

File

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

SEPTEMBER 15, 2000

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES
SEPTEMBER 15, 2000

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, September 15, 2000, in the State Room, Tirey Hall.

Trustees present: Dr. Benway, Mr. Bonds, Mr. Dooley, Mrs. House, Mr. Shagley, Mr. Smith, Mr. Wooden and Dr. Zietlow. Trustee absent: Mr. Fleetwood.

President Benjamin, Vice Presidents Quatroche, Schafer, Schultz and Interim Vice President Elsey were present. Also attending were David Hopkins, representing Vice President Wells, Mr. William Crichfield, Chief Financial Officer and Treasurer, Dr. Frank Bell, Chairperson, University Faculty Senate, Ms. Wandell Gabey, Chairperson, Support Staff Council, Ms. Melony Sacopulos, University Legal Counsel, and Ms. Kristin Garing, President, Student Government Association.

There being a quorum, Dr. Zietlow called the meeting to order at 9:00 a.m.

SECTION I

A. APPROVAL OF THE MINUTES (Dr. Zietlow)

On a motion by Mr. Bonds, seconded by Mr. Dooley, the minutes of the July 14, 2000 meeting were approved as presented.

B. DATE OF NEXT MEETING (Dr. Zietlow)

The dates for the next meeting are November 2 and 3, 2000.

Homecoming activities are scheduled for October 20 and 21, 2000.

C. REPORT OF THE BOARD PRESIDENT (Dr. Zietlow)

The Distinguished Alumni Banquet will be held on Friday evening, October 20, and Homecoming activities will be held on Saturday, October 21. Dr. Zietlow encouraged representation from the Trustees at those events.

Seminar

Dr. Zietlow felt the Thursday afternoon seminar on strategic initiatives was very productive. There was free flowing conversation of the strategic plan and concerns of the Trustees that have been discussed in recent Board retreats. A number of priorities have emerged. She mentioned human resources, staff development and realignment of resources and certain functions will also be studied. Dr. Zietlow

emphasized the importance of engaging the entire campus community as well as others who may have an interest.

Inauguration

Dr. Zietlow announced the inauguration of President Benjamin will be held on December 14 and 15. The ceremony will take place on December 15 in the afternoon. Barbara House will chair the committee to plan the events. There will be an academic ceremony with representatives from other colleges and universities. Winter Commencement is scheduled for December 16.

Mrs. House noted the committee membership will include faculty, support staff, student and administrative representatives. An office will be set up for secretarial support and Teddy Lenderman will coordinate the event planning on campus.

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

Seminar

Dr. Benjamin thanked all who participated in the Thursday seminar. He acknowledged the efforts of Vice President Schultz and others who coordinated the preparation and planning. He noted the strategic plan is a work in progress and will change over time. Now there are priorities that we need to get on with and there is commitment from the Trustees.

Meetings/Activities

Dr. Benjamin reviewed the many activities and events he has been involved in during his first months in office. He has had a number of meetings with members of the Indiana General Assembly and thanked Marilyn Schultz and Tim Franklin for facilitating those meetings. He has also met with the Indiana Commission for Higher Education.

There have been several speaking engagements including the emeriti luncheon which brought back about 90 retirees. The fall reception for the entire campus was a great success. The soccer field complex was dedicated and a new women's sport was welcomed. The Athletics Hall of Fame ceremony was held last Saturday, and he thanked Trustees Benway and Zietlow for attending. Those inducted into the Hall of Fame were: Christy Barrett-Sherman; Jan Conner; Holly Hyche; Chris Lancaster; Zane Smith; and the 1949-50 Men's Basketball Team. Dr. Benjamin thanked Andi Myers for bringing this event back and for the planning.

Dr. Elsey arranged "pizza with the President" recently and two hours were spent in discussions with students. He thanked Frank Bell for attending and participating.

On a sad note President Benjamin reported a sophomore, Stephen Kennedy, passed away recently. He was a student trainer with the football team and also a member of the men's club soccer team.

Enrollment

Dr. Benjamin reported that enrollment is up this fall. Freshmen enrollment increased about four per cent, SAT scores are higher and the number of AOP students has declined. Retention of freshmen for the period 1998-2000 rose seven per cent. Enrollment has increased by three per cent.

Biennial Budget Request 2001-03

The legislative budget request includes new quality improvements of \$1.7 million as presented to the Indiana Commission for Higher Education. Initiatives include the AOP and EDP programs as well as technology initiatives. It is hoped the CHE will recommend increases of 4 per cent for compensation and 3 per cent for supplies and expenses. Encouragement has also been given to move technology funds to the base budget.

School of Education

The School of Education has received approval of \$467,517 in new grants from the Indiana Division of Special Education to support programmatic changes in response to education workforce needs of the State. The focus will be to work with students with special needs and includes \$169,320 for the new Associate Degree in Speech Language Pathology Assistant. The Indiana Professional Standards Board has recently granted ISU continuing accreditation at the initial and advanced levels.

Carson Collection

The ISU Foundation recently held an auction of some of the Carson Collection which resulted in \$400,000 in sales. This auction was a major undertaking and took several days to complete. The University retained about 1,000 objects which will become part of the University permanent collection.

Appointments

Dr. Benjamin reported that Dr. Christopher Ingersoll has been appointed as Interim Dean of the School of Graduate Studies. Dr. David Hokins has been appointed as Interim Provost and Vice President for Academic Affairs. Dr. Hopkins came highly recommended from all quarters of the campus.

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

Dr. Bell reported the Executive Committee of the University Faculty Senate has met three times, and the full Senate and the Governance Chairs Council have each met once.

Accomplishments of the Executive Committee, to date, include the appointment of standing committee members, the development of standing committee charges, consultation with the President regarding the appointment of an Interim Provost, and curriculum-related actions outlined more specifically in the minutes. One hundred thirty five faculty appointments/nominations have been made for University committee service - which does not include pending appointments by the Faculty Affairs Committee and the Student Affairs Committee. The Governance Chairs Council, which creates a new communication link between the Schools, College and University Faculty Senate, in combination with the generous individual faculty commitments, provides a noteworthy amplification of faculty representation and participation.

At the first full Senate meeting, the faculty was joined by the deans, some of the vice-presidents, and representatives of student government in a reception to honor and introduce President Benjamin. On behalf of the Senate, Dr. Bell thanked all participants who contributed to the success of the reception.

Dr. Bell indicated continuing progress in implementing the new faculty grievance policy. Work has begun on the development of a stratified, random sample of tenured faculty to serve as a grievance committee pool. He has been meeting with University counsel to refine the policy in accordance with the suggestions previously made by the Board. Upon completion, any modifications will be brought before the appropriate faculty committee for review and approval.

On behalf of the Senate, Dr. Bell welcomed Board member Rick Shagley and thanked him for his willingness to serve. In closing he noted with appreciation the positive, inclusive atmosphere of Thursday's seminar.

F. REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT
(Ms. Garing)

Kristin expressed appreciation on behalf of herself and Ericka for being invited to participate in the Thursday seminar and dinner.

She felt student morale is very positive this year. A student organization fair was held recently and many new freshmen want to get involved. One of her goals is to fill student senate seats and also to promote more diversity in SGA.

Because of Jones Hall remodeling students had to be assigned three to a room in some cases but that has not been as big a problem as was first thought. Some people have stayed in triple rooms even though other rooms became available.

SGA would like to get the Sycamore Pride group activated again this year and include women's sports as well.

She commented that "pizza with the President" was a great event, and she heard many positive comments. She feels Dr. Benjamin wants a good strong relationship with students and students are looking forward to that.

G. REPORT OF THE SUPPORT STAFF COUNCIL CHAIRPERSON (Ms. Gabey)

Ms. Gabey welcomed new Trustees, George Fleetwood and Rick Shagley, and noted support staff look forward to their tenure on the Board. She also welcomed new and returning students for the Fall 2000 semester.

The opening reception for all ISU employees hosted by President and Mrs. Benjamin was a festive event. The evening went far in boosting morale among support staff on campus.

The support staff at ISU is divided into eight districts and each district elects three representatives every two years to serve on the Support Staff Council. Officers are elected each year. As Chair for the coming year, she wants to acquaint the Board of Trustees with representatives from each of the districts. She introduced representatives from district four. Trina Langley who works in the Arts and Sciences Dean's office is Vice Chair, and Anita Adams who is located in the Gongaware Center in the School of Business is Treasurer.

The Support Staff Council Office in Room 421 of the School of Business is a reality and she invited members of the Board of Trustees to visit. A computer was donated by the Office of Environmental Safety and a printer was donated by the School of Education. Furniture was obtained through Central Stores. She thanked President Benjamin for increasing the support staff budget for a telephone in the new office and the printing for the newsletter.

President Benjamin attended the August Council meeting and spoke to the group regarding his vision for the University and ways members of the support staff can help make that vision a reality. His policy of "inclusion for all" included allowing support staff to participate in meetings directed at choosing an Interim Provost. In addition, she expressed appreciation in being invited to the seminar yesterday to discuss the NCA report and how support staff can help achieve the strategic goals of the University. Support staff are pleased by the President's view of all employees as a team dedicated to the success of the students.

The Support Staff Scholarship chili and hot dog sale will be held around the fountain on Wednesday, October 4, 2000. She invited everyone to come for lunch on that day. All proceeds from the event go into the Support Staff Scholarship Foundation account and interest from that account is used for the support staff scholarships. This past spring six scholarships were awarded to qualified applicants who are working toward a degree at ISU.

The Service Awards Banquet for support staff will be held on Thursday, October 5, 2000. At this event those who have been employed at ISU in five year increments will be recognized and honored. Also, the annual Football Support Staff Appreciation Day will be held on October 7, 2000. Tickets to the football game are made available to support staff by President Benjamin. Vice President Schafer provides a tent and food that is served to all those attending this fun day.

Wandell also distributed a list of degrees and certifications currently held or in progress by members of the support staff at ISU. While the listing may not be complete, it is an indication of how unique and diverse the support staff is becoming.

H. RECOGNITION OF SERVICE - PETER A. CARINO (Dr. Zietlow)

Dr. Zietlow called Dr. Peter Carino forward and read a resolution acknowledging his years of service as Chairperson of the University Faculty Senate. She again expressed the appreciation of the entire Board and commented that his deliberative advice and judgment will be missed.

The following Resolution is presented in recognition of service to the Board of Trustees and Indiana State University by Peter A. Carino:

WHEREAS, Peter A. Carino has been a member of the Indiana State University Faculty since August 24, 1983, advancing to the rank of full professor; and

WHEREAS, Dr. Carino has served the University by representing his colleagues as a member of the University Faculty Senate; and

WHEREAS, Dr. Carino's dedication and leadership skills have been recognized by his faculty colleagues through his selection as Chairperson of the University Faculty Senate for two consecutive terms; and

WHEREAS, Dr. Carino has provided exemplary leadership and has further served Indiana State University by providing advice and counsel to the University administration;

NOW, THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees acknowledges the superior service of Dr. Peter A. Carino during his tenure as Chairperson of the University Faculty Senate and expresses its gratitude for his dedication and leadership.

Recommendation: Approval of the Resolution.

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

I. INFORMATION TECHNOLOGY FUNDING (Ms. Schultz)

The 1999 Indiana General Assembly appropriated \$40,959,682 of one-time technology funding for each year of the 1999-2001 biennium. This funding was allocated between all state institutions of higher education. The allocation for Indiana State University for fiscal year 2000-01 is \$2,353,404. The proposed internal use of the funding was identified in consultation with the Associate Vice President for Information Services and Dean of Library Services and other Academic Affairs staff. More complete detail is presented in Attachment 1.

Recommendation: Approval to request the state agencies to release funding based upon the following state identified summary categories:

Direct Instruction	\$1,267,000
Student Access to Computers	275,000
Student Services	265,000
Academic Support	<u>546,404</u>
Total	\$2,353,404

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

J. AGREEMENTS (Dr. Wells)

Recommendation: Approval of the following agreements:

1. Flight Training Agreements

Agreements have been reached with the following agencies to provide flight training for students enrolled in the Department of Aerospace Technology. Copies of the flight training agreements are presented in Exhibits A, B, and C.

Brown Flying School, Terre Haute, Indiana
Indy Aero, Greenfield, Indiana
Terre Haute Air Center, Terre Haute, Indiana

2. Greater Lafayette Health Services, Inc., Lafayette, Indiana

The purpose of this agreement is to provide clinical experience for students enrolled in the Exercise Science Fitness Program. A copy of the agreement is presented in Exhibit D.

3. Edgewood Research, Boyertown, PA

The purpose of this agreement is to be of assistance to ISU in developing academic training materials. A copy of the agreement is presented in Exhibit E.

4. Department of Veterans Affairs Medical Center, Houston, TX

The purpose of this agreement is to provide internships for students in the Doctor of Psychology Program. A copy of the agreement is presented in Exhibit F.

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

K. AGREEMENT WITH VACCESS AMERICA, INC. (Dr. Elsey)

VACCESSHealth is an immunization service provider that offers students and the university community immunizations for the following vaccine-preventable diseases: influenza, meningococcal disease, diphtheria and tetanus. The goal of VACCESSHealth's one day clinic on ISU's campus is to increase the awareness and immunization levels of our students against these serious diseases. VACCESSHealth will provide all the vaccines and supplies, conduct the marketing of their services directly to students' parents, and will staff the one day clinic with their own licensed professionals. The cost of the vaccines are reasonable and competitive with other health service providers, and VACCESSHealth's history of clinics held at other university campuses has shown double and even triple immunization rates in just one day. Aside from providing this valuable service to students, VACCESSHealth encourages student participation in wellness activities sponsored by the university and creates local recognition of the Student Health Center.

This program was requested by the Director of the University Student Health Center. A copy of the agreement is presented in Exhibit G and has been reviewed by University counsel.

SECTION I

SECTION NINE

Recommendation: Approval of the agreement with Vaccess America, Inc., as presented in Exhibit G.

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

L. CAMPUSENGINE.COM CONTRACT (Dr. Elsey)

At no cost, CampusEngine.com is offering to provide to the student and professional staff of the Indiana Statesman a program of web page developmental training and software technology support to upgrade and extend reader services offered on the Indiana Statesman's web page. Training is the most valuable part of this proposal, but CampusEngine, by contract, also would pay the Indiana Statesman a minimum of \$19,500 over the life of an initial three-year contract in exchange for the ability to sell advertising on a new Statesman web page. The Statesman editor will maintain full control of editorial content, and the student advertising manager will maintain full control of advertising content.

Recommendation: Approval of the Online Advertising Agreement between Indiana State University and CampusEngine.com as presented in Exhibit H.

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

M. NATIONAL OUTDOOR MEDIA NETWORK, INC., (NOMN) CONTRACT (Dr. Elsey)

At no cost, National Outdoor Media Network (NOMN) is offering to provide the Indiana Statesman as many as 13 indoor newsstands on campus from which copies of the Statesman can be distributed. NOMN will put these newsstands in place and maintain them. Advertising posters, subject to approval of the Statesman student advertising manager, will be displayed in these newsstands. By contract NOMN will pay the Statesman \$1,500 per year per newsstand. The contract is for a three-year term.

Recommendation: Approval of the Newsstand Advertising License Agreement between Indiana State University and National Outdoor Media Network, Incorporated (NOMN) as presented in Exhibit I.

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

N. PURCHASES OVER \$250,000 (Mr. Schafer)

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 purchase orders require Board approval:

Lowest Bid:

PO# P0028413, Dennis Trucking, \$485,870, construction 6th Street renovation

PO# P0028414, Dennis Trucking, \$317,730, construction of handicapped entrances for Gillum Hall and School of Technology

Contract Renewal:

PO# P0027610, Black Beauty Coal Company, \$480,000, coal

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

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

O. IN MEMORIAM (Mr. Schafer)

John Bartlett, Assistant Professor Emeritus of History, died on August 29, 2000. A resolution is presented in Exhibit J.

Recommendation: Acceptance of the resolution as presented in Exhibit J.

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

2nd Year Quality Improvement, 1999-2001 Biennium
 Final Allocation Proposal
 8/15/00

Category	Project	Allocation
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DIRECT INSTRUCTION		\$ 1,267,000
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"Direct Instruction" includes any activity which directly contributes to teaching and learning. These funds are used both for general University functions and for specific academic programs.

Classroom upgrades	\$ 545,000
Additional computer classrooms	\$ 400,000
General classroom upgrades	\$ 145,000
Mobile equipment	\$ 42,000
ATM and/or IP interactive video sites	\$ 75,000
Experimental projects	\$ 50,000
Video engineering support	\$ 35,000
Instructional upgrades	\$ 375,000
Allocation to academic areas	\$ 225,000
Lab & departmental upgrades	\$ 150,000

STUDENT ACCESS TO COMPUTERS		\$ 275,000
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"Student Access to Computers" includes programs and activities which support the use of information technology by students either on or off campus. This includes support for servers, public computer labs, the modem pool, etc.

Remote access and support	\$ 50,000
Web access and support	\$ 50,000
Support for distant learners	\$ 75,000
Upgrades to public computer labs	\$ 100,000

STUDENT SERVICES		\$ 265,000
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"Student Services" includes a variety of functions and activities that improve the information technology infrastructure in areas other than direct instruction and access to computers. Examples include access to degree audit, billing, or financial aid information.

Web-based BANNER services	\$ 45,000
Student ID-card equipment	\$ 35,000
BANNER mods for variable terms	\$ 85,000
Electronic transcript & data exchange	\$ 100,000

ACADEMIC SUPPORT		\$ 546,404
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"Academic Support" includes the infrastructure--switches, routers, servers, security, etc.--hardware and software that undergird the provision of services in the categories above.

Network upgrades	\$ 546,404
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TOTAL		\$ 2,353,404
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RESEARCH and ADMINISTRATION

This biennium, we have chosen not to apply these funds in direct support of research or administration. Certainly both areas do benefit from improvements to the infrastructure and to student access to technology, however.

AGREEMENT TO PROVIDE FLIGHT TRAINING

THIS AGREEMENT, made and entered into this first day of August, 2000 by and between INDIANA STATE UNIVERSITY BOARD OF TRUSTEES, hereinafter referred to as the "UNIVERSITY", and BROWN FLYING SCHOOL, hereinafter referred to as the "CONTRACTOR".

