emerita of Home Economics, died on October 5, 2005.

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

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

- D. PURCHASING REPORT (Mr. Floyd)  
(Purchase Order Activity for the Period September 13, 2005 through  
October 18, 2005)

Purchases Over \$25,000.00 – Sole Source

Indiana University -- P0054685 -- \$71,128.56  
(Internet Service Charges and Access)

Educational Marketing Group, Inc. -- P0054634 -- \$500,000.00  
(Advertising and Media Buying)

SECTION III  
November 4, 2005

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

On a motion by Mr. Thyen, seconded by Mrs. House, the recommendation was approved.

A. FACULTY

1. Appointments

Part-time Temporary Appointments

(Effective August 18, 2005, unless otherwise indicated)

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

Gloria Artigue; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; four hours; salary \$11,655.

William J. Brett; Professor Emeritus, Department of Ecology and Organismal Biology; Ph.D., Northwestern University; three hours; salary \$2,802.

Theresa Bubbenzer; Lecturer III, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana State University (special credentials on file); two hours; salary \$3,885.

Victoria L. Clark; Lecturer I, Department of Aerospace Technology; B.S., Indiana State University (special credentials on file); six hours; salary \$4,000.

Philip A. Cooper; Lecturer I, Department of Physical Education; special credentials on file; one hour; salary \$675.

Margaret L. Corey; Lecturer III, Department of Educational and School Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Donna Crawford; Lecturer III, Baccalaureate and Higher Degree Nursing; M.S., Indiana University; four hours; salary \$7,848.

Cary L. Dohner; Lecturer III, Department of Criminology; M.S., Indiana State University; twelve hours; salary \$11,100.

Sherri Eaton-Bin Daar; Lecturer III, Department of Educational and School Psychology; M.S., Indiana State University; three hours; salary \$3,000.

Julie B. Edwards; Lecturer II, Department of Music; M.M., University of North Carolina; twelve hours; salary \$9,696.

David Felstein; Lecturer I, Department of Aerospace Technology; B.S., Indiana State University (special credentials on file); three hours; salary \$2,046.

John R. Fish; Lecturer II, Department of History and Student Academic Services Center; M.A., Eastern Illinois University; nine hours; salary \$7,272.

John A. Ford; Lecturer III, Department of Communication; M.S., Indiana State University; three hours; salary \$2,802.

Todd A. Gallagher; Lecturer II, Department of Music; M.M., Indiana State University; 5.33 hours; salary \$4,267.

Uwe J. Hansen; Professor Emeritus, Department of Mathematics and Computer Science; Ph.D., Brigham Young University; six hours; salary \$5,604.

David A. Harris; Lecturer III, Department of Curriculum, Instruction, and Media Technology; M.S., Indiana State University; three hours; salary \$3,000.

Alyc M. Helms; Lecturer II, Department of Geography, Geology, and Anthropology; B.A., Indiana University (special credentials on file); three hours; salary \$2,901.

Patricia Holsapple; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,848.

Jonathan Scott Horn; Lecturer I, Departments of Geography, Geology, and Anthropology, and Recreation and Sport Management; B.S., University of Utah; six hours; salary \$4,050.

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

John B. Ibberson; Associate Professor Emeritus, Department of Music; Ph.D., Indiana University; three hours; salary \$2,802.

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

Eun Sook Kim; Lecturer II, Department of Music; M.M., Indiana State University; 4.67 hours; salary \$3,773.

Edward A. Kirby; Professor Emeritus, Department of Educational and School Psychology; Ph.D., Southern Illinois University; thirteen hours; salary \$20,000.

Kimberly Klink; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; two hours; salary \$3,924.

Kent Koerner; Lecturer II, Department of Life Sciences; M.A., University of Illinois; addition of six hours; salary \$4,848.

Rebecca Kuehn; Lecturer III, Baccalaureate and Higher Degree Nursing; M.S.N., Indiana State University; two hours; salary \$3,924.

Ying Ling Eva Kwan; Lecturer II, Department of Music; M.M., Westminster Choir College; two hours; salary \$1,600.

Alexander Lapins; Lecturer II, Department of Music; M.M., University of Michigan; 8.33 hours; salary \$6,664.

Steven C. Ley; Lecturer III, Department of Aerospace Technology; M.S., Embry-Riddle Aeronautical University; three hours; salary \$3,000.