WITNESSETH THAT:

WHEREAS, the UNIVERSITY has initiated within its School of Technology programs in Aerospace Administration, Professional Aviation Flight Technology, and General Aviation Flight Technology which will be available to the students of Indiana State University.

WHEREAS, the CONTRACTOR owns and operates an incorporated flight school with all the necessary instructors, aircraft, and supporting facilities.

WHEREAS, the CONTRACTOR has proposed to the UNIVERSITY that it be permitted to conduct the in-flight training and participate in related cooperative education endeavors for Indiana State University students in conjunction with the UNIVERSITY'S aviation program.

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained the parties agree, as follows:

I. FLIGHT TRAINING:

The CONTRACTOR shall provide to flight students of the UNIVERSITY the following described flight training at the place, price, quantity, and for the term indicated, subject to Terms and Conditions attached hereto and made a part hereof:

A. Type of Training

Private Pilot	Certified Flight Instructor
Commercial Pilot	Multi-Engine Rating
Instrument Rating	Cooperative Experiences

Published Course Requirements to include specialty courses: Conventional Gear, Float Plane and Glider (Assuming equipment is available).

The following activities conducted in connection with the UNIVERSITY'S flight training program shall be and are considered part of the contract and shall be subject to and part of the conditions contained in said contract:

1. Participation by Contractor in Indiana State University flight team activities.
2. Competition in National Intercollegiate Flying Association, as well as, other competitive intercollegiate meets.
3. Faculty proficiency flying offered by Contractor.

The above activities are conducted in conjunction with and subject to all terms and conditions of this contract to provide flight training for Indiana State University.

B. Hours of Training and Costs:

The minimum required hours of flight and ground instruction are governed by Federal Aviation Regulations, Part 61 and /or Part 141 and any amendments thereto.

The costs for aircraft rental and flight instruction will be generally based upon the normal market price reduced by approximately fifteen percent for Indiana State University students. Specific rates will be negotiated and agreed upon annually during or before July and will be published and in effect on August 1 of each year. The agreed flying costs must be competitive with other college and university flight programs.

In the event of unforeseen cost escalation, such as rapidly rising fuel costs, aircraft rental costs can be adjusted accordingly. Any proposed cost increase shall be set forth in writing and must be approved in writing by the UNIVERSITY. Proposed cost increases must be received no later than 30 days before such increases are implemented.

Approved flight costs will be made and addendum to this contract.

C. Aircraft Specification and Equipment:

FAA certified aircraft will be provided for flight training. Aircraft provided must be equipped with instrumentation and navigational equipment appropriate for the course of instruction. Some aircraft used for navigational training must provide training opportunities on state-of-the-art equipment to include LORAN and GPS systems.

All flight instruction by the CONTRACTOR for ISU students in the Department of Aerospace Technology will be in aircraft owned and/or operated by said CONTRACTOR.

D. Instructors:

The CONTRACTOR shall provide certificated flight instructors holding appropriate

type and class ratings for the instruction being given. Quality of instruction standards must meet or exceed those specified in FAR Part 141.83 and any amendments thereto.

Graduate students with assistantships/fellowships are expected to work a maximum of 20 hours per week within the school awarding the fellowship/assistantship. Generally no outside work is permitted unless approved by the Dean of the School of Graduate Studies. If not in violation of School of Graduate Studies policies, fellowship/assistantship students could be employed by a flight contractor not under contract to Indiana State University.

Adjunct professors, employed by Indiana State University may not perform duties as a certified flight instructor, assistant chief flight instructor, or chief flight instructor for any flight contractor under contract with Indiana State University.

In order to meet FAA training standards, student assistants employed in the Indiana State University Department of Aerospace Technology Ground Training Laboratory may also be employed by one of the Indiana State University flight contractors.

E. Supervision:

The CONTRACTOR shall provide a supervisor to monitor all instructors and instruction to ensure the quality and standardization of the flight training.

II. PAYMENT FOR INSTRUCTION:

Normally flight fees will be paid in advance. However, with approval of the CONTRACTOR payment for instructor and /or aircraft rental may be made at the time the service is provided.

The CONTRACTOR is not expected to provide credit on flight accounts.

The UNIVERSITY will not be responsible for student flight fees.

III. CONTRACTUAL TERMS:

The term of this agreement is from 1st day of August, 2000, to the 31st day of July, 2001.

IV. TERMINATION:

The UNIVERSITY reserves the right to terminate this contract upon serving written notice to the CONTRACTOR thirty (30) days prior to the date of termination or immediately if students' safety is, in the opinion of the UNIVERSITY, endangered.

The CONTRACTOR reserves the right to terminate this contract upon serving written notice to the UNIVERSITY thirty (30) days prior to the date of termination. The CONTRACTOR agrees to complete students enrolled in flight courses for that semester in which the contract is terminated.

In consideration for the mutual undertaking covered by this contract, the UNIVERSITY has designated the CONTRACTOR as one of the UNIVERSITY'S recognized flight training schools. The UNIVERSITY will to the extent possible, make known, without bias, to all students enrolled in flight courses, the name and location of each recognized flight training school under contract to the UNIVERSITY.

V. ADDITIONAL PROVISIONS:

The parties hereto incorporate herein as part and parcel of this contract, the "Indiana State University Contractor Flight Handbook" (Revised 9/98) which is attached to and made a part of this contract.

VI. RELEASE OF LIABILITY:

The CONTRACTOR hereby releases the UNIVERSITY, its officers, agents, servants, and employees from any and all claims and liabilities of any type whatsoever for damage to, loss of, or destruction of any property of the CONTRACTOR, its officers, agents, servants, and employees, and the property of any person, firm, corporation, or other party, and for the injury to or death of any person, firm, corporation, or other party, and for injury to or death of Contractor's officers, agents, servants, and employees, and for injury to or death of any students furnished by the UNIVERSITY, and of any person or persons which may now or hereafter arise out of or result from or be in any way connected, directly or indirectly, with said training or the operation of the aircraft hereunder or performance of this agreement.

VII. INDEMNIFICATION:

The CONTRACTOR further agrees to indemnify and save harmless the UNIVERSITY, its officers, agents, and employees, from and against any and all claims and liabilities of any type whatsoever and for damage to, loss of, or destruction of any property of a person (including, but not limited to, Contractor's officers, agents, servants, and employees), firm, corporation and/or other party, and for injury to or death of any person or persons (including, but not limited to, the University's students and Contractor's officers, agents, servants, and employees) which may arise out of or result from or be in any way connected, directly or indirectly, with the performance of this agreement. This indemnity agreement shall extend also to any expense incurred by the UNIVERSITY in connection with the defense of any such claims contemplated herein.

VIII. INSURANCE:

The CONTRACTOR agrees to provide the following insurance coverage:

- A. In connection with the operation of aircraft and the performance of this contract (or the flight checking of trainees hereunder by the employees or representatives of governmental agencies), the CONTRACTOR engaged to provide the flight training shall procure and maintain at all times during the performance of service under this contract Aircraft Public Liability Insurance including coverage of liability to passengers against bodily injury and property damage. Such insurance shall be procured and maintained in limits of not less than One Million Dollars (\$1,000,000.00) combined single limit per occurrence. The Contractor shall also

provide premises liability insurance in an amount not less than One Million Dollars (\$1,000,000.00) combined single limit per occurrence. This required insurance coverage shall be carried under the terms and conditions which shall protect the CONTRACTOR, the student trainee, and the UNIVERSITY, its agents, servants, and employees.

- B. Each insurance policy evidencing this required insurance shall bear appropriate endorsements whereby the insurance carrier waives any rights of subrogation against the UNIVERSITY by reason of any payment under such policy, and such policy shall further provide that the UNIVERSITY will be given thirty (30) days prior notice before cancellation of such policy or reduction of coverage thereunder can be effective.
- C. The CONTRACTOR shall, prior to initiation of flight instruction under this contract, submit to the UNIVERSITY or its duly authorized representative, (1) a certified copy of the insurance policy actually procured and maintained, and (2) an insurance certificate issued by the insurance carrier certifying to the existence of the required insurance coverage in conformity with this clause. This insurance documentation shall show the period of coverage to be at least for the length of the contract period.
- D. Indiana State University, Indiana State University Board of Trustees, their predecessors and successors, their agents, servants, employees, and students while acting within the scope of their duties as such, shall be among the named insured in each of such policies.

IX. **FINANCIAL RESPONSIBILITIES:**

The CONTRACTOR shall furnish upon request proof of financial responsibility as evidenced by financial statements made on the forms approved by the UNIVERSITY.

The financial statement shows the condition of the Contractor's business and operation that is concerned with the operation of the UNIVERSITY flight program. Particular items to be included to be specified by the UNIVERSITY.

IN WITNESS WHEREOF, the parties hereto have themselves, or through their respective officers, or duly authorized agents, caused this contract to be executed the day and year first above written.

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

BY: _____

ATTEST: _____
Secretary

CONTRACTOR

NAME: BROWN FLYING SCHOOL, INC.

BY: *John Stephen Brown*
President-John Stephen Brown

ATTEST: *Virginia R. Brown*
Secretary - Virginia R. Brown

Brown Flying School, Inc.

Sky King Airport

6898 NORTH CLINTON STREET
TERRE HAUTE, INDIANA 47805

- FAA APPROVED FLIGHT SCHOOL
- AIR CHARTER AND FREIGHT
- SINGLE AND MULTI ENGINE
- FAA APPROVED SHOP

TELEPHONE 812/ 466-2229
FAX 812/ 466-7428

INDIANA STATE UNIVERSITY RATES FOR 2000-2001

FLIGHT & GROUND INSTRUCTION PER HOUR:

Private Pilot Instruction	\$ 16.00
Instrument & Commercial Instruction	17.00
Multi Engine & Flight Instructor	18.00

AIRCRAFT RENTAL PER HOUR:

Cessna 152	54.50
Cessna 152 Aerobat	56.50
Cessna 152 Taildragger	56.50
Cessna 172 Skyhawk	69.75
Cessna 172RG Cutlass	90.00
Piper Seneca-Twin Engine	138.00

The aircraft rates are higher than normal due to escalating fuel costs. If and when fuel prices decline, the rates will be lowered accordingly.

AGREEMENT TO PROVIDE FLIGHT TRAINING

THIS AGREEMENT, made and entered into this first day of August, 2000 by and between INDIANA STATE UNIVERSITY BOARD OF TRUSTEES, hereinafter referred to as the "UNIVERSITY", and INDY AERO, hereinafter referred to as the "CONTRACTOR".

WITNESSETH THAT:

WHEREAS, the UNIVERSITY has initiated within its School of Technology programs in Aerospace Administration, Professional Aviation Flight Technology, and General Aviation Flight Technology which will be available to the students of Indiana State University.

WHEREAS, the CONTRACTOR owns and operates an incorporated flight school with all the necessary instructors, aircraft, and supporting facilities.

WHEREAS, the CONTRACTOR has proposed to the UNIVERSITY that it be permitted to conduct the in-flight training and participate in related cooperative education endeavors for Indiana State University students in conjunction with the UNIVERSITY'S aviation program.

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained the parties agree, as follows:

I. FLIGHT TRAINING:

The CONTRACTOR shall provide to flight students of the UNIVERSITY the following described flight training at the place, price, quantity, and for the term indicated, subject to Terms and Conditions attached hereto and made a part hereof:

A. Type of Training

Private Pilot	Certified Flight Instructor
Commercial Pilot	Multi-Engine Rating
Instrument Rating	Cooperative Experiences

Published Course Requirements to include specialty courses: Conventional Gear, Float Plane and Glider (Assuming equipment is available).

The following activities conducted in connection with the UNIVERSITY'S flight training program shall be and are considered part of the contract and shall be subject

The following activities conducted in connection with the UNIVERSITY'S flight training program shall be and are considered part of the contract and shall be subject to and part of the conditions contained in said contract:

1. Participation by Contractor in Indiana State University flight team activities.
2. Competition in National Intercollegiate Flying Association, as well as, other competitive intercollegiate meets.
3. Faculty proficiency flying offered by Contractor.

The above activities are conducted in conjunction with and subject to all terms and conditions of this contract to provide flight training for Indiana State University.

B. Hours of Training and Costs:

The minimum required hours of flight and ground instruction are governed by Federal Aviation Regulations, Part 61 and /or Part 141 and any amendments thereto.

The costs for aircraft rental and flight instruction will be generally based upon the normal market price reduced by approximately fifteen percent for Indiana State University students. Specific rates will be negotiated and agreed upon annually during or before July and will be published and in effect on August 1 of each year. The agreed flying costs must be competitive with other college and university flight programs.

In the event of unforeseen cost escalation, such as rapidly rising fuel costs, aircraft rental costs can be adjusted accordingly. Any proposed cost increase shall be set forth in writing and must be approved in writing by the UNIVERSITY. Proposed cost increases must be received no later than 30 days before such increases are implemented.

Approved flight costs will be made and addendum to this contract.

C. Aircraft Specification and Equipment:

FAA certified aircraft will be provided for flight training. Aircraft provided must be equipped with instrumentation and navigational equipment appropriate for the course of instruction. Some aircraft used for navigational training must provide training opportunities on state-of-the-art equipment to include LORAN and GPS systems.

All flight instruction by the CONTRACTOR for ISU students in the Department of Aerospace Technology will be in aircraft owned and/or operated by said CONTRACTOR.

D. Instructors:

The CONTRACTOR shall provide certificated flight instructors holding appropriate

amendments thereto.

Graduate students with assistantships/fellowships are expected to work a maximum of 20 hours per week within the school awarding the fellowship/assistantship. Generally no outside work is permitted unless approved by the Dean of the School of Graduate Studies. If not in violation of School of Graduate Studies policies, fellowship/assistantship students could be employed by a flight contractor not under contract to Indiana State University.

Adjunct professors, employed by Indiana State University may not perform duties as a certified flight instructor, assistant chief flight instructor, or chief flight instructor for any flight contractor under contract with Indiana State University.

In order to meet FAA training standards, student assistants employed in the Indiana State University Department of Aerospace Technology Ground Training Laboratory may also be employed by one of the Indiana State University flight contractors.

E. Supervision:

The CONTRACTOR shall provide a supervisor to monitor all instructors and instruction to ensure the quality and standardization of the flight training.

II. PAYMENT FOR INSTRUCTION:

Normally flight fees will be paid in advance. However, with approval of the CONTRACTOR payment for instructor and /or aircraft rental may be made at the time the service is provided.

The CONTRACTOR is not expected to provide credit on flight accounts.

The UNIVERSITY will not be responsible for student flight fees.

III. CONTRACTUAL TERMS:

The term of this agreement is from 1st day of August, 2000, to the 31st day of July, 2001.

IV. TERMINATION:

The UNIVERSITY reserves the right to terminate this contract upon serving written notice to the CONTRACTOR thirty (30) days prior to the date of termination or immediately if students' safety is, in the opinion of the UNIVERSITY, endangered.

The CONTRACTOR reserves the right to terminate this contract upon serving written notice to the UNIVERSITY thirty (30) days prior to the date of termination. The CONTRACTOR agrees to complete students enrolled in flight courses for that semester in which the contract is terminated.

In consideration for the mutual undertaking covered by this contract, the UNIVERSITY has designated the CONTRACTOR as one of the UNIVERSITY'S recognized flight training

schools. The UNIVERSITY will to the extent possible, make known, without bias, to all students enrolled in flight courses, the name and location of each recognized flight training school under contract to the UNIVERSITY.

V. **ADDITIONAL PROVISIONS:**

The parties hereto incorporate herein as part and parcel of this contract, the "Indiana State University Contractor Flight Handbook" (Revised 9/98) which is attached to and made a part of this contract.

VI. **RELEASE OF LIABILITY:**

The CONTRACTOR hereby releases the UNIVERSITY, its officers, agents, servants, and employees from any and all claims and liabilities of any type whatsoever for damage to, loss of, or destruction of any property of the CONTRACTOR, its officers, agents, servants, and employees, and the property of any person, firm, corporation, or other party, and for the injury to or death of any person, firm, corporation, or other party, and for injury to or death of Contractor's officers, agents, servants, and employees, and for injury to or death of any students furnished by the UNIVERSITY, and of any person or persons which may now or hereafter arise out of or result from or be in any way connected, directly or indirectly, with said training or the operation of the aircraft hereunder or performance of this agreement.

VII. **INDEMNIFICATION:**

The CONTRACTOR further agrees to indemnify and save harmless the UNIVERSITY, its officers, agents, and employees, from and against any and all claims and liabilities of any type whatsoever and for damage to, loss of, or destruction of any property of a person (including, but not limited to, Contractor's officers, agents, servants, and employees), firm, corporation and/or other party, and for injury to or death of any person or persons (including, but not limited to, the University's students and Contractor's officers, agents, servants, and employees) which may arise out of or result from or be in any way connected, directly or indirectly, with the performance of this agreement. This indemnity agreement shall extend also to any expense incurred by the UNIVERSITY in connection with the defense of any such claims contemplated herein.

VIII. **INSURANCE:**

The CONTRACTOR agrees to provide the following insurance coverage:

- A. In connection with the operation of aircraft and the performance of this contract (or the flight checking of trainees hereunder by the employees or representatives of governmental agencies), the CONTRACTOR engaged to provide the flight training shall procure and maintain at all times during the performance of service under this contract Aircraft Public Liability Insurance including coverage of liability to passengers against bodily injury and property damage. Such insurance shall be procured and maintained in limits of not less than One Million Dollars (\$1,000,000.00) combined single limit per occurrence. The Contractor shall also provide premises liability insurance in an amount not less than One Million Dollars (\$1,000,000.00) combined single limit per occurrence. This required insurance

coverage shall be carried under the terms and conditions which shall protect the CONTRACTOR, the student trainee, and the UNIVERSITY, its agents, servants, and employees.

- B. Each insurance policy evidencing this required insurance shall bear appropriate endorsements whereby the insurance carrier waives any rights of subrogation against the UNIVERSITY by reason of any payment under such policy, and such policy shall further provide that the UNIVERSITY will be given thirty (30) days prior notice before cancellation of such policy or reduction of coverage thereunder can be effective.
- C. The CONTRACTOR shall, prior to initiation of flight instruction under this contract, submit to the UNIVERSITY or its duly authorized representative, (1) a certified copy of the insurance policy actually procured and maintained, and (2) an insurance certificate issued by the insurance carrier certifying to the existence of the required insurance coverage in conformity with this clause. This insurance documentation shall show the period of coverage to be at least for the length of the contract period.
- D. Indiana State University, Indiana State University Board of Trustees, their predecessors and successors, their agents, servants, employees, and students while acting within the scope of their duties as such, shall be among the named insured in each of such policies.

IX. **FINANCIAL RESPONSIBILITIES:**

The CONTRACTOR shall furnish upon request proof of financial responsibility as evidenced by financial statements made on the forms approved by the UNIVERSITY.

The financial statement shows the condition of the Contractor's business and operation that is concerned with the operation of the UNIVERSITY flight program. Particular items to be included to be specified by the UNIVERSITY.

IN WITNESS WHEREOF, the parties hereto have themselves, or through their respective officers, or duly authorized agents, caused this contract to be executed the day and year first above written.

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

BY: _____

ATTEST: _____
Secretary

CONTRACTOR

NAME: INDY AERO SERVICES INC.

BY: [Signature], PRESIDENT

ATTEST: Daniel B. Robb
Secretary

CERTIFICATE OF INSURANCE

THIS IS TO CERTIFY TO: Indiana State University, Aerospace Tech Department, Terre Haute, IN 47809
 Attn: Dr. Byron Greenlaw (812) 237-4479

THAT THE FOLLOWING POLICY/IES HAVE BEEN ISSUED TO:
Indy Aero Service, Inc. Mt. Comfort Airport 3867 Aviation Way Greenfield, IN. 46140

AIRCRAFT POLICY NO. 093646 POLICY PERIOD FROM 05/01/00 TO 05/01/01

INSURANCE COMPANY Reliance National Insurance Company

LIABILITY OF COVERAGES	LIMITS OF LIABILITY	
	EACH PERSON	EACH OCCURRENCE
<input type="checkbox"/> Bodily Injury Excluding Passengers	\$ _____	\$ _____
<input type="checkbox"/> Property Damage	\$ _____	\$ _____
<input type="checkbox"/> Passenger Bodily Injury	\$ _____	\$ _____
<input checked="" type="checkbox"/> Single Limit <u>IN</u> cluding Passengers	\$ _____	\$ <u>1,000,000</u>
<input checked="" type="checkbox"/> With Passenger Liability Limited To	\$ <u>100,000</u>	\$ _____

PHYSICAL DAMAGE COVERAGE: ALL RISKS, GROUND & IN FLIGHT

REGISTRATION NUMBER	YEAR	MAKE & MODEL	AGREED VALUE	DEDUCTIBLES NOT IN-MOTION	IN-MOTION INGESTION MOORED	LIEN
all aircrafts owned and operated by the Named Insured				100.00	1,500.00	n/a

THIS CERTIFICATE HOLDER IS:
 INCLUDED AS A LOSS PAYEE FOR AIRCRAFT PHYSICAL DAMAGE COVERAGE
 PROVIDED BREACH OF WARRANTY COVERAGE ON AIRCRAFT PHYSICAL DAMAGE COVERAGE
 INCLUDED AS AN ADDITIONAL INSURED ON AIRCRAFT LIABILITY COVERAGE, BUT ONLY WITH RESPECTS TO OPERATIONS OF THE POLICY HOLDER.

AIRCRAFT LIABILITY POLICY NO. _____ POLICY PERIOD: FROM _____ TO _____
 INSURANCE COMPANY: _____

LIABILITY OF COVERAGES	LIMITS OF LIABILITY		
<input type="checkbox"/> Bodily Injury	\$ _____	each person	\$ _____ each occurrence*
<input type="checkbox"/> Property Damage	\$ _____		\$ _____ each occurrence*
<input type="checkbox"/> Single Limit Bodily Injury and Property Damage	\$ _____		\$ _____ each occurrence*
<input type="checkbox"/> Hangarkeepers Liability	\$ _____	each person	\$ _____ each loss
<input type="checkbox"/> Hangarkeepers Liability	\$ _____	each loss	\$ _____
<input type="checkbox"/> Premises Liability	\$ _____	each claim with respect to Property Damage	

* REFER TO THE POLICY, AN ANNUAL AGGREGATE LIMIT APPLIES TO SOME COVERAGES.
 WORKERS COMP. POLICY NO. _____ POLICY PERIOD: FROM _____ TO _____
 INSURANCE COMPANY: _____
 LIMITS OF LIABILITY: PART I \$ _____ PART II \$ _____

OTHER COVERAGES / CONDITIONS / REMARKS
 Will provide Certificate Holder (Indiana State University) 30 day notice of cancellation or material change within the policy.

THE AVIATION MANAGERS HAVE MADE PROVISIONS TO GIVE THE CERTIFICATE HOLDER PROMPT NOTICE OF CANCELLATION OF ANY POLICY ABOVE, BUT THE AVIATION MANAGERS ASSUME NO RESPONSIBILITY FOR FAILURE TO PROVIDE SUCH NOTICE. THIS CERTIFICATE DOES NOT CHANGE IN ANY WAY THE ACTUAL COVERAGE PROVIDED BY THE POLICY / IES SPECIFIED ABOVE.

ACORDJA SOUTHEAST
 By [Signature]

June 21, 2000
 Today's Date



Indianapolis Mount Comfort Airport
3867 Aviation Way
Greenfield, IN 46140
Phone: 317-335-3371
Fax: 317-335-2073

PRIVATE PILOT LICENCE COST BREAKDOWN

AIRCRAFT RENTAL AND INSTRUCTOR'S FEES

FLIGHT INSTRUCTOR'S FEE

GROUND	\$20.00 PER HOUR
FLIGHT	\$26.00 PER HOUR

AIRCRAFT RENTAL (INCLUDING FUEL)

PIPER TOMAHAWK II	\$48.00 PER HOUR
PIPER WARRIOR	\$67.00 PER HOUR

PIPER TOMAHAWK II

DUAL INSTRUCTION TIME (25 HOUR AVERAGE)	\$1850.00
SOLO TIME (25 HOUR AVERAGE)	\$1200.00

TOTAL	\$3050.00
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PIPER WARRIOR

DUAL INSTRUCTION TIME (25 HOUR AVERAGE)	\$2325.00
SOLO TIME (25 HOUR AVERAGE)	\$1675.00

TOTAL	\$4000.00
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CHECKRIDES, EXAMS AND MISCELLANEOUS FEES

PRIVATE PILOT CHECKRIDES	\$150.00
MEDICAL EXAM AND CERTIFICATE	\$60.00
COMPUTERIZED EXAM BY THE FAA	\$60.00
REQUIRED BOOKS	\$150.00
SECTIONAL CHARTS	\$8.00

TOTAL	\$428.00
--------------	-----------------

APPROXIMATE COST OF A PRIVATE PILOT'S LICENSE

PIPER TOMAHAWK II	\$3478.00
PIPER WARRIOR	\$4428.00

AGREEMENT TO PROVIDE FLIGHT TRAINING

THIS AGREEMENT, made and entered into this first day of August, 2000 by and between INDIANA STATE UNIVERSITY BOARD OF TRUSTEES, hereinafter referred to as the "UNIVERSITY", and TERRE HAUTE AIR CENTER, hereinafter referred to as the "CONTRACTOR".

WITNESSETH THAT:

WHEREAS, the UNIVERSITY has initiated within its School of Technology programs in Aerospace Administration, Professional Aviation Flight Technology, and General Aviation Flight Technology which will be available to the students of Indiana State University.

WHEREAS, the CONTRACTOR owns and operates an incorporated flight school with all the necessary instructors, aircraft, and supporting facilities.

WHEREAS, the CONTRACTOR has proposed to the UNIVERSITY that it be permitted to conduct the in-flight training and participate in related cooperative education endeavors for Indiana State University students in conjunction with the UNIVERSITY'S aviation program.

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained the parties agree, as follows:

I. FLIGHT TRAINING:

The CONTRACTOR shall provide to flight students of the UNIVERSITY the following described flight training at the place, price, quantity, and for the term indicated, subject to Terms and Conditions attached hereto and made a part hereof:

A. Type of Training

Private Pilot	Certified Flight Instructor
Commercial Pilot	Multi-Engine Rating
Instrument Rating	Cooperative Experiences

Published Course Requirements to include specialty courses: Conventional Gear, Float Plane and Glider (Assuming equipment is available).

The following activities conducted in connection with the UNIVERSITY'S flight training program shall be and are considered part of the contract and shall be subject to and part of the conditions contained in said contract:

1. Participation by Contractor in Indiana State University flight team activities.
2. Competition in National Intercollegiate Flying Association, as well as, other competitive intercollegiate meets.
3. Faculty proficiency flying offered by Contractor.

The above activities are conducted in conjunction with and subject to all terms and conditions of this contract to provide flight training for Indiana State University.

B. Hours of Training and Costs:

The minimum required hours of flight and ground instruction are governed by Federal Aviation Regulations, Part 61 and /or Part 141 and any amendments thereto.

The costs for aircraft rental and flight instruction will be generally based upon the normal market price reduced by approximately fifteen percent for Indiana State University students. Specific rates will be negotiated and agreed upon annually during or before July and will be published and in effect on August 1 of each year. The agreed flying costs must be competitive with other college and university flight programs.

In the event of unforeseen cost escalation, such as rapidly rising fuel costs, aircraft rental costs can be adjusted accordingly. Any proposed cost increase shall be set forth in writing and must be approved in writing by the UNIVERSITY. Proposed cost increases must be received no later than 30 days before such increases are implemented.

Approved flight costs will be made and addendum to this contract.

C. Aircraft Specification and Equipment:

FAA certified aircraft will be provided for flight training. Aircraft provided must be equipped with instrumentation and navigational equipment appropriate for the course of instruction. Some aircraft used for navigational training must provide training opportunities on state-of-the-art equipment to include LORAN and GPS systems.

All flight instruction by the CONTRACTOR for ISU students in the Department of Aerospace Technology will be in aircraft owned and/or operated by said CONTRACTOR.

D. Instructors:

The CONTRACTOR shall provide certificated flight instructors holding appropriate

type and class ratings for the instruction being given. Quality of instruction standards must meet or exceed those specified in FAR Part 141.83 and any amendments thereto.

Graduate students with assistantships/fellowships are expected to work a maximum of 20 hours per week within the school awarding the fellowship/assistantship. Generally no outside work is permitted unless approved by the Dean of the School of Graduate Studies. If not in violation of School of Graduate Studies policies, fellowship/assistantship students could be employed by a flight contractor not under contract to Indiana State University.

Adjunct professors, employed by Indiana State University may not perform duties as a certified flight instructor, assistant chief flight instructor, or chief flight instructor for any flight contractor under contract with Indiana State University.

In order to meet FAA training standards, student assistants employed in the Indiana State University Department of Aerospace Technology Ground Training Laboratory may also be employed by one of the Indiana State University flight contractors.

E. Supervision:

The CONTRACTOR shall provide a supervisor to monitor all instructors and instruction to ensure the quality and standardization of the flight training.

II. PAYMENT FOR INSTRUCTION:

Normally flight fees will be paid in advance. However, with approval of the CONTRACTOR payment for instructor and /or aircraft rental may be made at the time the service is provided.

The CONTRACTOR is not expected to provide credit on flight accounts.

The UNIVERSITY will not be responsible for student flight fees.

III. CONTRACTUAL TERMS:

The term of this agreement is from 1st day of August, 2000, to the 31st day of July, 2001.

IV. TERMINATION:

The UNIVERSITY reserves the right to terminate this contract upon serving written notice to the CONTRACTOR thirty (30) days prior to the date of termination or immediately if students' safety is, in the opinion of the UNIVERSITY, endangered.

The CONTRACTOR reserves the right to terminate this contract upon serving written notice to the UNIVERSITY thirty (30) days prior to the date of termination. The CONTRACTOR agrees to complete students enrolled in flight courses for that semester in which the contract is terminated.

In consideration for the mutual undertaking covered by this contract, the UNIVERSITY has designated the CONTRACTOR as one of the UNIVERSITY'S recognized flight training schools. The UNIVERSITY will to the extent possible, make known, without bias, to all students enrolled in flight courses, the name and location of each recognized flight training school under contract to the UNIVERSITY.

V. ADDITIONAL PROVISIONS:

The parties hereto incorporate herein as part and parcel of this contract, the "Indiana State University Contractor Flight Handbook" (Revised 9/98) which is attached to and made a part of this contract.

VI. RELEASE OF LIABILITY:

The CONTRACTOR hereby releases the UNIVERSITY, its officers, agents, servants, and employees from any and all claims and liabilities of any type whatsoever for damage to, loss of, or destruction of any property of the CONTRACTOR, its officers, agents, servants, and employees, and the property of any person, firm, corporation, or other party, and for the injury to or death of any person, firm, corporation, or other party, and for injury to or death of Contractor's officers, agents, servants, and employees, and for injury to or death of any students furnished by the UNIVERSITY, and of any person or persons which may now or hereafter arise out of or result from or be in any way connected, directly or indirectly, with said training or the operation of the aircraft hereunder or performance of this agreement.

VII. INDEMNIFICATION:

The CONTRACTOR further agrees to indemnify and save harmless the UNIVERSITY, its officers, agents, and employees, from and against any and all claims and liabilities of any type whatsoever and for damage to, loss of, or destruction of any property of a person (including, but not limited to, Contractor's officers, agents, servants, and employees), firm, corporation and/or other party, and for injury to or death of any person or persons (including, but not limited to, the University's students and Contractor's officers, agents, servants, and employees) which may arise out of or result from or be in any way connected, directly or indirectly, with the performance of this agreement. This indemnity agreement shall extend also to any expense incurred by the UNIVERSITY in connection with the defense of any such claims contemplated herein.

VIII. INSURANCE:

The CONTRACTOR agrees to provide the following insurance coverage:

- A. In connection with the operation of aircraft and the performance of this contract (or the flight checking of trainees hereunder by the employees or representatives of governmental agencies), the CONTRACTOR engaged to provide the flight training shall procure and maintain at all times during the performance of service under this contract Aircraft Public Liability Insurance including coverage of liability to passengers against bodily injury and property damage. Such insurance shall be procured and maintained in limits of not less than One Million Dollars (\$1,000,000.00) combined single limit per occurrence. The Contractor shall also

provide premises liability insurance in an amount not less than One Million Dollars (\$1,000,000.00) combined single limit per occurrence. This required insurance coverage shall be carried under the terms and conditions which shall protect the CONTRACTOR, the student trainee, and the UNIVERSITY, its agents, servants, and employees.

- B. Each insurance policy evidencing this required insurance shall bear appropriate endorsements whereby the insurance carrier waives any rights of subrogation against the UNIVERSITY by reason of any payment under such policy, and such policy shall further provide that the UNIVERSITY will be given thirty (30) days prior notice before cancellation of such policy or reduction of coverage thereunder can be effective.
- C. The CONTRACTOR shall, prior to initiation of flight instruction under this contract, submit to the UNIVERSITY or its duly authorized representative, (1) a certified copy of the insurance policy actually procured and maintained, and (2) an insurance certificate issued by the insurance carrier certifying to the existence of the required insurance coverage in conformity with this clause. This insurance documentation shall show the period of coverage to be at least for the length of the contract period.
- D. Indiana State University, Indiana State University Board of Trustees, their predecessors and successors, their agents, servants, employees, and students while acting within the scope of their duties as such, shall be among the named insured in each of such policies.

IX. FINANCIAL RESPONSIBILITIES:

The CONTRACTOR shall furnish upon request proof of financial responsibility as evidenced by financial statements made on the forms approved by the UNIVERSITY.

The financial statement shows the condition of the Contractor's business and operation that is concerned with the operation of the UNIVERSITY flight program. Particular items to be included to be specified by the UNIVERSITY.

IN WITNESS WHEREOF, the parties hereto have themselves, or through their respective officers, or duly authorized agents, caused this contract to be executed the day and year first above written.

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

BY: _____

ATTEST: _____
Secretary

CONTRACTOR

NAME: _____

BY: _____

ATTEST: *Jerry L Davis*
Secretary

TERRE HAUTE AIR CENTER
FLIGHT SCHOOL

ISU HOURLY RENTAL RATES
IN ACCORDANCE WITH 2000 CONTRACT

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>
<i>AIRCRAFT</i>	
Cessna 152.....	\$56.00*
Cessna 172.....	\$70.00*
Piper PA-28R Arrow.....	\$90.00**
Decathlon.....	\$80.00*
Piper PA34-200 Seneca.....	\$130.00**
<i>INSTRUCTION</i>	
Primary.....	\$15.00
Advanced.....	\$16.00

* The C-152, C172, and the Decathlon have a \$4.00 hour fuel surcharge, which is included in the hourly price.

** The Arrow and Seneca have a \$5.00 hour fuel surcharge, which is included in the hourly price.

All rates may change due to fluctuations in fuel prices. Additionally, the Terre Haute Air Center is considering the purchase of new training aircraft. Rates will be established subsequent to the purchase and delivery of these aircraft.

Rates Effective through June 2001

AGREEMENT OF AFFILIATION

SECTION I
Exhibit D
September 15, 2000

INDIANA STATE UNIVERSITY
AND
GREATER LAFAYETTE HEALTH SERVICES, INC.

THIS AGREEMENT is entered into, by and between Indiana State University for and on behalf of its Department of Physical Education (hereinafter referred to as "University") and Greater Lafayette Health Services, Inc. (hereinafter referred to as "GLHS").

WITNESSETH:

WHEREAS, GLHS owns and operates Lafayette Home Hospital and St. Elizabeth Medical Center for the purposes of providing health care to the residents of north central Indiana, and desires to render such care in an ethical, efficient and competent manner; and

WHEREAS, the University is required to provide clinical experience for educational purposes to its students enrolled in its Exercise Science/Fitness Program; and

WHEREAS, GLHS is willing to make available its facilities to said University and its above described students for said educational experience, which will necessarily include the performance of tasks by the students enrolled in University's program.