Marci Littlefield-Bounds; Lecturer III, Department of Sociology; Ph.D., University of Texas; three hours; salary \$2,802.

Robin A. Luxenberg; Lecturer III, Department of Educational and School Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

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

David B. Mannell; Lecturer III, Department of Music; M.S., Indiana University; twelve hours; salary \$11,208.

Brent McPike; Lecturer II, Department of Music; M.M., Indiana University; twelve hours; salary \$9,696.

Dorothy Mimms; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; 6.6 hours; salary \$7,933.

Edward B. Motley; Lecturer II, Department of Criminology; M.S., Salve Regina University, Newport, RI; three hours; salary \$2,400.

Margaret E. Myers; Lecturer III, Organizational Department; M.B.A., Indiana State University; two hours; salary \$2,000.

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

Kelly A. Petzold-Renteria; Lecturer II, Department of Political Science and the Student Academic Services Center; M.P.A., Indiana State University; twelve hours; salary \$9,696.

Tanya R. Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; four hours; salary \$7,848.

Kathleen D. Pickrell; Associate Professor Emerita, Baccalaureate and Higher Degree Nursing Department; M.S. + 30, IUPUI; two hours; salary \$3,924.

Daniel I. Pigg; Lecturer III, Analytical Department; M.B.A., University of Missouri; three hours; salary \$3,000.

Jonas Carl Peter Piibor; Lecturer I, Department of Physical Education; M.S., Indiana State University; six hours; salary \$4,050.

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

Daniel Powers; Lecturer II, Department of Music; B.M., Indiana University; two hours; salary \$1,616.

Bellampalli R. Ramachandran; Lecturer III, Department of Chemistry; Ph.D., McMaster University; twelve hours; salary \$16,932.

Randall S. Rector; Lecturer II, Department of Mathematics and Computer Science; M.S., Indiana State University; three hours; salary \$2,424.

Crystal Reynolds; Lecturer III, Student Academic Services Center; Ph.D., Indiana State University; three hours; salary \$2,802.

Marvin B. Roark; Lecturer III, Department of English; M.S., Indiana State University; nine hours; salary \$8,406.

Amy Robinson; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana State University (special credentials on file); one hour; salary \$3,924.

Chad Roseland; Lecturer II, Department of Music; M.M., University of Arizona; additional eight hours; salary \$6,464.

Susan J. Rozgony; Lecturer III, Department of English; Ph.D., Indiana State University; six hours; salary \$5,550.

Travis Rutherford; Lecturer I, Department of Criminology and Student Academic Services Center; B.S., Indiana State University (special credentials on file); fifteen hours; salary \$12,362.55.

Richard L. Sabolick; Lecturer II, Department of Criminology; M.S., Indiana State University; additional three hours; salary \$2,424.

Lynette Schwane; Director and Teacher, Community Music Center, Department of Music; D.M.A., University of Miami; twelve hours; salary \$14,938.

Shaun Short; Lecturer I, Center for Science Education; B.S., Indiana State University (special credentials on file); six hours; salary \$4,228.50.

Sharilyn Spicknall; Lecturer II, Department of Music; M.S., Indiana State University; one hour; salary \$808.

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

Michael D. Sturm; Lecturer II, Department of Mathematics and Computer Science; M.S., Indiana State University; three hours; salary \$2,424.

Kimberly Sullivan; Lecturer II, Department of Music; B.A., Northwestern University (special credentials on file); 5.67 hours; salary \$4,581.

Constance A. Thomas; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana State University (special credentials on file); eight hours; salary \$19,325.

Jeffrey L. Tincher; Lecturer III, Department of Physical Education; M.S., Indiana State University; four hours; salary \$3,700.

William E. Treadway; Lecturer II, Department of Geography, Geology, and Anthropology; M.S., Indiana State University; three hours; salary \$2,400.

Gary Turner; Lecturer II, Department of Music; M.A., Indiana State University; three hours; salary \$2,424.

Libby M. Vanatta; Lecturer II, Department of Music; M.M., University of Illinois; six hours; salary \$4,848.

Heather N. Winter; Lecturer II, Department of Music; M.M., Indiana University; twelve hours; salary \$9,600.

Mark R. Wright; Lecturer II, Department of English; M.S., Indiana State University; three hours; salary \$2,424.