NOW THEREFORE, the University and GLHS hereby agree as follows:

- I. The University shall:
 - A. Work with designates of GLHS to plan utilization of clinical facilities to meet the educational objectives of University's program.
 - B. Provide names of the supervising clinical faculty of the University and faculty qualification records upon request, and ensure and advise GLHS that licensure of faculty is current and valid in the State of Indiana.
 - C. Provide names of the students to GLHS prior to the clinical experience. It shall be the responsibility of the clinical instructor to assign, guide, evaluate, and supervise students in their learning experiences.
 - D. Provide instruction to the students on the importance of respecting the confidential and privileged nature of all information which may come to their attention about patients and the records of GLHS.
 - E. Use its best efforts to inform its faculty and students about GLHS policies and procedures.

- F. Use its best efforts to assure that students, when sent to GLHS for this clinical experience, will be in good health as far as can be determined by examination by a licensed physician. Faculty and students of University agree to conform to the health policies of GLHS.
- G. Provide instruction and instructional materials as may be necessary to carry out instruction in these programs.
- H. Maintain liability insurance insuring the students, the University and its instructors, with the limits of liability in the amount of \$1,000,000 per claim and \$4,000,000 per year. Additionally, the University agrees to carry at least \$200,000 property damage insurance.
- I. Indemnify and hold harmless GLHS against all claims and suits for personal injury or property damage resulting from the negligent acts or omissions of the University, its servants, agents, and students while performing any service during the term of the agreement on the premises of GLHS. GLHS agrees to give the University notice in writing within thirty (30) days after receiving any of these claims or after it has knowledge of any other damage, loss or expense incurred by them resulting from the above negligent acts or omissions. If, however, such claims and suits are the result of the joint negligence of both the University and GLHS, then the above indemnification and hold harmless provisions shall not apply.

II. GLHS shall:

- A. Provide classroom and/or conference room space as may be necessary to carry out clinical instruction in this program.
- B. Provide access to appropriate library facilities for faculty and student use on the premise if available.
- C. Provide at no cost the protective equipment required by the OSHA Bloodborne Pathogen Standard and other applicable OSHA acts.
- D. Provide at the student's expense, emergency treatment for minor illnesses and accidents occurring while the student is on assignment in GLHS.
- E. Assure that the hospital facility will, upon the instructor's request, make reasonable efforts to make available clinical experiences and access to information as necessary to meet the objective of University's programs.
- F. Designate liaisons to the University faculty to facilitate scheduling of the clinical experiences.
- G. Retain ultimate responsibility for the care of patients in the facility.

- H. Provide written copies of GLHS policies and procedures applicable to the purpose of this Agreement to faculty and students of University.
- I. Agree to notify University immediately of any change in the status of GLHS' certification, licensing and/or any other matter which might be relevant to its status as an Affiliating Agency.

III. The University and GLHS mutually agree that:

- A. The University has the sole responsibility for selection of students. GLHS will provide the University with information regarding the number of students which can be accommodated at a specific time. The University will provide GLHS with a schedule of students assigned to specific units.
- B. The types of clinical experiences, objectives, and the number of students will follow the guidelines of the University in addition to all regulations promulgated by the State of Indiana.
- C. Any student missing didactic or clinical instruction may be required to make up that missed instruction at the discretion of the University and the convenience of GLHS.
- D. The student shall wear the official uniform of the University while on duty in GLHS.
- E. The University reserves the right to withdraw from the program any student whose work or conduct may reflect discredit to the program or whose progress is not satisfactory to the University.
- F. GLHS reserves the right to exclude from its facility any student whose work or conduct may reflect discredit to the program or whose progress is not satisfactory to GLHS.
- G. GLHS may request a faculty member of University be removed from teaching responsibilities in the facility upon providing in writing due cause for such action.
- H. The University and GLHS are equal opportunity/affirmative action institutions and will make educational decisions in a manner that will not discriminate against individuals on the basis of race, color, creed, national origin, religion, sex, physical or mental disability, age, or veteran status.

IV. Modification and Termination:

- A. Modification of this agreement will be made only by mutual written consent of the parties.

- B. This agreement shall be in effect for two (2) years commencing on June 1, 2000 and terminating on May 31, 2002.
- C. Either party may terminate this agreement by providing written notice to the other party at least six (6) months in advance of the desired termination date, provided, however, that all students currently enrolled shall be given an opportunity to complete their program as offered when they registered.
- V. Assignment. No assignment of this Agreement, of the rights hereunder, or the delegation of the duties hereunder shall be valid without the specific written consent of the parties hereto, except that this Agreement shall be assigned to any successor entity of either party without the consent of the other party.
- VI. Notices:
- A. Any notice required or permitted to be given to a party under the provisions of this Agreement shall be deemed given if mailed by certified or registered United States mail, postage prepaid, addressed as follows:
- | | |
|-------------------|--|
| If to University: | Indiana State University
Legal Affairs
Condit House, Room 20
Terre Haute, IN 47809 |
| If to GLHS: | Greater Lafayette Health Services, Inc.
2400 South Street
Lafayette, IN 47904
Attn: Contract Administration |
- B. Either party may, from time to time, change its notice address by written notice to the other party at its then current mailing address, in accordance with the provisions of this Section.

IN WITNESS WHEREOF, the parties have executed this agreement in two (2) counterparts, each of which is deemed to be an original on the dates as indicated below.

GREATER LAFAYETTE HEALTH SERVICES, INC.

John R. Walling
President and CEO

Date

INDIANA STATE UNIVERSITY

Representative
Department of Physical Education

Date

ATTEST

Michael E. Trautmann
Division Director,
Materiel and Contract Administration

Date

Contract: 000502

Student Agreement
Relating to the
Agreement Between

Greater Lafayette Health Services, Inc.

and

Indiana State University

The student of Indiana State University who has signed below verifies that he/she has been provided with and has read the above-referenced Agreement and agrees to carry out and abide by the terms and conditions therein, and particularly those provisions contained in Paragraphs I.E., I.F., II.D., II.H., III.C., III.D., III.E., and III.F. of that agreement. Student also acknowledges that he/she understands the confidential and privileged nature of the information he/she may be subjected to as part of the internship, and agrees to respect such confidentiality and to not disclose inappropriate information.

Student's Signature

Date

**Agreement Between
Indiana State University
And
Edgewood Research**

This agreement by and between the Trustees of Indiana State University, a political subdivision of the State of Indiana, with principal offices in Terre Haute, Indiana (hereinafter "ISU"), and Edgewood Research with principal offices in Boyertown, PA (hereinafter "Edgewood") witnesseth that:

Recitals

WHEREAS, ISU is developing certain academic and training materials relating to the financial services industry through its Gongaware Center, and

WHEREAS, Edgewood is in the business of computer and behavioral simulations and the parties believe Edgewood can be of assistance to ISU in developing such academic and training materials.

Operative Provisions

Now, therefore, in consideration of the mutual covenants and conditions hereinafter recited and made, it is agreed between the parties as follows:

1. **Projects.** The parties shall undertake such duties and responsibilities as are set forth on the attached Exhibit "A," which is, by reference, made a part of this Agreement. Delivery of scheduled services or products shall be addressed in Exhibit "A."
2. **Payment.** In exchange for the work described on Exhibit "A," ISU shall pay Edgewood and amount of \$25,000. Edgewood shall submit invoices on a periodic basis, payable within 30 days by ISU upon receipt.
3. **Nondisclosure.** Information concerning various potential product, service and market in ideas, including, but not limited to, processes, customer lists, and other similar information, exchanged between the above named parties will be protected in accordance with this Agreement. Such information shall be individually or collectively referred to herein as "Proprietary Information."

4. **Use of Proprietary Information and Exceptions.** Neither of the parties hereto shall use or disclose for any purpose other than evaluation of any potential product, service or marketing idea, any Proprietary Information disclosed to it by the other party in connection with the performance of this Agreement, and shall use reasonable efforts to protect such information as it employs to avoid disclosure, publication or dissemination of its own proprietary information.
5. **Term.** This Agreement shall be for a period of two (2) years subsequent to the date of execution below and shall automatically terminate at the expiration of such term. However, both parties have the power to terminate this Agreement prior to the automatic expiration of its terms by giving thirty (30) days notice in writing to the other party.
6. **Ownership of Intellectual Property.** ISU shall have sole and exclusive title to and ownership of all intellectual property that results from the project to which this Agreement relates, and Edgewood hereby agrees that any efforts put forth under this Agreement have been fully compensated by ISU and it is the express Agreement of the parties that ISU shall possess all intellectual property rights resulting from the product of this Agreement, whether they be in copyright, trade or other patentable product or work. Further, Edgewood agrees to execute any and all documents required to effect such ownership.
7. **Notice.** Any notices required or permitted to be given under this Agreement shall be in writing and sent by United States mail (certified), return receipt requested, to the following:

If to Edgewood: Bruce Gresh, President
 Edgewood Research
 12 Edgewood Drive
 Boyertown, PA 19512

If to ISU: Office of Legal Affairs
 Indiana State University
 Condit House, Room
 Indiana State University
 Terre Haute, IN 47809
8. **Severability.** If any provision of this Agreement shall be determined to be void, invalid, unenforceable, or illegal for any reason, it shall be ineffective only to the extent of such prohibition, and the validity and enforceability of all the remaining provisions shall not be affected. The parties agree that the covenants and

obligations of the parties contained herein shall be independent of each other, and the performance of any obligation arising hereunder is not conditioned upon the performance of any other obligation.

9. **Integration.** This Agreement contains the full and entire Agreement of the Parties, superseding all previous understandings and commitments.
10. **Counterparts.** This Agreement may be executed in several counterparts, each of which when signed by the parties shall constitute a duplicate original.
11. **Prevailing Law.** This Agreement shall be construed and interpreted in accordance with the laws of the State of Indiana.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by these duly authorized officers this day and year first above written.

Indiana State University

Edgewood Research

By: _____
Richard H. Wells
Provost and
Vice President for Academic Affairs

By: _____
Bruce Gresh
President

Date: _____

Date: _____

Exhibit "A"

Steven Pahl
Executive Director
The Gongaware Center
School of Business
Indiana State University
Terre Haute, Indiana
47809

Proposal

The following proposal outlines my ideas about the deliverables, development process, and fees for the simulation of the evolving changes in the banking, insurance, and financial services industries. It is based on our discussions earlier in the year. I have described the main deliverable – a computer simulation – in rather broad terms, but it is important to keep in mind that the final form of the simulation will be determined by the input received during the development process.

Deliverables

The primary deliverable will be a customized computer simulation designed for senior executives in the banking, insurance, and financial services industries. The simulation will allow users to explore management strategies for dealing with business environment changes such as the Gramm-Leach-Bliley Act and e-commerce. It will allow users to evaluate the results of numerous decision-making strategies under a wide range of business conditions.

The simulation will provide measures of financial performance, market position, and customer satisfaction in graphic and tabular formats, and it will incorporate scenarios and ideas that will be developed in the first part of the program. It will include a Users Guide as well as online help and information, and it will run on any contemporary Windows computer.

Development process

The development of the simulation will involve additional clarification of scope and purpose, the development of a premise or theme for the simulation, and the development of the computer model and supporting materials.

The clarification of scope and purpose will be accomplished through additional discussions with you and Michael Seitchik.

My initial idea for the premise of the simulation is a fictitious organization involved in banking, insurance, and financial services. The session participants will be placed in the role of the senior executive team of the simulated organization, and they will work collaboratively on developing strategies and evaluating tradeoffs in the context of a changing business environment.

In further developing the premise for the simulation, I will need to talk with a variety of people familiar with the banking, insurance, and financial services industries. I'd like both the academic perspective as well as the executive perspective, and I will rely on you and Michael to provide me with contacts. The simulation should also be informed by the discussions and scenario planning that will take place in the initial session; I would like to plan to attend at least one full day of the initial session to observe and talk with participants.

The development of the computer model will be an iterative process involving the creation of several prototypes. You, Michael, and others will evaluate the prototypes as you see fit; I will incorporate your ideas and suggestions in subsequent versions. I will develop the users guide when the final model is completed.

Fees

The fee for the development of the simulation will be \$25,000. This fee covers the development of the customized simulation and user guide; it includes the time required for my attendance at the initial scenario-building session, and an additional day of meetings with you or others. The development fee will be billed in two parts; half will be billed on completion of the initial prototype, and the other half will be billed on delivery of the completed simulation.

This fee does not include any teaching or facilitation services.

Some simulations that are used multiple times benefit from revisions between uses, and if you and Michael feel that revisions are desirable at some point in the future, I will perform the revisions at a fixed fee of \$2,500 per revision when needed. I will bill for any revisions at the time at which they are completed.

Expenses will be invoiced as incurred and at cost for travel, lodging, etc.

I am excited about the prospect of working with you and I look forward to discussing this with you in the near future.

Sincerely,

Bruce Gresh

**MEMORANDUM OF AFFILIATION
EDUCATIONAL PROGRAM AGREEMENT**

**BETWEEN THE DEPARTMENT OF VETERANS AFFAIRS
AND THE UNDERSIGNED EDUCATIONAL PROGRAM**

VA NETWORK VISN 16

VA TREATMENT FACILITY (OR FACILITIES):

Veterans Affairs Medical Center, Houston, TX

NAME OF EDUCATIONAL INSTITUTION:

INDIANA STATE UNIVERSITY, TERRE HAUTE, INDIANA, 47809

PROGRAM AND DEGREE: Clinical Psychology/Psy.D.

This agreement when duly executed and approved by the Department of Veterans Affairs (VA), authorizes VA, its Veterans Integrated Service Networks and the listed VA facilities, to affiliate for the academic purposes of enhanced patient care, education or research. The faculty of the affiliate has primary responsibility, in coordination with VA staff, for the assignment and supervision of students and/or residents in their academic program(s). VA retains full responsibility for the care of patients, including administrative and professional functions pertaining thereto. While in the VA facility, students are subject to VA rules and regulations. Students will receive an orientation to the VA facility. Faculty members and facility staff supervisors are to evaluate the student's performance in mutual consultation and according to the guidelines outlined in the approved curriculum.

VA treatment facilities or groups of treatment facilities as appropriate will establish an Affiliation Partnership Council made up of representatives of affiliate health professional schools. The Council will act as the strategic planning and coordination body for all academic matters involving VA and the affiliates, and will coordinate the tracking of measurable outcomes that emerge from reviews of the academic partnerships. The Council will inform VA of affiliate matters such as strategic planning, program direction or budgetary issues affecting VA. Topical or discipline specific subcommittees to address specific management or strategic interests may be developed as needed in collaboration with the academic and VA leadership to address specific management or strategic interests.

The affiliates complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, Title III of the Older Americans Amendments of 1975, the Americans with Disabilities Act of 1992, and all related regulations, and assures that it does not, and will not, discriminate against any person on

the basis of race, color, sex, creed, national origin, age or handicap under any program or activity receiving Federal financial assistance.

Nothing in this agreement is intended to be contrary to State or Federal laws. In the event of conflict between terms of this agreement and any applicable State or Federal law, that State or Federal law will supersede the terms of this agreement. In the event of conflict between State and Federal laws, Federal laws will govern. When providing professional services covered by this agreement, protection of facility members and students of the affiliated institution from personal liability while at a VA health care facility will be that which is provided under the Federal Employees Liability Reform and Tort Compensation Act, 28 U.S.C. 2679 (b)-(d). Nothing in this agreement grants to the educational institution or the Partnership Council any legal authority to exercise control over any VA program or facility. Ultimate responsibility for the control and operation of VA facilities and programs rests with the VA.

Periodic reviews of academic programs and policies will be conducted as necessary under the auspices of VA's Chief Academic Affiliations Officer.

This agreement is in force until further notice, it may be terminated in writing at any time by mutual consent with due consideration of patient care and educational commitments, or by written notice by either party 6 months in advance of the next training experience. [IF APPLICABLE: The affiliation agreement previously agreed to on April 8, 1997 is hereby rescinded.]

Name and Title of Responsible Official
for the Educational Program

Network Director or designee
Department of Veterans Affairs

Date: _____

Date: _____

Revised 2/97

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT is entered into _____ by and between, Indiana State University, a nonprofit organization with its office and principal place of business in Terre Haute, Indiana, hereinafter referred to as "Client", and Vaccess America, Inc. d/b/a VACCESSHealth, a Pennsylvania corporation with its office and principal place of business at 1212 South Abington Road, Clarks Summit, Pennsylvania, hereinafter referred to as "Provider".

WHEREAS, Client desires immunization services for the purpose of vaccinating its students ("Participants") against meningococcal disease and Influenza at Client locations; and

WHEREAS, Provider is engaged in the business of providing full-service immunization access programs, including, but not limited to, vaccination services for influenza, meningococcal disease, diphtheria and tetanus to corporations, managed care plans, colleges, universities and other entities similarly situated to Client.

NOW THEREFORE, in consideration of the mutual covenants contained herein, the parties, intending to be legally bound, hereby represent, warrant and agree as follows:

Recitals Incorporated

1. The aforesaid recitals shall be, and hereby are incorporated herein by reference as Section 1. of this Agreement.

Services

2. Provider shall administer vaccinations for meningococcal disease and influenza to Participants ("Vaccination Services"). Vaccination Services will be administered at local Client locations or such other location as reasonably requested by Client as expressly set forth in the Arrangement Letter, which is appended hereto and incorporated herein by reference. Vaccination Services shall be performed at such time or times as expressly set forth in the Arrangement Letter. Vaccination Services shall be carried out in compliance with all applicable laws and regulations.

Insurance

3. Provider shall maintain comprehensive general liability insurance for Provider, its agents and employees, with a liability limit of not less than one million (\$1,000,000) dollars per occurrence and three million (\$3,000,000) dollars in the aggregate during the term of this Agreement. The policy shall

name Client as an additional insured. Certificates of all insurance maintained by Provider will be furnished to Client upon written request.

Physician Prescription

4. Prior to the initiation of Vaccination Services, as a condition precedent to Providers obligation to inoculate Participants, Provider shall obtain a physician's orders authorizing the administration of inoculations.

Nondiscrimination

5. Provider and Client shall comply with all requirements of the Civil Rights Act of 1964, as amended, regarding nondiscrimination in employment and provision of services with respect to race, religion, sex, age, creed, disability or national origin.

Educational and Awareness Materials

6. Provider shall furnish, subject to Client's prior approval, educational and awareness materials to be used in connection with Vaccination Services, at Provider's own expense.

Client hereby acknowledges that education and awareness are required to achieve the greatest number of Participants in Vaccination Services and shall use its best efforts to assist Provider in informing Participants of Vaccination Services. Furthermore, Client hereby consents to Provider's use, dissemination, publication, and reproduction of, but not limited to, Client's name, symbols, likeness, slogans, mottoes and otherwise in educational and awareness materials for Vaccination Services, subject to Client's prior approval.

Provider will be responsible for the distribution of all Client approved educational and awareness materials to Participants. In that regard, Provider shall have the right to conduct advertising and promotion of Vaccination Services, subject to Client approval, on and at Client locations including but not limited to, letters to parents, on-campus posters, table tents, handouts, and campus radio and newspaper announcements.

Cost and responsibility of mailing is borne by the Provider. Indiana State University is to provide a comma delimited ASCII database of undergraduate students, parents and guardians or direct to students themselves at the discretion of Indiana State University.

Client acknowledges that Provider's access to highly visible and easily accessible areas in which to provide Vaccination Services is an essential element of the awareness of Vaccination Services. Provider shall have access

to Client approved areas at Client location as set forth in the Arrangement Letter to provide Vaccination Services.

Compensation

7. Provider shall charge Participants directly for the Vaccination Services. Participants can pay for such services with cash, personal check, credit card or can elect to be directly billed at their home address.

Confidentiality

8. Except as expressly authorized by Client in writing, Provider will maintain as confidential all information obtained by it in connection with Vaccination Services. Likewise, except as expressly authorized by the Provider in writing, Client will maintain as confidential, all information designated in writing as confidential, obtained by it in connection with Vaccination Services. The obligations of confidentiality imposed by this Section 8. shall survive the expiration or termination of this Agreement.

Terms and Termination

9. The term of this Agreement will be for a period of one (1) year and commencing as of the date executed on behalf of the Client. Agreement may be terminated by either party upon sixty(60) days written notice. Termination will have no effect upon the rights and obligations of the parties arising out of any transactions occurring prior to the effective date of such termination.

In the event of termination by Client, Client agrees to pay Provider all direct costs incurred by Provider in regard to Vaccination Services and preparation for Vaccination Services, including but not limited to, costs for promotional activities, supplies and personnel up to and including the date of termination.

Independent Contractors

10. The parties enter into this Agreement as independent contractors, and nothing contained in this Agreement will be construed to create a partnership, joint venture, agency, or employment relationship between the two parties.

Indemnification

11. Provider agrees to indemnify and hold harmless Client, its directors, officers, employees and agents from and against any and all claims, actions, or liabilities of any nature which may be asserted against them by third parties in connection with the performance of Provider, its directors, officers, employees, agents, and assigns under this Agreement. In the case of any claim, action or liability based, in whole or in part, on the negligent or intentional wrongful conduct of Client, its members, directors, officers, employees or agents, Provider shall not be required to indemnify or hold Client harmless, rather, in such case, Client agrees that it alone shall be responsible for the cost of any and all claims, actions, or liabilities of any nature which may be asserted against them by third parties for the negligent or intentional wrongful conduct of Client, its members, directors, officers, employees, or agents under this Agreement. Such costs shall include, but shall not be limited to, attorney's fees and any judgement or award granted as a result of any such claims, action or liability.

Notice

12. Any notice or demand desired or required to be given under this Agreement will be in writing, will be sent by recognized carrier overnight, with acknowledgment of receipt, or by certified mail, return receipt requested, and will be sent to the addresses below. Either party may change the address to which notices are sent by sending written notice of such change of address to the other party. Notice shall be deemed to have been received at the earlier of receipt or five (5) days from the date of mailing if sent via regular mail. Notice shall be deemed to have been received at the earlier of receipt or two (2) business days from the date of mailing if sent via recognized carrier overnight.

Provider:

David Gottlieb
Vaccess America, Inc.
d/b/a VACCESSHealth
1212 South Abington Road
Clarks Summit, PA 18411

Client:

Legal Affairs
Indiana State University
Condit House, Room 201
Terre Haute, IN 47809

Waiver of Breach

13. Failure on the part of either party to exercise or enforce any right conferred upon it hereunder shall not be deemed to be a waiver of any such right nor operate to bar the exercise or enforcement thereof at any time or times thereafter. The waiver by either party of a breach or violation of any provision of the Agreement will not be deemed a waiver of any subsequent breach of the same or a different provision.

Severable

14. In the event that any provision of this Agreement is held to be invalid, illegal or unenforceable, the balance of this Agreement shall not be affected or impaired thereby, unless the absence of the invalidated provision materially and adversely affects the substantive rights of the parties hereto, and shall remain in full force and effect to the fullest extent permitted by law. To the extent permitted by applicable law, the parties hereto waive any provision which is held to be invalid, illegal or unenforceable, and agree to use their best efforts to replace the invalidated provision by a valid, legal and enforceable provision which, insofar as practical, implements the purposes hereof.

Assignment

15. This Agreement shall not be assignable by Client or Provider without prior written consent of the other party and any attempted assignment or delegation hereof without such prior consent shall be void.

Nurse Contractors

16. Provider may utilize nurse subcontractors from medical staffing organizations to provide Vaccination Services, or to supplement Provider personnel in the provision of Vaccination Services, under the terms of this Agreement. All such personnel will follow Provider's Policies, Procedures & Protocols for Vaccination Services. The selection of subcontractor(s) shall be at the discretion of Provider. Such nurse subcontractors shall be under the exclusive direction and control of Provider, and Client shall have no responsibility for these individuals.

Headings

17. The headings of Sections of this Agreement are solely for the convenience and reference of the parties hereto and will not affect in any way the meaning or interpretation of this Agreement.

Entire Contract

18. This Agreement and any attachments or amendments hereto constitute the entire contract between Client and Provider regarding Vaccination Services. Any agreements, promises, negotiations or representations not expressly set forth in this Agreement are of no force or affect. This Agreement may not be modified orally, but only by written agreement making express reference to this Agreement, which is signed and dated by both Provider and Client. This Agreement may be executed in any number of counterparts each of which will be deemed to be the original.

Governing Law

19. This Agreement will be governed by and construed in accordance with the laws of the State of Indiana, without giving effect to its conflict of law rules. The parties hereby consent to the jurisdiction of, and confer non-exclusive jurisdiction upon, any federal or state court or tribunal located in the State of Indiana over any action, suit or proceeding arising out of or relating to this Agreement.

Facsimile Signature

20. The parties agree that a facsimile signature on this Agreement is as valid as an original signature.

Representations and Warranties

21. Provider hereby represents and warrants to Client that it has the power and authority to sign this Agreement, and that neither the execution or delivery of this Agreement nor the performance of its obligations hereunder will constitute a breach of the terms or provisions of any contract or violate the rights of any third parties. Client hereby represents and warrants to Provider that, it has the power and authority to sign this Agreement, and that neither the execution or delivery of this Agreement nor performance of its obligations hereunder will constitute a breach of the terms or provisions of any contract or violate the rights of any third parties.

IN WITNESS WHEREOF, Client and Provider have acknowledged their understanding of and agreement to the mutual promises written above and have caused this Agreement to be executed, by duly authorized representatives, as of the date first above written.

VACCESS AMERICA, INC.
d/b/a VACCESSHealth

INDIANA STATE UNIVERSITY

By: Dave Gattis

By: _____

Title: Director, Client Services

Title: _____

Date: 8/23/08

Date: _____

Witness: K Stiles

Witness: _____

**CLIENT - PROVIDER
ARRANGEMENT LETTER FOR
INDIANA STATE UNIVERSITY
IMMUNIZATION PROGRAM**

THIS ARRANGEMENT LETTER is entered into _____
by and between, Indiana State University, hereinafter referred to as "Client",
and VACCESS AMERICA, INC. d/b/a VACCESSHealth, hereinafter referred
to as "Provider."

WHEREAS, Client and Provider have entered into an agreement for
professional services bearing even date herewith, ("Agreement") under which
Provider is to perform Vaccination Services at Client Location(s); and

WHEREAS, this Arrangement Letter shall set forth the time and place
Provider shall perform Vaccination Services, the compensation to be
remunerated to Provider in consideration for providing Vaccination Services
and other such information regarding the above-captioned program.

NOW THEREFORE, in consideration of the mutual covenants
contained herein, the parties, intending to be legally bound, hereby
represent, warrant, and agree as follows:

1. Capitalized terms used and not otherwise defined herein shall be
defined as provided in the Agreement.

2 This Arrangement Letter shall be governed by the Agreement
and to the extent of any conflict or inconsistency between the Agreement and
this Arrangement Letter the Agreement shall control.

3. Provider shall provide Vaccination Services under the above-
captioned program and shall receive compensation in consideration therefor,
as follows:

Date(s): TBD

Client Location(s): TBD

Time(s): 1:00 PM to 7:00 PM ("Vaccination Hours")

Immunization(s)
and Cost(s) Immunization fees for Bacterial Meningitis and Influenza
are \$75.00 and \$15.00, respectively.
Costs to be borne by the participants who are
immunized.

Promotional Materials: Provider shall supply and distribute various posters,
table tents, flyers, handouts, leaflets, brochures

and/or other printed materials promoting Vaccination Services.

Access:

Provider shall have access to the areas in which Vaccination Services are to be performed for three (3) hours before Vaccination Hours and for three (3) hours after Vaccination Hours. Provider shall have access to the Public Areas of the Client Location(s) in order to promote Vaccination Services by displaying and distributing promotional materials for a period of three (3) weeks prior to each date of Vaccination Services. Public Areas shall mean areas at Client Location(s) open to Participants, including but not limited to dormitories, eating facilities, fitness and athletic facilities and Client owned or operated book stores.

Client and Provider, intending to be legally bound, have caused this Arrangement Letter to be executed, by duly authorized representatives, as of the date first above written.

VACCESS AMERICA, INC.
d/b/a VACCESSHealth

INDIANA STATE UNIVERSITY

By: Dave Gatto

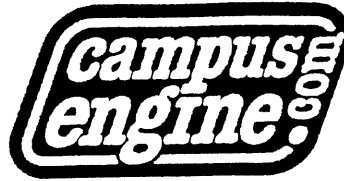
By: _____

Attest:

Attest:

By: Kelly Stiles

By: _____



100 Blue Ravine Road, Suite 2000, Folsom, CA 95630 Ph: (916) 351-3700 Fax: (916) 351-3701 info@campusengine.com

STANDARD ONLINE ADVERTISING AGREEMENT

Offer Valid Through: August 9, 2000

Implementation start as early as: September 5, 2000

Overview

- This advertising agreement is between the Board of Trustees of Indiana State University, acting of behalf of the Indiana Statesman ("Newspaper"), the college newspaper on the Indiana State University campus and CampusEngine.com ("CE"), a California Corporation with offices at 100 Blue Ravine Rd. Folsom CA. 95630.
- CE agrees to purchase from Newspaper its entire online advertising inventory for the amount listed in Section 3, "Online Advertising payment".
- With the intention of increasing the traffic to Newspaper's website, CE will deliver web portal, publishing and consulting services to Newspaper free of charge.

1. Definitions

- **Web Portal.** A Web Portal is defined here as a destination website aimed at delivering or directing web users to information (such as news and related web sites) or online applications (such as web-based email or chat).
- **Web Publishing.** Web Publishing is defined here as tools and processes that enable a publication staff to enter content via a web-based interface for ease and efficiency in publishing online.
- **Banner Advertisements ("Banner Ads").** Banner Ads are defined here as the large rectangular advertisement graphics usually appearing on the top and bottom of a web page, typically 468X60 pixels.
- **Tile Advertisements ("Tile Ads").** Tile Ads are defined here as smaller, square or rectangular shaped advertising graphics usually appearing along the side columns of a web page, typically 120X60 pixels.
- **Online Advertising.** Online Advertising is defined here as Banners Ads, Tile Ads, graphics, links and any other reference placed on a website that generates revenue. This includes, but is not limited to, CPM-based advertising, branding, and all e-commerce commissions. However, online advertising does NOT include print or other non-online revenue generating sources.

2. CE Deliverables

CE agrees to deliver Newspaper the following:

- (i) **Portal application services.** These services include, but are not limited to, web-based email, auctions, classifieds, and chat services. In addition, CE agrees to integrate additional applications and application upgrades as they become available throughout the life of the Agreement.
- (ii) **Publishing application service.** This service includes a database driven, web-based publishing, and web-based ad-serving technology.
- (iii) **Hosting and storage services.** These services include domain hosting, website and archive storage, 24-hour website data serving and 24-hour website access.
- (iv) **5-track website management training.** Twice a year over the term of Agreement, CE will deliver its then current two-day training to the Newspaper staff. See current class list below.
 - Class 1: Cyberjournalism. Creating and publishing content for the online medium and effective usage of web-based publishing tools.
 - Class 2: Portal technology concepts. Understanding and usage of portal technologies to develop online readership.
 - Class 3: Organizing your staff into a cross-media organization. Cross-media responsibilities, staff positions, and campus recruiting

- Class 4: On-campus Marketing and PR. Print, verbal and online communication messaging strategies for the campus readership.
- Class 5: Online sales techniques and strategies. Pricing, tools and communication strategies for effectively selling online advertising.

3. Online Advertising Payment

- (i) **Base Advertising Payment.** CE agrees to annually purchase the entire online advertising inventory on the campus newspaper website based on the following rate schedule:
- Year one: \$5,000
 - Year two: \$6,500
 - Year three: \$8,000
 - The first year's base payment will be disbursed as follows: Ten percent (10%) upon compliance with section 3(iv) of this agreement, twenty percent (20%) 90 days following the first base payment, thirty percent (30%) 90 days following the second base payment and forty percent (40%) 90 days following the date of the third base payment.
 - Base payments in subsequent years will be disbursed as follows: Twenty five percent (25%) per quarter.
- (ii) **Additional Advertising Bonus Payment.** For all online advertising revenue collected beyond base payment (3i), CE will pay campus newspaper an additional advertising bonus payment based on the following percentage rate schedule:
- Year one: 20% of additional revenues beyond Year 1 base payment
 - Year two: 25% of additional revenues beyond Year 2 base payment
 - Year three: 30% of additional revenues beyond Year 3 base payment
- (iii) **Process**
- **National Advertising.** CE is responsible for implementation of all national online advertising within the website. This may include sales from CE staff or usage of services from third-party national advertising companies (e.g. All Campus Media, Cass, American Passage, Future Pages, etc.). Placement of national advertising will appear on all Banner ad areas of the site on the top and bottom of each page. With input from Newspaper, CE will determine national advertising rates. All national advertising to be placed on the site is subject to Newspaper approval.
 - **Local Advertising.** Using CE's ad serving technology, Newspaper is responsible for selling and posting local online advertising within the website and all related revenue collections. Placement of local advertising will appear in Tile ad areas on the right side of each page. With input from CE, Newspaper will determine local advertising rates. Sales staff commissions will be paid in accordance with the revenue share described in 3i and 3ii. Newspaper and CE will agree to determine reasonable sales commissions for the sales staff.
 - **Payment Distribution.** CE will distribute quarterly payments to newspaper that include a quarterly percentage of the base advertising payment, any advertising bonus payment and Newspaper salesperson incentives. These payments will be reconciled quarterly.
 - **Payment Audit.** CE will use Arthur Andersen or a similar nationally recognized accounting firm as its third party auditing firm to perform the attest function for traffic and revenue calculations.
- (iv) **Domain Hosting and Initial Payment.** Newspaper will post its online edition to CE's hosting environment within twenty one (21) days of signing this agreement. CE will make its initial payment to Newspaper within thirty (30) days from the date that Newspaper's online site begins operation on CE's servers and the CE watermark is installed as described in Section 8 of this agreement.

4. Newspaper and CE Primary Online Merchant sales

Ten percent of all revenue from any online merchandise sales through the website where Newspaper or CE act as the primary online merchant shall be considered as advertising revenue under sections 3i and 3ii. For the purposes of this agreement, "primary online merchant" shall mean Newspaper or CE when Newspaper or CE directly accept an order for merchandise and ship the merchandise from its own facility.

5. Newspaper Website Self-Promotion

For the exclusive purpose of promoting its online newspaper website, Newspaper agrees to publish a minimum average of 30 column inches per issue of website self-promotion in the printed newspaper. At Newspaper's request, CE agrees to deliver camera-ready designs for each advertisement at least 1 day before publication deadline.

6. Content Property, Source Code and Backup

All editorial content and source code created by Newspaper staff shall remain the property of the Newspaper. Newspaper will also retain complete authority to any content changes to Newspaper website. In addition, CE agrees to create a quarterly backup of the Newspaper's site content and distribute it to the Newspaper.

In the event that either Newspaper or CE ends the relationship for any reason, CE agrees to fully restore Newspapers web site to a server location that Newspaper designates. All Newspaper's current content and archives will be restored in the form of HTML files with all links intact minus CE applications.

7. Newspaper Staff Training

While every member of Newspaper staff is encouraged to attend, Newspaper agrees to have staff attend each of the 5 website management classes CE staff provides.

8. CE Watermark

Newspaper agrees to incorporate 72x36 pixel CE watermark graphic onto Newspaper website home page, in the left-hand navigation area, immediately above the fold.

9. Online Revenue Collection

Newspaper will collect revenue from sales of local online advertising and report all local advertising collections to CE on a monthly basis not later than 30 days past the close of the month. All national advertising revenue will be routed to and collected by CE. The total of local and national revenue shall be allocated pursuant to sections 3.1 and 3.2 on a quarterly basis. CE will provide Newspaper with a detailed report of this allocation. CE and Newspaper agree to discuss efficient, ongoing methods of online revenue collection and payment distribution.