Special Purpose Faculty Appointments  
(Effective August 18, 2005, unless otherwise indicated)

Sharon L. Anderson, Instructor, Department of English; M.A., Indiana State University; salary \$25,452 per academic year.

James J. Ball; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$33,827 per academic year.

Molly Ann Barth; Clinic Supervisor, Department of Communication Disorders; M.S., Indiana State University; salary \$24,725 per academic year.

Ulla E. Belstra; Instructor, Department of Languages, Literatures, and Linguistics; M.A., University of Wurzburg, Germany; salary \$25,452 per academic year.

Melissa A. Benningfield; Instructor, Department of Criminology; M.S., Indiana State University; salary \$27,016 per academic year.

Marilyn C. Bisch; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$25,452 per academic year.

Justin P. Bratton; Instructor, Department of Criminology; M.S., Indiana State University; salary \$24,240 per academic year.

Lucy Campbell; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$25,452 per academic year.

Alison S. Cannady; Instructor, Department of Criminology; J.D., University of Oregon; salary \$31,745 per academic year.

Duane E. Caperton; Instructor, Department of Psychology; M.S., Indiana State University; salary \$24,725 per academic year.

Yuli Lo Chi; Instructor, Department of Mathematics and Computer Science; M.S., SUNY at Buffalo; salary \$25,452 per academic year.

Terry Clark; Instructor, Department of African and African American Studies; B.S., Xavier University (special credentials on file); salary \$25,000 per academic year.

Charles A. Cooper; Instructor, Organizational Department; M.B.A., Indiana State University; salary \$45,033 per academic year.

Nancy P. Cummins; Instructor, Department of Physical Education; B.S., Indiana State University (special credentials on file); salary \$25,549 per academic year; stipend of \$7,000 for additional responsibilities also for the 2005-2006 academic year.

Patricia S. Dean; Instructor, Department of English; M.S., Indiana State University; salary \$24,725 per academic year.

John P. Dolan; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$25,452 per academic year.

Connie Elmore; Instructor, Department of Languages, Literatures, and Linguistics; M.A., University of Gaeriana, Colombia; salary \$25,452 per academic year.

Rita M. Ghosh; Instructor, Departments of Ecology and Organismal Biology and Life Sciences; M.S. University of Illinois; salary \$25,452 per academic year.

Richard E. Harden; Instructor, Department of Mathematics and Computer Science; M.Ed., Indiana State University; salary \$24,240 per academic year.

Michael D. Harrold; Instructor, Department of English; M.A., Indiana State University; salary \$25,452 per academic year.

Susan Hoffman; Instructor, Department of English; M.A., Indiana State University; salary \$25,452 per academic year.

Daniel P. Kelly; Instructor, Department of Music; M.M., University of Illinois; salary \$24,240 per academic year.

Dave L. Kelty; Instructor, Department of English; M.Ed., Indiana State University; salary \$25,452 per academic year.

Cheryl L. Kremer; Temporary Assistant Professor, Department of Family and Consumer Sciences; M.S., University of Southern Illinois; salary \$40,213 per academic year.

Margaret S. Landess; Instructor, Department of English; M.A., Indiana State University; salary \$25,452 per academic year.

Leigh A. Lawson; Instructor, Department of Geography, Geology, and Anthropology; M.S., Indiana State University; salary \$25,452 per academic year.

Kathleen A. Lay; Instructor, Department of English; M.A., Eastern Illinois University; salary \$25,452 per academic year.

Steven P. Letsinger; Instructor, Department of Art; M.F.A., Indiana State University; salary \$25,452 per academic year.

H. Larry Martin; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$35,538 per academic year.

Rachel K. McClelland; Instructor, Department of Communication; B.A., Indiana State University (special credentials on file); salary \$25,500 per academic year.

Floyd W. McWilliams; Instructor, Department of Mathematics and Computer Science; Ph.D., Indiana State University; salary \$24,240 per academic year.

Martha K. Mertens; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$25,452 per academic year.

Rhea Meyerholtz; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$25,452 per academic year.

Kristy A. Miller; Instructor, Department of Educational Leadership, Administration, and Foundations; M.S., Indiana State University; salary \$35,350 per academic year.

Matthew J. Morgan; Instructor, Department of Criminology; M.S., Indiana State University; salary \$24,725 per academic year.

Donna Brooks Ourand; Instructor, Organizational Department; M.A., George Washington University; salary \$36,360 per academic year.