10. Term

Agreement will commence on the date signed by Newspaper and will continue for three (3) years after date of signature, and will be automatically renewed for additional successive three (3) year periods unless either party provides a written notice of cancellation to the other at least ninety (90) days prior to the expiration of the then current term.

11. Termination

If either party materially breaches its obligation hereunder, including, without limitation, obligations of payment pursuant to section 3 of agreement, and does not cure such breach within twenty (20) days following notice thereof from the non-breaching party, the non-breaching party may terminate agreement upon at least thirty (30) days' prior written notice.

12. Confidentiality

Newspaper and CE agree to keep all terms and specifics associated with this agreement confidential subject to state law.

13. Miscellaneous


This agreement shall be governed by and construed in accordance with the laws of the State of Indiana without regard to principles of conflicts of law. This agreement shall be binding upon and inure to the benefit of the parties hereto, and their respective successors and assigns. This agreement and any attachments hereto, all of which are made a part hereof, may not be modified except by written notification executed by both parties hereto.

By their signatures below, the signatories certify that they are the authorized representatives of both the Newspaper and CE and that any and all action necessary for the parties to ratify and accept this agreement have been completed in the manner required by that party. Upon the affixing of the signatures below, this letter agreement is entered into without the need for further ratification and acceptance with the exception that ISU's Board of Trustees may cancel this agreement until Sept 30, 2000. In the event that ISU's Board of Trustees elects to cancel this agreement, Newspaper will notify CE in writing within 3 business days and all payments paid to Newspaper by CE will be returned to CE not later than October 6, 2000.

ACCEPTED:


CampusEngine.com
A California corporation

Indiana State University



Ryan Keck
Business Development Manager

7-26-00
Date



[NAME] Robert D. Sackett
[TITLE] Controller, Assistant Treasurer

8/8/00
Date

NEWSSTAND ADVERTISING LICENSE AGREEMENT

This Advertising License Agreement ("Agreement") is made and entered in to between National Outdoor Media Network, Incorporated ("NOMN") and the Indiana State University Board of Trustees ("Trustees"), acting on behalf of the Indiana Statesman, the campus newspaper at Indiana State University ("Newspaper"). This contract does not become binding until properly approved by the Trustees.

RECITALS: Newspaper owns, leases or otherwise controls certain real property ("Locations") at which it desires the installation or placement of newsstands ("Newsstands"), as more particularly described in Exhibit A, B, and/or C.

1. **Grant.** Newspaper hereby grants to NOMN the right to: a) install, sell, place and maintain Newsstands ("Newsstands") at certain Locations agreed upon by Newspaper and NOMN; and b) install, sell, place and maintain advertising displays ("Ad Displays") on Newsstands, (collectively "Advertising Activities"). During the term of this Agreement, Newspaper shall not grant to any other party the right to place advertising material in, on or directly around the Locations.
2. **Term.** This Agreement shall commence upon signing and continue for a term of three (3) years ("Initial Term"). This Agreement will automatically renew for an additional three (3) year period unless either party gives written notice at least 180 days prior to the expiration of the Initial Term.
3. **Third Party Contracting.** In performing all or any part of the Advertising Activities, NOMN may contract with any party(s), including but not limited to Transportation Displays, Incorporated ("TDI"), as it shall deem appropriate and may authorize such party(s) to exercise any of the rights granted to NOMN under this Agreement.
4. **NOMN's Rights and Obligations.** NOMN shall designate those Locations where it desires to conduct the Advertising Activities and obtain Newspaper final written approval prior to commencing Advertising Activities at those Locations. NOMN and its authorized agents shall have full and complete access to the Locations to, among other things, install and remove Newsstands and Ad Displays and to otherwise perform the Advertising Activities in accordance with this Agreement. Any Advertising Activities shall comply with any policy Newspaper may have regarding advertising content. NOMN and its authorized agents shall have full and complete access to the Locations to perform the Advertising Activities in accordance with this Agreement. In connection with the Advertising Activities, NOMN shall service, maintain, clean and repair the Ad Displays during the term of this Agreement at no cost to Newspaper. Newsstands and Ad Displays installed at Locations pursuant to this Agreement may be removed by NOMN at any time.
5. **Newsstands.** NOMN shall have the right to place (13) Model A Newsstand(s) (See Exhibit A), _____ () Model B Newsstand(s) (See Exhibit B), and/or _____ () Model C Newsstand(s). Each Newsstand has two Ad Display panels each measuring 26" by 50". Newspaper has reviewed and approved Exhibits A, B and/or C.
6. **Compensation.** As compensation for the rights granted NOMN under this Agreement, NOMN agrees to pay to Newspaper, on a monthly basis, as set forth in Paragraph 8 below, \$ 125.00 per month (\$1,500.00 per year) for each Newsstand installed pursuant to this Agreement; provided, however, no amount shall be due or paid for the period beginning on the date of installation and ending on the expiration of the second full calendar month following the installation. Newspaper agrees to look solely to NOMN for the payment of the amounts due Newspaper under this Agreement.
7. **Newspaper Obligations.** Newspaper shall designate a single payee for receipt of the amounts payable to it by NOMN and Newspaper shall be responsible for any subsequent disbursement of such monies, including any fees, commissions or costs associated with granting NOMN the right to conduct the Advertising Activities. Newspaper represents that it has the power and authority to grant NOMN the rights granted to NOMN hereunder and that granting of such rights does not violate any agreement, permit, license, covenant or condition to which Newspaper is subject. Any entity or organization executing this agreement on behalf of Newspaper further represents and warrants that it is duly authorized by Newspaper to enter such agreement, which shall be binding upon Newspaper. If requested in writing by NOMN, and as a condition of this Agreement, Newspaper agrees to provide written confirmation of such authority.

8. **Monthly Statements.** Within 30 days following the end of each calendar month in which Newspaper is entitled to compensation, NOMN shall provide Newspaper with a report detailing the amount due Newspaper accompanied by a payment of the amount due Newspaper. NOMN's failure to pay any amounts required to be paid to Newspaper hereunder shall constitute a material breach of this Agreement which, if not cured by NOMN within forty five (45) days of written notification shall constitute a default by NOMN of this Agreement and entitle Newspaper to terminate this Agreement.
9. **Default.** In the event that NOMN defaults under this Agreement, as set forth in Paragraph 8, at TDI's option, this Agreement shall be assigned to TDI and shall remain in full force. Should TDI opt not to accept assignment of this Agreement, Newspaper shall have the right to terminate this Agreement.
10. **Ownership of Equipment.** All Newsstands installed pursuant to this Agreement shall remain the property of Transportation Displays, Incorporated ("TDI").
11. **Indemnification.** NOMN shall only be responsible for claims arising directly from performance of Advertising Activities.
12. **Notices.** All notices and statements to be given hereunder shall be given at the respective addresses of the parties as set forth below.
13. **Governing Law.** This Agreement shall be construed in accordance with and governed by the laws of the State of Indiana. To enforce the terms and conditions of this Agreement shall be filed in a court of competent jurisdiction with venue being taken in the County of Vigo, State of Indiana.
14. **Entire Agreement.** This Agreement supersedes all prior oral or written negotiations, understandings or agreements between the parties with respect to the subject matter hereof. Except as otherwise set forth herein there are no agreements, understandings, commitments, representations or warranties with respect to the subject matter hereof except as expressly set forth in this Agreement.
15. **Assignment.** The Agreement is assignable by either party. However, in the event NOMN assigns this Agreement Newspaper has the right to terminate the contract within 30 following notification of the Agreement. In the event Newspaper does not terminate the Agreement, this Agreement and the terms, covenants and conditions set forth herein shall inure to the benefit of and will be binding on the parties hereto and their respective successors in interest and assigns.
16. **Attorneys Fees.** In the event either party files legal action relating to or arising out of any dispute concerning this Agreement, the prevailing party in such action or dispute shall be entitled to recover from the other party all reasonable attorney's fees and costs incurred by the prevailing party with respect to such action or dispute.
17. **Authority.** The persons executing this Agreement on behalf of each party represent that each of them has the power and authority to bind the party on whose behalf it has executed this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement effective on the date first set forth above:

NEWSPAPER _____

NATIONAL OUTDOOR MEDIA NETWORK, INC.

BY: _____

BY: _____

PRINT NAME: _____

PRINT NAME: _____

ITS: _____

ITS: _____

ADDRESS: _____

ADDRESS: _____

DATE: _____

DATE: _____

SECTION I
Exhibit J
September 15, 2000

IN MEMORIAM

JOHN BARTLETT

WHEREAS, John Bartlett, Assistant Professor Emeritus of History died on the twenty ninth day of August, two thousand and;

WHEREAS, John Bartlett had given loyal and devoted service to Indiana State University for thirty six years and had gained the respect and affection of students and colleagues who knew him as a scholar, teacher and friend;

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

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

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES
THIS FIFTEENTH DAY OF SEPTEMBER, TWO THOUSAND.

SECTION II

September 15, 2000

A. UNIVERSITY INVESTMENTS (Mr. Crichfield)

Under the Board of Trustees approved investment policy the Treasurer was given authority to manage the short and long-term investments of the University. A Treasurer's report is to be made to the Board semiannually including a summary of the investments made during the preceding six month period and their average rate of return.

The following comparison presents the weighted average rate of return on the total internal and external managed investments during the preceding reporting periods ending:

1.	Internal Managed	June 30, 2000	5.64%
	(Short term)	June 30, 1999	4.88%
2.	External Managed	June 30, 2000	5.66%
	(Longer term)	June 30, 1999	5.10%

B. VEBA INVESTMENTS (Mr. Crichfield)

On December 4, 1998, the Board of Trustees authorized the establishment of a Voluntary Employees' Benefit Association (VEBA) trust for post retirement health care benefits. The transition of moving the VEBA funding to outside investment professionals was completed by December 31, 1998. The VEBA strategy is to accumulate a total of approximately \$51M by the end of the next ten years. The funding strategy includes a combination of a \$2M annual university and employee contribution combined with annual investment gains projected at 8%.

A Treasurer's report is to be made to the Board semiannually. An annualized rate of return based upon a point in time comparison is presented below for the preceding six month reporting period.

June 30, 2000	6.64%
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We have been in continuing conversation with the Oxford Group, our VEBA financial advisor, concerning Conseco Capital Management, one of the VEBA investment managers. Conseco Capital Management notified ISU on July 31, 2000 that they experienced a significant exodus of their financial staff. Based upon a

recommendation from the Oxford Group, a decision was made by the investment committee to exit our investment position with CCM and reinvest with PIMCO Total Return Bond Fund. The required transfer documents were signed on August 14, 2000.

C. POWER PLANT DEBT SERIES J (Mr. Crichfield)

A financial plan for Series J was submitted to the State Budget Agency outlining the projected cost to the state for both a fixed rate or variable rate issue. Given the interest rates during the planned issuance period, the SBA gave their final approval to a fixed rate strategy. Series J was issued on July 26, 2000 with the final closing taking place on August 17, 2000.

SECTION III

September 15, 2000

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

On a motion by Dr. Benway, seconded by Mrs. House, the recommendation was approved.

A. FACULTY

1. Appointments

(effective August 16, 2000 unless otherwise stated)

Donna Donghwa Choi; Assistant Professor, Department of Elementary and Early Childhood Education; M.A. Ewha Women's University, Korea; salary \$36,800.

Jeffrey Ian Lewis; Assistant Professor, Department of Communication Disorders and Special Education; Ph.D., Purdue University; salary \$40,000.

Robert J. Sowa; Assistant Professor, Department of Industrial Technology Education; Ph.D., University of Toledo; salary \$46,000.

Catherine L. Stemmans; Assistant Professor, Department of Athletic Training; Ph.D., University of Southern Mississippi; salary \$42,000.

One-Year Appointments

(Effective August 17, 2000, unless otherwise stated)

Peter G. Anderson; Assistant Professor, Department of Geography, Geology, and Anthropology; salary \$30,000.

James J. Ball; Instructor, Department of Mathematics and Computer Science; salary \$21,000.

Marilyn Banta; Post Doctoral Research Associate, Department of Life Sciences; salary \$28,000; for the period of August 23, 2000 through August 22, 2001.

Laura Bates; Visiting Assistant Professor, Department of English; salary \$20,600.

Melissa Ann Benningfield; Instructor, Department of Criminology; salary \$23,300.

June Ann Bertrand; Instructor in French, Department of Languages, Literatures, and Linguistics; salary \$20,000.

Marilyn Bisch; Instructor, Department of Languages, Literatures, and Linguistics; salary \$20,000.

Barbara Clauss; Assistant Professor, Department of Family and Consumer Sciences; salary \$34,600.

Charles Andrew Cooper; Instructor, Organizational Department; salary \$34,600.

Nancy Cummins; Instructor, Department of Physical Education; salary \$21,939.

F. Peter Dean; Instructor, Organizational Department; salary \$27,750.

Robert Van Est; Instructor in Composition, Department of English; salary \$20,000.

Lisa Ann Ford-Brown; Assistant Professor, Department of Communication; salary \$20,000.

Michael Frame; Instructor, Organizational Department; salary \$28,950.

Michael Gleason; Instructor, Department of Sociology; salary \$20,000.

Tamara Halterman; Instructor, Associate Degree Nursing Department; salary \$28,840.

Michael D. Harrold; Instructor in Composition, Department of English; salary \$20,000.

Stephen Hasiotis; Assistant Professor, Department of Geography, Geology, and Anthropology; salary \$30,000.

Susan L. Hoffman; Instructor in Composition, Department of English; salary \$20,000.

Michael G. Hypes; Instructor, Department of Recreation and Sport Management; salary \$36,050.

Cheryl L. Kremer; Assistant Professor, Department of Family and Consumer Sciences; salary \$34,900.

Margaret S. Landess; Instructor in Composition, Department of English; salary \$20,000.

Kathleen A. Lay; Instructor in Composition, Department of English; salary \$20,000.

Teresa McCullough; Instructor, Department of Physical Education; salary \$21,939.

Robert McMahan; Instructor, Analytical Department; salary \$31,675.

Larry Martin; Instructor, Department of Mathematics and Computer Science; salary \$20,000.

James Mayrose; Instructor, Department of Mathematics and Computer Science; salary \$20,000.

Rhea Meyerholtz; Instructor, Department of Mathematics and Computer Science; salary \$21,000.

Marcia Miller; Instructor, Associate Degree Nursing Department; salary \$30,900.

William A. Mitchell; Post Doctoral Research Associate, Department of Life Sciences; salary \$28,840; for the period of August 23, 2000 through August 22, 2001.

Anna-Maria Muller; Instructor, Department of Languages, Literatures and Linguistics; salary \$20,000.

Aracelis Nieves; Assistant Professor, Department of Curriculum, Instruction, and Media Technology; salary \$30,000.

Marlowe A. Owen; Instructor, Department of Chemistry; salary \$20,800.

Michele Pantle; Instructor, Associate Degree Nursing Department; salary \$30,385.

Sharon Printz; Instructor, Department of Elementary and Early Childhood Education; salary \$24,000.

Gregory W. Putman; Laboratory Coordinator, Department of Physics; salary \$23,500.

Bellampalli Ramachandran; Assistant Professor, Department of Chemistry; salary \$30,000.

Sheila Rangel; Instructor, Baccalaureate and Higher Degree Nursing Department; salary \$28,840.

Monty Records; Instructor in Composition, Department of English; salary \$20,000.

Rhonda Reed; Instructor, Associate Degree Nursing Department; salary \$30,385.

Missy Reynolds; Instructor, Department of Physical Education; salary \$21,000.

Judith A. Russell; Instructor, Department of African and African American Studies; salary \$20,000.

Jeffrey L. Schneider; Instructor, Women's Studies Program; salary \$22,000.

Mark A. Searcy; Instructor, Department of Recreation and Sport Management; salary \$25,750.

April D. Todd; Instructor, Department of Chemistry; salary \$25,000.

Marcia Tozer; Instructor, Department of Mathematics and Computer Science; salary \$21,000.

Martin Vaughan; Post Doctoral Research Associate, Department of Life Sciences; salary \$28,840; for the period of August 23, 2000 through August 22, 2001.

Peggy Weber; Instructor, Department of Social Work; salary \$34,000.

Jason Winkle; Instructor, Department of Physical Education; salary \$21,939.

Temporary Part-time Appointment, 2000-2001 Academic Year

Rhonda Packer; Visiting Professor, Department of History; nine hours each semester; salary \$16,100.

Temporary Part-time Appointments, 2000 Fall Semester
(Effective August 17, 2000)

Ken Arini; Lecturer I, Department of Recreation and Sport Management; three hours; salary \$1,500.

William Ashbrook; Professor Emeritus of Humanities, Department of English; three hours; salary \$2,100.

John Benton; Lecturer II, Department of History; nine hours; salary \$5,400.

D. Sheryl Boatz; Lecturer III, Department of Communication Disorders and Special Education; three hours; salary \$2,400.

Bradley S. Brubaker; Visiting Assistant Professor, Department of Psychology; three hours; salary \$2,500.

Peggy Stucke Byrer; Lecturer III, Department of Counseling; three hours; salary \$3,000.

Charles Clark; Lecturer III, Department of Educational Leadership; six hours; salary \$6,000.

Peggy Conklin; Lecturer III, Department of English; twelve hours; salary \$8,400.

Deborah Dierlam; Lecturer III, Department of Counseling; three hours; salary \$3,000.

Kathryn Doering; Lecturer II, Department of History; three hours; salary \$1,800.

Barbara Downey; Lecturer III, Department of Educational Leadership; six hours; salary \$6,000.

Barbara Anderson Edler; Lecturer III, Department of Communication Disorders and Special Education; three hours; salary \$2,100.

William Elliott; Visiting Assistant Professor, Department of Criminology; three hours; salary \$2,100.

Debbie Flurkey; Supervisor and Assistant to the Director of Field Experience, Department of Elementary and Early Childhood Education; nine hours; salary \$9,000.

Harry E. Gallatin; Lecturer II, Analytical Department; three hours; salary \$1,800.

Brett Garland; Lecturer I, Department of Criminology; three hours; salary \$1,500.

John Gartland; Lecturer II, Department of English; three hours; salary \$1,800.