Lisa A. Phillips; Instructor, Department of History; Ph.D., Rutgers University; salary \$28,846 per academic year.

Eric F. Preston; Temporary Assistant Professor, Department of Physics; Ph.D., University of Colorado; salary \$45,329 per academic year.

Monty Records; Instructor, Department of English; M.A., Indiana State University; salary \$25,452 per academic year.

Melissa J. Reynolds; Instructor, Department of Physical Education; M.S., Indiana State University; salary \$25,453 per academic year; stipend of \$7,000 for additional responsibilities also for the 2005-2006 academic year.

June B. Silay; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana University; salary \$25,000 per academic year.

Marcia A. Tozer; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$25,452 per academic year.

Angela R. Vitosky; Instructor, Department of Communication; M.A., Indiana State University; salary \$25,755 per academic year.

Autumn R. Whitson; Instructor, Department of Athletic Training; M.S., University of Tennessee; salary \$36,000 per academic year.

Mary F. Wright; Instructor, Department of English; M.Ed., University of Illinois; salary \$25,452 per academic year.

2. Changes of Status and/or Rate

Sr. Alma Mary Anderson; stipend of \$750 for duties as Secretary of the University Faculty Senate for the 2005-06 academic year.

Kevin B. Bolinger; continuation as Acting Director, Office of Educational Outreach and Assistant Professor, Department of Elementary, Early, and Special Education; stipend of \$12,000 for this added responsibility; effective for the 2005-06 academic year.

Anne L. Drabczyk; Assistant Professor, Department of Health, Safety, and Environmental Health Sciences; \$1,200 added to 2005-2006 academic year base salary for completion of the doctorate; Ph.D., Walden University; salary \$48,000 per academic year; effective August 17, 2005.

Eric Glendening; from Associate Professor, Department of Chemistry, to Interim Chairperson and Associate Professor, Department of Chemistry; stipend of \$5,000 for the added responsibility; effective for the 2005-06 academic year.

Arthur M. Halpern; from Chairperson and Professor of Chemistry, Department of Chemistry, to Professor of Chemistry, Department of Chemistry; salary unchanged; effective August 17, 2005.

Eric M. Hampton; from Assistant Professor, Department of Educational and School Psychology, to Interim Chairperson and Assistant Professor, Department of Educational and School Psychology; stipend of \$4,000 for the added responsibility; effective for the 2005-06 academic year.

Kellie C. Huxel; Assistant Professor, Department of Physical Education; \$1,200 added to 2005-2006 academic year base salary for completion of the doctorate; Ph.D., Temple University; salary \$51,000 per academic year; effective August 17, 2005.

Steven W. Lamb; stipend of \$3,000 for duties as Chairperson of the University Faculty Senate for the 2005-06 academic year.

Linda S. Maule; continuation as Interim Director of the Women's Studies Program and Associate Professor, Department of Political Science; \$1,500 stipend for the additional duties; effective for the 2005-06 academic year.

Andrea C. McAtee; Assistant Professor, Department of Political Science; \$1,200 added to 2005-06 academic year base salary for completion of the doctorate; Ph.D., University of North Carolina at Chapel Hill; salary \$45,943 per academic year; effective August 18, 2005.

Christopher J. Olsen; from Chairperson and Associate Professor, Department of History, to Interim Chairperson, Department of African and African American Studies and Chairperson and Associate Professor, Department of History; stipend of \$3,000 for the additional duties; effective for the 2005-06 academic year.

Joshua B. Powers; continuation as Acting Director, Office of Educational Research and Evaluation and Assistant Professor, Department of Educational Leadership, Administration, and Foundations; stipend of \$6,000 for the additional duties; effective for the 2005-06 academic year.

James M. Scott; from Chairperson and Professor, Department of Political Science, to Interim Chairperson, Department of Sociology, and Chairperson and Professor, Department of Political Science; \$3,000 for the additional duties; effective for the 2005-06 academic year.

Virgil Sheets; stipend of \$750 for duties as Vice Chairperson of the University Faculty Senate for the 2005-06 academic year.

David T. Skelton; from Professor, Department of Criminology, to Interim Chairperson and Professor, Department of Criminology; \$5,000 for the additional duties; effective for the 2005-2006 academic year.

Mark A. Stimley; from Professor, Department of Communication Disorders, to Interim Chairperson and Professor, Department of Communication Disorders; \$4,000 for the additional duties; effective for the 2005-06 academic year.