Rusty Gonser; Assistant Professor, Department of Life Sciences; twelve hours; salary \$10,000.

Tuovia Haller; Lecturer II, Department of Social Work; three hours; salary \$1,800.

Peggy Hanna; Supervisor, Department of Elementary and Early Childhood Education; six hours; salary \$6,000.

Uwe J. Hansen; Professor Emeritus, Department of Physics; five hours; salary \$3,500.

Gary Hartsock; Lecturer II, Department of Criminology; three hours; salary \$1,800.

Gretchen Jennermann; Lecturer II, Department of Theater; three hours; salary \$1,800.

Bill J. Kassis; Supervisor, Department of Curriculum, Instruction, and Media Technology; twelve hours; salary \$9,000.

David L. Kelty; Lecturer II, Department of English; twelve hours; salary \$7,200.

Charles King; Professor Emeritus, Department of Sociology; three hours; salary \$2,100.

Roland M. Kohr; Visiting Associate Professor, Department of Criminology; three hours; salary \$2,500.

Kenneth Krause; Visiting Assistant Professor, Department of Social Work; three hours; salary \$2,500.

Richard G. Landini; Professor Emeritus of English, Department of English; three hours; salary \$2,100.

Jeffery B. Larsen; Lecturer III, Department of Communication Disorders and Special Education; three hours; salary \$3,750.

Paul H. Lysaker; Visiting Assistant Professor, Department of Psychology; three hours; salary \$2,500.

David H. McCarter; Lecturer III, Department of History; three hours; salary \$2,100.

Jennifer McGiverin; Lecturer II, Analytical Department; six hours; salary \$3,600.

Harriet McNeal; Professor Emerita, Department of English; three hours; salary \$2,100.

Dean C. Myers; Professor Emeritus, Department of Political Science; three hours; salary \$2,100.

William Nardini; Professor Emeritus, Department of Criminology; six hours; salary \$4,200.

Tyrone Powell; Lecturer III, Department of Counseling; three hours; salary \$3,000.

Carl Riddle; Lecturer III, Department of Educational Leadership; six hours; salary \$6,000.

Brian Royer; Lecturer II, Department of Criminology; six hours; salary \$3,600.

John E. Sherman; Lecturer II, Department of English; twelve hours; salary \$7,200.

Timothy Shumaker; Lecturer II, Department of Criminology; three hours; salary \$1,800.

Kyle Slaven; Lecturer I, Department of Recreation and Sport Management; three hours; salary \$1,500.

Edward Spann; Professor Emeritus, Department of History; six hours; Lecturer III, University Honors Program; three hours; salary \$6,300.

Michael Spinks; Lecturer II, Department of English; six hours; salary \$3,600.

John Strange; Lecturer II, Department of Criminology; three hours; salary \$1,800.

Nathaniel Truedell; Lecturer III, Department of African and African American Studies; one hour; salary \$1,000.

Millie Ann Vaughn; Lecturer III, Department of Elementary and Early Childhood Education; four hours; salary \$2,800.

James E. Waugh; Supervisor, Department of Curriculum, Instruction, and Media Technology; twelve hours; salary \$9,000.

2. Changes of Status and/or Rate

H. Scott Davis; from a fiscal year faculty position as Librarian in Library Services, with tenure, to an academic year faculty position as Professor in the Department of Curriculum, Instruction, and Media Technology, with tenure, effective August 17, 2000; salary \$51,854 for the 2000-01 academic year.

Sandra DeCosta; from a fiscal year to an academic year appointment with fiscal year appointment ending June 30, 2000; from Chairperson and Professor in the Department of Elementary and Early Childhood Education to Professor of Elementary Education in the Department of Elementary and Early Childhood Education; salary \$66,875; effective August 17, 2000.

Jennifer Drake; from Assistant Professor in the Department of English to Acting Director of the Women's Studies Program and Assistant Professor in the Department of English for the 2000-01 academic year; \$3,000 stipend for this added responsibility.

Lew Hackleman; from Associate Professor in the Department of Theater to Interim Chairperson and Associate Professor in the Department of Theater for the 2000-01 academic year; \$1,500 stipend for this added responsibility.

Robert G. Huckabee; from Associate Professor of Criminology to Acting Chairperson and Associate Professor of Criminology; for the fall semester of the 2000-01 academic year; \$500 stipend for this added responsibility; effective August 17, 2000.

Robyn Lugar; from Assistant Professor in the Department of Social Work to Interim Chairperson and Assistant Professor in the Department of Social Work for the 2000-01 academic year; \$2,000 stipend for this added responsibility.

Craig M. McDaniel; from Associate Professor in the Department of Art to Acting Chairperson and Associate Professor in the Department of Art for the 2000-01 academic year; \$3,000 stipend for this added responsibility.

Morris Medley; from Professor in the Department of Sociology to Interim Chairperson and Professor, Department of Sociology; for the 2000-01 academic year; \$1,000 stipend for this added responsibility; effective August 17, 2000.

John Ozmun; from Associate Professor in the Department of Physical Education to Acting Chairperson and Associate Professor in the Department of Physical Education for the 2000-01 academic year; \$2,000 stipend for this added responsibility.

Lee Richard; from Associate Professor in the Baccalaureate and Higher Degree Nursing Department to Chairperson and Associate Professor in the Baccalaureate and Higher Degree Nursing Department; \$3,000 added to 2000-01 academic year base; salary \$50,424 per academic year, includes performance adjustment; effective August 17, 2000.

Steve Smidley; from Assistant Professor, Department of Recreation and Sport Management to Acting Chairperson and Assistant Professor in the Department of Recreation and Sport Management for the 2000-01 academic year; \$1,000 stipend for this added responsibility.

Mark A. Stimley; from Professor of Communication Disorders in the Department of Communication Disorders and Special Education to Acting Chairperson and Professor of Communication Disorders in the Department of Communication Disorders and Special Education for the 2000-01 academic year; \$2,000 for this added responsibility.

Jerry A. Summers; from Professor of Education in the Department of Curriculum, Instruction, and Media Technology, to Interim Associate Dean of the School of Education effective July 1, 2000 through June 30, 2001, and Acting Chairperson of the Department of Curriculum, Instruction, and Media Technology for the 2000-01 academic year; effective August 17, 2000; and Professor of Education in the Department of Curriculum, Instruction, and Media Technology; salary \$84,074 per fiscal year.

3. Leaves of Absence Without Pay - 2000-2001 Academic Year

Charles Goff; Department of Life Sciences.

Nancy J. Obermeyer; Department of Geography, Geology, and Anthropology.

4. Resignations

Robert Dibie; Department of Political Science; resigned position which was scheduled to begin August 16, 2000.

Joe E. Glenn; Department of Counseling; effective May 6, 2000.

Thomas Hamilton; Analytical Department; effective May 6, 2000.

Mark Merrick; Department of Athletic Training; effective May 6, 2000.

Leslie Orr; Department of Theater; effective May 6, 2000.

Dennis Patterson; Organizational Department; effective May 6, 2000.

Lynn R. Wood; Department of Communication Disorders and Special Education; effective May 5, 2001.

Christopher Zirkle; Department of Industrial Technology Education; effective December 16, 2000.

5. Retirements

John Christie; Department of English; retirement leave during the fall semester of the 2001-02 academic year; effective December 15, 2001.

Elaine L. Kleiner; Department of English; retirement leave during the spring semester 2001-02 academic year; effective May 4, 2002.

B. ADMINISTRATION1. Appointments

Janis Halpern; Assistant Director for Study Abroad and Credential Specialist, International Affairs Center; salary \$32,500 per fiscal year; effective July 1, 2000.

Marshall S. Jones; Assistant Director of Alumni Affairs for Membership Services; salary \$27,600 per fiscal year, prorated from the effective date of July 31, 2000.

Megan Marcoe; Health Educator, Generalist, Student Health Center; salary \$27,000 per fiscal year, prorated from the effective date of July 24, 2000.

Dennis McKay; Microcomputer/Network Consultant, Information Technology; salary \$37,000 per fiscal year, prorated from the effective date of August 1, 2000.

Sandra J. Nelson; Assistant Dean of the School of Business and Professor of Administrative Systems and Business Education; salary \$80,000 per fiscal year; effective July 1, 2000.

Jeffrey K. Perkins; Director of Student Video Production, Department of Communication; salary \$35,000 per fiscal year; effective July 1, 2000.

Mary B. Seaward; Medical Education Specialist, Terre Haute Center for Medical Education; salary \$36,000 per fiscal year, prorated from the effective date of August 14, 2000.

Jason Winkle; Le Club Supervisor, Student Health Center; 20 hours per week at a salary of \$13,864 for the period of July 1, 2000 through May 31, 2001. In addition to the 11-month regular salary, he will receive a \$200 per month stipend for the period September 1, 2000 through May 31, 2001 for additional duties.

Temporary Appointments

Orville Alexander; Director of the Small Business Development Center; salary \$48,036 per fiscal year; effective July 1, 2000 through June 30, 2001.

Brynn Alysun; Web Content Editor, Office of Distance Education; salary \$31,000 per fiscal year, prorated from the effective date of June 26, 2000 through June 30, 2001.

Sharon Anderson; Educational Specialist, Student Academic Services Center; salary \$23,575 per fiscal year, prorated from the effective date of July 1, 2000 through August 31, 2000.

Martin Angell; Assistant Director, Small Business Development Center; salary \$36,900 per fiscal year; effective July 1, 2000 through June 30, 2001.

Ken Arini; ISU Field Campus Resource Manager, Department of Recreation and Sport Management; salary \$22,660 per fiscal year; effective July 1, 2000 through June 30, 2001.

Heather Bedwell; Graphic Designer, Multimedia Support Services; salary \$24,840 per fiscal year; effective July 1, 2000 through June 30, 2001.

Alice E. Bond; Tutor Coordinator, Student Support Services; salary \$31,050 per fiscal year; effective September 1, 2000 through August 31, 2001.

Bonita Buddle; Project Coordinator of the CPSI Grant of the Blumberg Center; salary \$48,906 per fiscal year; effective July 1, 2000 through June 30, 2001.

Steve Chao; Associate Director, International Affairs Center; salary \$42,000 per fiscal year; effective July 1, 2000 through June 30, 2001.

Gary D. Collings; Executive Director of the ISEAS Project, School of Education; salary \$66,790 per fiscal year; effective July 1, 2000 through June 30, 2001.

Cindy Crowder; Counselor/Advisor/Recruiter, School of Technology; salary \$30,900 per fiscal year; effective July 1, 2000 through June 30, 2001.

Stephanie S. Doty; Acting Gallery Director, Department of Art; salary \$18,000 for the appointment period of July 1, 2000 through December 31, 2000.

William D. Enders; Writing Specialist, Department of English; salary \$31,244 for the period of August 1, 2000 through May 31, 2001.

Cynthia H. Evans; Assistant Coordinator for Summer and Mentoring Programs, Student Academic Services Center; salary \$23,826 per fiscal year, prorated from the effective date of June 21, 2000 through June 30, 2001.

Michelle Fitzgerald; Admissions Counselor; Office of Admissions; salary \$22,500 per fiscal year, prorated from the effective date of June 13, 2000 through June 30, 2001.

Susan Hershberg; Photographer, Multimedia Support Services; salary \$28,185 per fiscal year, prorated from the effective date of July 1, 2000 through December 22, 2000.

Jianling Jiang; Web Applications Programmer, Office of Distance Education; salary \$40,000 per fiscal year; effective July 1, 2000 through June 30, 2001.

Rhonda Leistner; Web Graphics Designer, Office of Distance Education; salary \$37,000 per fiscal year, prorated from the effective date of July 10, 2000 through June 30, 2001.

William R. Littlejohn; Director of the Blumberg Center for Interdisciplinary Studies in Special Education and Associate Professor of Special Education in the Department of Communication Disorders and Special Education; salary \$76,095 per fiscal year; effective July 1, 2000 through June 30, 2001.

Cinda L. Long; Program Coordinator of the ISEAS Project, School of Education; salary \$29,064 per fiscal year; effective July 1, 2000 through June 30, 2001.

T. Scott Ramsey; Admissions Counselor, Office of Admissions; salary \$25,000 per fiscal year, prorated from the effective date of July 19, 2000 through June 30, 2001.

Teresa Reynolds; Business Manager, Blumberg Center; salary \$24,464 per fiscal year; effective July 1, 2000 through June 30, 2001.

Lori A. Smith; Assistant AOP Coordinator for Mentoring and Tutoring, Student Academic Services Center; salary \$27,000 per fiscal year, prorated from the effective date of July 10, 2000 through June 30, 2001.

Venita O. Stallings; Adult College Education Coordinator, Student Support Services; salary \$27,714 per fiscal year; effective September 1, 2000 through August 31, 2001.

Nina Storey; Career Counselor, Career Center; salary \$28,000 per fiscal year, prorated from the effective date of August 1, 2000 through June 30, 2001.

Susan A. Thacker; Executive Assistant of the ISEAS Project, School of Education; salary \$31,907 per fiscal year; effective July 1, 2000 through June 30, 2001.

Andrew W. Vincent; Distance Education Video Technician, Telecommunications and Networking Services; salary \$32,300 per fiscal year; effective July 1, 2000 through June 30, 2001.

Carol Walker; Part-time Consultant, Information Technology; salary \$19,741 per fiscal year; effective July 1, 2000 through June 30, 2001.

Lynn White; Coordinator of Grants and Summer Programs, Student Academic Services Center; salary \$45,395 per fiscal year; effective June 1, 2000 through May 31, 2001.

Priscilla Wolfe; Project Director of the CPSI Grant, Blumberg Center; salary \$48,953 per fiscal year; effective July 1, 2000.

Rita L. Worrall; Director of the Student Support Services; salary \$44,793 per fiscal year; effective September 1, 2000 through August 31, 2001.

Reappointments

Jane Austin; Area Learning Center Coordinator, College Cooperative Southeast; salary \$33,518 per fiscal year; effective July 1, 2000 through June 30, 2001.

La Shona Donica; Area Learning Center Coordinator, South Central Indiana Education Alliance; salary \$31,050 per fiscal year; effective July 1, 2000 through June 30, 2001.

Leona M. Gallion; Dean of the School of Business; salary \$104,500 per fiscal year; effective July 1, 2000 through June 30, 2001.

Catherine L. Graham; Admissions Counselor, Office of Admissions; salary \$22,500 per fiscal year, prorated from the effective date of November 29, 1999 through June 30, 2000.

Melissa Hughes; Program Development Coordinator, Office of Distance Education; salary \$31,260 per fiscal year; effective July 1, 2000 through June 30, 2001.

Dean Edward Johnson; Area Learning Center Coordinator-Orange, South Central Indiana Education Alliance; salary \$32,137 per fiscal year; effective July 1, 2000 through June 30, 2001.

Becky Kolanbrander; Assistant Athletic Academic Coordinator, Student Academic Services Center; salary \$25,925 per fiscal year; effective July 1, 2000 through June 30, 2001.

Jolynn Kuhlman; Interim Associate Dean, School of Graduate Studies; salary \$67,174 per fiscal year; effective July 1, 2000 through June 30, 2001.

Carol Ann Lavery; Area Learning Center Coordinator (part-time), South Central Indiana Education Alliance; salary \$15,525 per fiscal year; effective July 1, 2000 through June 30, 2001.

Rebecca W. Libler; Interim Dean of the School of Education; salary \$94,500 per fiscal year; effective July 1, 2000 through June 30, 2001.

Patti Mills; Administrative Fellow, Office of the Provost and Vice President for Academic Affairs; salary \$93,413 per fiscal year; effective July 1, 2000 through June 30, 2001.

Rebecca Moore; Assistant Area Learning Center Coordinator-Greensburg, College Cooperative Southeast (part-time); salary \$14,630 per fiscal year; effective July 1, 2000 through June 30, 2001.

Jeanette Nickas; Area Marketing Coordinator-Madison, College Cooperative Southeast; salary \$31,050 per fiscal year; effective July 1, 2000 through June 30, 2001.

Leslie D. Payne; Area Learning Center Coordinator; College Cooperative Southeast; salary \$31,980 per fiscal year; effective July 1, 2000 through June 30, 2001.

Ron Payne; Production Assistant, Office of Distance Education; salary \$27,184 per fiscal year; effective July 1, 2000 through June 30, 2001.

Renee Ramsey; Administrative Fellow, Office of the Provost and Vice President for Academic Affairs; salary \$58,957 per fiscal year; effective July 1, 2000 through June 30, 2001.

Stephen D. Ray; Regional Director, South Central Indiana Education Alliance; salary \$47,457 per fiscal year; effective July 1, 2000 through June 30, 2001.

Suzann Conklin Romines; Assistant Learning Center Coordinator, College Cooperative Southeast (part-time); salary \$14,700 per fiscal year; effective July 1, 2000 through June 30, 2001.

Rebecca Sanders; Assistant Learning Center Coordinator-North Vernon, College Cooperative Southeast (part-time); salary \$14,935 per fiscal year; effective July 1, 2000 through June 30, 2001.

Constance L. Souza; Assistant Area Learning Center Coordinator, College Cooperative Southeast (part-time); salary \$14,560 per fiscal year; effective July 1, 2000 through June 30, 2001.

Jerry Steuerwald; Area Learning Center Coordinator-North Vernon, College Cooperative Southeast; salary \$33,420 per fiscal year; effective July 1, 2000 through June 30, 2001.

William St. Pierre; Regional Director, College Cooperative Southeast; salary \$54,548 per fiscal year; effective July 1, 2000 through June 30, 2001.

Dorothy Swanson-Glancy; Area Learning Center Coordinator-Hancock, College Cooperative Southeast; salary \$31,980 per fiscal year; effective July 1, 2000 through June 30, 2001.

Julia A. Tipton; Course Development Editor, Office of Distance Education; salary \$24,188 per fiscal year; effective July 1, 2000 through June 30, 2001.

Camille Trampke; Area Learning Center Coordinator-Greene, South Central Indiana Education Alliance; salary \$31,980 per fiscal year; effective July 1, 2000 through June 30, 2001.

Dale L. Varble; Interim Associate Dean of the School of Business; salary \$91,554 per fiscal year; effective July 1, 2000 through June 30, 2001.