Joseph O. West; from Assistant Professor, Department of Physics, to Interim Chairperson and Assistant Professor, Department of Physics; \$3,500 for the additional duties; effective for the 2005-06 academic year.

David W. Worley; from Associate Professor, Department of Communication, to Interim Chairperson and Associate Professor, Department of Communication; \$5,000 for the additional duties; effective for the 2005-06 academic year.

James F. Wurtz; Assistant Professor, Department of English; \$1,200 added to 2005-2006 academic year base salary for completion of the doctorate; Ph.D., University of Notre Dame; salary \$42,000 per academic year; effective August 17, 2005.

3. Leave of Absence with Pay

Ralph B. Gabbard; Librarian, Library Services; change in leave of absence, with pay, from January 1, 2006, through June 30, 2006, to February 1, 2006, through July 31, 2006.

4. Retirements

Susan M. Macke; Associate Professor, Department of Educational Leadership, Administration, and Foundations; retirement effective May 6, 2006.

Ann L. Tomey; Professor, Baccalaureate and Higher Degree Nursing Department; retirement effective May 6, 2006.

B. ADMINISTRATION

1. Appointments

Christopher Moore, Graphic Designer, Communications and Marketing; salary \$28,000 per fiscal year, prorated from the effective date of October 17, 2005.

Abigail Miley, Director of Development, University Development and College of Arts and Sciences, M.S., Indiana State University; salary \$48,000 per fiscal year, prorated from the effective date of November 7, 2005. This is a cost-shared position, 50% (\$24,000) will be paid by the ISU Foundation and 50% (\$24,000) by the College of Arts and Sciences.

Temporary Appointments

Richie A. Adderley; Assistant Coordinator, 21<sup>st</sup> Century Scholars Program; B.S., Indiana State University; salary \$32,210 per fiscal year; effective September 1, 2005, through August 31, 2006.

Roberta Jo Allen; Director, 21<sup>st</sup> Century Scholars Program; M.A., Indiana State University; salary \$41,850 per fiscal year; effective September 1, 2005, through August 31, 2006.

Brianne L. Everson; Research Assistant, Department of Ecology and Organismal Biology; M.S., Indiana State University; salary \$30,000 per fiscal year, prorated for the period of September 1, 2005, through June 30, 2006.

Melissa D. Geib; Associate Director, West Central Indiana AHEC; M.Ed., Indiana State University; salary \$46,926 per fiscal year; effective September 1, 2005, through August 31, 2006.

Karen S. Goehl; Project Director, Blumberg Center; M.S., Indiana University; salary \$65,391 per fiscal year; effective October 1, 2005, through September 30, 2006.

Jo Ann Halbert; Regional Parent Coordinator, 21<sup>st</sup> Century Scholars Program; B.A., Indiana State University; salary \$26,660 per fiscal year; effective September 1, 2005, through August 31, 2006.

S. Allen Lindsay; Assistant Director, Educational Talent Search Program; M.S., Indiana State University; salary \$33,535 per fiscal year; effective September 1, 2005, through August 31, 2006.

John R. Lowe; Assistant Director/Project Coordinator, Upward Bound Program; B.S., Indiana State University; salary \$32,917 per fiscal year; effective September 1, 2005, through August 31, 2006.

Sandra E. Moore; Educational Specialist, Educational Talent Search; B.S., Indiana State University; salary \$29,008 per fiscal year; effective September 1, 2005, through August 31, 2006.

Lisa Poff; Program Coordinator, Blumberg Center; J.D., Indiana University; salary \$45,247 per fiscal year; effective October 1, 2005, through September 30, 2006.

Linnea L. Rademaker; Director of Evaluation-Project PRE, College of Education; Ph.D., University of Illinois; salary \$56,560 per fiscal year; effective October 1, 2005, through September 30, 2006.

Jack F. Schroeder; Student Coordinator, 21<sup>st</sup> Century Scholars Program; M.S., Indiana State University; salary \$32,893 per fiscal year; effective September 1, 2005, through August 31, 2006.

Kevin Sluyter; Director, Upward Bound Program, Upward Bound Math and Science Program, and Educational Talent Search Program; M.S., Indiana State University; salary \$48,162 per fiscal year; effective September 1, 2005, through August 31, 2006.

Kristina Uland; Assistant Director of Development-Grants, Networks; B.A., DePauw University; salary \$61,250 per fiscal year, prorated for the period of October 3, 2005, through June 30, 2006.

David A. Unsinger; Academic Coordinator, Upward Bound Math and Science Program; M.S., Indiana State University; salary \$28,412 per fiscal year; effective September 1, 2005, through August 31, 2006.

2. Changes of Status and/or Rate

Paul D. Allen; Academic Coordinator, Upward Bound Program; change in effective dates from August 15, 2005, through August 14, 2006, to August 18, 2005, through August 31, 2006; salary \$27,209 per fiscal year prorated from the effective date.

Jamie Lynn Ahnberg; Staff Counselor/Psychologist, Student Counseling Center; change in educational status; \$500 increase in base salary; salary \$43,810 per fiscal year, effective October 1, 2005.

Bonnie S. Buddle; Project Coordinator, Blumberg Center; change in FTE from 95 percent to 100 percent; salary \$57,851; effective July 1, 2005, through June 30, 2006.

Anita Gabbard; from Assistant Director, Reservation Services to Building Services Manager, Hulman Memorial Student Union; pay grade 26; salary \$32,750 per fiscal year, prorated from the effective date of September 12, 2005.

Jolynn Kuhlman; from Interim Assistant Dean, School of Graduate Studies and Associate Professor of Physical Education, to Interim Dean, School of Graduate Studies and Associate Professor of Physical Education; salary \$99,000 per fiscal year, prorated for the period of November 1, 2005, through June 30, 2006.

Theodora Lenderman; Coordinator of Special Events, Alumni Affairs; pay grade from 26 to 28; salary adjustment of \$5,000; salary \$44,660 per fiscal year, prorated from the effective date of October 1, 2005.

Heather A. Millick; from Temporary Academic Technology Support Specialist, Office of Information Technology, to Academic Technology Support Specialist, Office of Information Technology; B.S., Indiana State University; salary \$38,000 per fiscal year, prorated for the period of October 1, 2005, through June 30, 2006.

Michael G. Moore; from Graphic Designer, Center for Teaching and Learning, to Interim Graphic Design Supervisor, Center for Teaching and Learning; stipend of \$4,618, prorated for the period of August 1, 2005, through June 30, 2006.

Tamara Morris; from a support staff position to an administrative staff position as Building Operations Manager, Hulman Memorial Student Union, pay grade 25; salary \$27,000 per fiscal year, prorated from the effective of September 12, 2005.

Ellen C. Paxton; from Director of Development, College of Business, to Director of Corporate and Alumni Relations, College of Business; salary unchanged; effective March 1, 2005.

3. Resignations

Kweku Bentil; School of Graduate Studies; effective October 31, 2005.

Lisa L. Fane; Office of Registration and Records; effective September 23, 2005.

Mark Gibson; Communications and Marketing; effective September 23, 2005.

James E. Norton, University Advancement; effective October 14, 2005.

B.Wayne Rockmore; Center for Research, Enterprise, and Economic Development; effective September 30, 2005.

Soontira Sutanont; Communications and Marketing; effective August 12, 2005.

C. RESIDENTIAL LIFE

1. Appointments

Craig Enyeart; Area Director, Residential Life; \$5,000 stipend for additional duties for the period of August 1, 2005 through May 15, 2006.

Heather Miklozek; Area Director, Residential Life; \$5,000 stipend for additional duties for the period of August 1, 2005 through May 15, 2006.

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending October 20, 2005, is presented in Exhibit A.

## SECTION IV

November 4, 2005

### INFORMATION/DISCUSSION ITEMS

#### A, Agreements - Information Only (Dr. Maynard)

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

Fairfield Medical Center, Lancaster, OH  
Mayo Clinic, Rochester, MN

2. Richard L. Roudebush VA Medical Center, Indianapolis, IN

This is a renewal of an existing agreement to provide internships/practicum for students in the Department of Counseling.

3. Driver Education Internships

Agreements have been reached with the following facilities to provide driver education internships for students in the Department of Health, Safety and Environmental Health Sciences.

All Star Driving School, Bloomington, IN  
Eversafe Driving School, Goshen, IN  
Top Driver, Greenwood, IN

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

Dr. Maynard briefly reviewed the grants activity report.

Mr. Alley adjourned the meeting at 10:00 a.m.