Paula J. Vincini; Associate Project Director, Office of Distance Education; salary \$46,575 per fiscal year; effective July 1, 2000 through June 30, 2001.

Michelle Iva Marie Walls; Area Learning Center Coordinator-Shelbyville, College Cooperative Southeast; salary \$31,500 per fiscal year; effective July 1, 2000 through June 30, 2001.

2. Changes of Status and/or Rate

Sue A. Allmon; Division of Lifelong Learning; corrected performance adjustment of 4.5 percent to 1999-2000 fiscal year salary; salary \$32,743 per fiscal year; effective July 1, 2000.

Kyle Del Colletti; Terre Haute Center for Medical Education; performance adjustment; salary \$37,303 per fiscal year; effective July 1, 2000.

John A. Ford; from Videographer/Editor and Associate Producer of Multimedia Support Services to Microcomputer/Network Consultant in Information Technology; salary \$35,000 per fiscal year, prorated from the effective date of August 1, 2000.

Kristin Garing; President, Student Government Association; from monthly payroll to student payroll; salary \$5.68 per hour; effective October 1, 2000.

Darlene Hantzis; College of Arts and Sciences; reclassified to pay level 30.

Angela Renee Harrison; extension of appointment as Interim Director of Multimedia Support Services and Manager of the Help Desk in User Services; \$1,200 stipend per month for this added responsibility; effective July 1, 2000 through September 30, 2000 or earlier if the position is filled; and correction to performance adjustment; salary \$45,459 per fiscal year; effective July 1, 2000.

Christopher Ingersoll; from Chairperson and Professor in the Department of Athletic Training to Interim Dean of the School of Graduate Studies and Professor in the Department of Athletic Training; salary \$92,000 per fiscal year, prorated for the period of September 15, 2000 through June 30, 2001.

Jeanie A. Klippel; from Program Coordinator in Community and Professional Programs to Interim Director and Program Coordinator in Community and Professional Programs; \$1,000 stipend per month for this added responsibility; effective June 26, 2000 through September 1, 2000.

Madaryll Knox; from Educational Specialist in the Student Academic Services Center to Assistant Coordinator for the 21st Century Scholars in the Student Academic Services Center; salary \$27,000 per fiscal year, prorated from the effective date of June 12, 2000 through June 30, 2001.

Ericka Madison; Vice President, Student Government Association; from monthly payroll to student payroll; salary \$5.68 per hour; effective October 1, 2000.

Steven H. Pahl; Gongaware Center; performance adjustment; salary \$102,258; effective July 1, 2000.

Alfred Perone; from Assistant Director of Student Life Programs to Interim Director of Student Life Programs for the period July 24, 2000 through June 30, 2001; salary \$49,000 per fiscal year, prorated from the effective date of July 24, 2000.

3. Resignations

Bernice Bass de Martinez; School of Graduate Studies and Office of the Provost and Vice President for Academic Affairs; effective August 14, 2000.

Sarah Hadley; Student Life Programs; effective July 21, 2000.

William C. Minnis; Center for Research and Management Services; effective August 31, 2000.

Steven Prescott; Department of Music; effective August 23, 2000.

Constance L. Souza; College Cooperative Southeast; effective September 30, 2000.

Christie C. Wells; University Visual Collections; effective May 6, 2000.

C. COACHES AND ATHLETICS

Appointments

Lee Brown; Assistant Football Coach; salary \$24,000 for the employment period of February 1, 2000 through January 31, 2001, prorated from the effective date of August 1, 2000.

Marianne Bullis; Assistant Softball Coach; salary \$21,400 for the employment period of July 1, 2000 through June 30, 2001, prorated from the effective date of August 14, 2000.

Kip Hytrek; Head Strength and Conditioning Coach; salary \$25,000 per fiscal year prorated from the effective date of September 5, 2000.

Todd Nelson; Part-time Assistant Volleyball Coach; salary \$14,560 for the 9 month employment period of September 1, 2000 through May 31, 2001.

Reappointments

David Koon; Strength and Conditioning Coach; salary \$25,000 for the employment period of July 1, 2000 through June 30, 2001.

Ruth Ann Medworth; Cheerleading Sponsor; salary \$7,179 for the employment period of August 1, 2000 through May 15, 2001.

2. Changes of Status and/or Rate

Brian Boland; Head Men's Tennis Coach; from a 9 month appointment to a 12 month appointment; salary \$27,000 for the employment period of June 1, 2000 through May 31, 2001, prorated from the effective date of July 1, 2000.

Vernon Croft; Head Women's Soccer Coach; salary increase for the employment period January 1, 2000 through December 31, 2000; salary \$29,725, effective January 1, 2000.

Mark Rodriguez, Assistant Track and Cross Country Coach; change in salary to \$23,292 for the employment period of July 1, 2000 through June 30, 2001, prorated from the effective date of August 1, 2000.

Donna Seybold; change in title from Assistant Women's Basketball Coach to Associate Head Coach, Women's Basketball; effective October 1, 2000

DeAndre Smith; Assistant Football Coach; change in salary to \$38,563 for the employment period of February 1, 2000 through January 31, 2001, prorated from the effective date of August 1, 2000.

3. Resignations

Aimee Dawson; effective August 31, 2000

Douglas Dutton; effective July 31, 2000

David Koon; effective July 31, 2000

D. RESIDENTIAL LIFE

1. Appointments

(Compensation includes maintenance in the form of a furnished apartment and board for the period of August 1, 2000 through May 8, 2001, unless otherwise noted.)

Michelle Ackland; Assistant Hall Director; salary \$4,200 for the period August 1, 2000 through May 8, 2001, prorated from the effective date of August 10, 2000.

Shireen Mohamed Aris; Assistant Hall Director; salary \$4,200.

Ryan Blevins; Assistant Hall Director; salary \$4,300.

Cynthia Ditto; Assistant Hall Director; salary \$4,200.

Laura Feckete; Assistant Hall Director; salary \$4,200.

Traci Haton; Area Director; Residential Life; 9 1/2 month assignment; salary \$24,000 plus maintenance in the form of an apartment and board; effective August 1, 2000.

Latreva Herndon; Assistant Hall Director; salary \$4,300.

Lucy Hostetler; Assistant Hall Director; salary \$4,300.

Tamara Johnson; Assistant Hall Director; salary \$4,300.

Shawntae Jones; Assistant Hall Director; salary \$4,200.

Craig Kilgore; Assistant Hall Director; salary \$4,200.

Ja Marlon King; Assistant Hall Director; salary \$4,200.

Charity Mouck; Area Director, Residential Life; 9 1/2 month assignment; salary \$24,000 plus maintenance in the form of an apartment and board; effective August 1, 2000.

Andrew Pollom; Assistant Hall Director; salary \$4,300.

Tammi Prince; Assistant Hall Director; salary \$4,300.

Linda Vicory; Assistant Hall Director; salary \$4,300.

Wayne Warren; Assistant Hall Director; salary \$4,200.

Jamie Workman; Assistant Hall Director; salary \$4,300.

2. Resignation

Rodney Williams; Residential Life; effective August 16, 2000.

E. SUPPORT STAFF PERSONNEL REPORT

The Support Staff Personnel Report ending August 31, 2000, is presented in Exhibit A.

F. FACULTY SALARIES - SUMMER 2000

Faculty salaries for Summer 2000, are presented in Exhibit B.

**INDIANA STATE UNIVERSITY
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES
 FOR THE PERIOD ENDING AUGUST 31, 2000**

A. APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Bailey, William	Hulman Center	Cust Wrkr II	\$14,430	08-28-00
Beaulieu, Gary	School of Technology	Ofc Asst III	\$17,238	08-07-00
Bradbury, Paul	Facilities Management	Cust Wrkr I	\$13,260	07-31-00
Catania, Joseph	Intercollegiate Athletics	Athletic Services Supv	\$16,575	08-28-00
Cecero, Glenn	Facilities Management	Cust Wrkr I	\$13,260	08-28-00
Clark, Brian	Library	Library Asst I	\$15,190	08-07-00
Daily, James	Facilities Management	Grnds Maint Wrkr	\$13,260	08-28-00
Davis, Nancy	Office of the Controller	Acct Analyst	\$15,678	07-31-00
Dunbar, Donna	Philosophy	Ofc Asst II (Fte .53)	\$ 7,696	08-07-00
Dwyer, Teresa	Student Life	Ofc Asst II	\$14,430	07-31-00
Edington, Brenda	Public Safety	Public Safety Ofc	\$21,132	07-10-00
Eversole, Jamie	Sycamore Housing	Cust Wrkr I	\$13,260	07-31-00
Galbraith, Timothy	Hulman Center	Cust Wrkr II	\$14,430	08-28-00
Gillis, Amy	Office of the Controller	Acct Clerk II	\$15,054	07-24-00
Grbic, Smilja	Early Childhood Educ Ctr	Teachers Aide	\$14,430	08-21-00
Greaver, James	Facilities Management	Grnds Maint Wrkr	\$13,260	08-21-00
LeBrun, Heather	Women's Study Program	Ofc Asst III (fte .53)	\$ 8,361	07-10-00
Long, James	Facilities Management	Grnds Maint Wrkr	\$13,260	08-21-00
Lore, Amber	Nurse Practitioner Program	Ofc Asst II	\$14,430	07-17-00
Mayes, Billie	Facilities Management	Cust Wrkr I	\$13,260	07-24-00
McKay, Lila	Sycamore Housing	Cust Wrkr I	\$13,260	07-17-00
Meehan, Anthony	Office of the Controller	Acct Clerk II	\$17,121	08-24-00
Neal, Scott	Information Technology	Help Desk Assoc	\$23,400	08-14-00
Niccum, Sandra	Hulman Memorial Student Union	Cust Wrkr II	\$14,430	08-21-00
Pence, Linda	Early Childhood Educ Ctr	Teachers Aide	\$14,430	08-14-00

A. APPOINTMENTS (CONTINUED)

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Pierce, Diana	Student Financial Aid	Ofc Asst III	\$15,678	07-10-00
Ritzi, Clare	Life Sciences	Ofc Asst II	\$14,430	07-24-00
Schimmel, Jack	Hulman Memorial Student Union	Cust Wrkr II	\$14,430	08-21-00
Taylor, Justin	Hulman Memorial Student Union	Cust Wrkr II	\$14,430	08-21-00
Tevlin, Mary	Facilities Management	Cust Wrkr I	\$13,260	07-24-00
Trass, Tiffany	Academic Affairs	Editorial Asst	\$16,575	07-10-00
Wells, Louis	Facilities Management	Cust Wrkr I	\$13,260	07-24-00
Woll, Sharman	Student Affairs	Ofc Asst III	\$15,678	07-17-00
Wray, Paul	Facilities Management	Cust Wrkr I	\$13,260	07-10-00

B. TERMINATIONS1. Voluntary

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Alumbaugh, William	Power Plant	08-04-00
Brown, Janet	School of Nursing	07-14-00
Buttrey, Lori	Office of the Controller	08-18-00
Carrell, Bryan	Intercollegiate Athletics	07-07-00
Davis, Nancy	Office of the Controller	08-04-00
Dibie, Josephine	Office of Sponsored Program	08-11-00
Dunning, Nicole	Business Analytical	07-07-00
Ferguson, Michelle	Library	07-21-00
Firestone, Pamela	Student Health Center	08-14-00
Fuller, Kynesha	Library	07-14-00
Graham, Gloria	Public Safety	07-24-00
Johnson, Carmen	Publications	09-05-00
Keller, Brenda	Admissions	08-10-00
Lau, Andrea	Center for Research & Management	08-11-00
Lee, Young-Ah	Early Childhood Education Center	08-11-00
Mager, Karen	Athletic Training	07-27-00
McCullough, Melody	Early Childhood Education Center	08-11-00

B. TERMINATIONS (CONTINUED)1. Voluntary

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
McGee, Karen	Hulman Center	07-21-00
Meehan, Anthony	Office of the Controller	07-21-00
Morrison, Jennifer	School of Technology	08-30-00
Nee, Alice	School of Education	07-05-00
Strong, Rebecca	Division of Printing	07-19-00
Swearingen, Ryan	Office of the Controller	08-11-00
Winters, Michelle	Public Safety	07-21-00
Withers, Cari	Student Life	07-21-00
Zigler, Neala	School of Business	08-18-00

2. Involuntary

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Dickens, Eric	Hulman Center	07-11-00
Glasgow, Michael	Facilities Management	07-28-00
Keen, Lori	Library	08-15-00
Mayes, Billie	Facilities Management	07-28-00
McCullough, Ronnie	Facilities Management	07-28-00

C. CHANGE IN STATUS OR RATE1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Bell, Allayne	Blumberg Center Ofc Asst II \$15,678	Athletic Training Ofc Asst III \$17,257	08-14-00
Goulding, Olivia	Office of the Controller Acct Analyst \$16,711	Development Admin Asst I \$18,388	07-24-00
Hall, Kelly	Economics Ofc Asst III \$15,990	Business Analytical Admin Asst I \$18,018	08-14-00
Huffman, Yvonne	Elementary Education Ofc Asst II \$14,956	Elementary Education Ofc Asst III \$16,458	07-10-00

D. CHANGE IN STATUS OR RATE1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
McKay, Dennis	Information Technology Computer Spec II \$28,216	Information Technology Promoted to Monthly	08-01-00
Ross, Judy	Payroll Payroll Asst I \$22,444	Payroll Payroll Coordinator \$24,687	08-26-00
Seaward, Mary	T H Ctr for Med Educ Research Assoc \$34,242	T H Ctr for Med Educ Promoted to Monthly	08-14-00
Walters, Suzanne	Geography & Geology Ofc Asst I \$13,747	Geography & Geology Ofc Asst II \$15,132	08-14-00
White, Angela	Office of the Controller Acct Analyst \$16,068	Office of the Controller Acct Services Supv \$22,152	07-08-00
Wilson, Terri	Office of the Controller Acct Analyst \$16,068	Office of the Controller Acct Analyst Supv \$19,714	07-08-00
Wright, Kelly	Office of the Controller Acct Clerk III \$17,335	Early Childhood Education Ctr Admin Asst I \$19,090	08-07-00
Yaraschefski, Jane	Registrar Office Data Entry Op I \$14,781	Registrar Office Data Entry Op II \$16,263	07-24-00

2. Reclassification

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Albright, Joni	Payroll Data Entry Op II \$16,887	Payroll Payroll Asst I \$18,583	08-05-00
Alexander, Martha	North Central Assoc Ofc Asst II \$14,781	North Central Assoc Ofc Asst III \$16,263	07-22-00
Barnes, Judith	Educational Administration Ofc Asst III \$23,751	Educational Administration Admin Asst I \$26,130	07-22-00
Boyles, David	Recreational Sports Athletic Equip Attendant \$13,942	Recreational Sports Athletic Equip Attendant II \$15,356	07-08-00
Bryan, Sharon	Blumberg Center Ofc Asst III \$17,413	Blumberg Center Admin Asst I \$19,149	07-22-00

D. CHANGE IN STATUS OR RATE (CONTINUED)

2. Reclassification

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Cantrell, Gloria	Communication Disorders/Spec Edu Ofc Asst II \$15,717	Communication Disorders/Spec Edu Ofc Asst III \$17,296	07-22-00
Church, Sherri	School of Education Ofc Asst II \$16,867	School of Education Ofc Asst III \$18,564	07-22-00
Curry, Lakina	Department of Social Work Ofc Asst II \$14,586	Department of Social Work Ofc Asst III \$16,048	08-05-00
Davis, Sue	Educ Psychology/Sch Psychology Ofc Asst III \$20,397	Educ Psychology/Sch Psychology Student Serv Asst \$22,444	07-22-00
Euratte, Marsha	Admin & Instructional Svc Ofc Asst II \$20,670	Admin & Instructional Svc Ofc Asst III \$22,737	07-22-00
Hall, Nancy	Counseling Dept Ofc Asst III \$20,553	Counseling Dept Student Serv Asst \$22,600	07-22-00
Harkins, Regina	Educ Psychology/Sch Psychology Ofc Asst III \$20,260	Educ Psychology/Sch Psychology Admin Asst I \$22,288	07-22-00
Horsley, Tracy	Purchasing Storekeeper I \$15,580	Purchasing Storekeeper II \$17,140	08-05-00
Isbell, Elaine	School of Education Ofc Asst III \$20,767	School of Education Student Serv Asst \$22,854	07-22-00
Krackenberger, Jan	Bureau of School Svc Ofc Asst III \$16,068	Bureau of School Svc Student Serv Asst \$17,667	07-22-00
Landes, Elaine	Counseling Dept Ofc Asst III \$19,597	Counseling Dept Admin Asst I \$21,567	07-22-00
Larimer, Mary	Communication Disorders/Spec Edu Ofc Asst III \$18,115	Communication Disorders/Spec Edu Admin Asst I \$19,929	07-22-00
Lee-McGowen, Regina	Elementary Education Ofc Asst III \$16,068	Elementary Education Admin Asst I \$18,018	07-22-00
O'Bradovich, Dorothy	Physical Education Ofc Asst III \$23,868	Physical Education Admin Asst I \$26,247	07-08-00

D. CHANGE IN STATUS OR RATE (CONTINUED)**2. Reclassification**

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Ramseyer, Sherri	Purchasing Data Entry Op II \$16,419	Purchasing Purchasing Asst \$18,057	08-05-00
Ross, Judy	Payroll Data Entry Op II \$20,397	Payroll Payroll Asst I \$22,444	08-05-00
Rue, Jack	Purchasing Warehouse Supv \$23,341	Purchasing Warehouse Supv \$25,681	08-05-00
Shields, Sandra	Admin & Instructional Svc Ofc Asst II \$7,917 (.50 fte)	Admin & Instructional Svc Ofc Asst III \$9,287 (.53 fte)	07-22-00
Stone, Theresa	University Marketing Program Ofc Asst III \$18,096	University Marketing Program Admin Asst I \$19,909	08-05-00
Upp, Cheryl	School of Education Admin Asst I \$25,603	School of Education Student Serv Assoc \$28,158	07-22-00
Watts, Christy	School of Education Admin Asst II \$30,361	School of Education Admin Asst III \$33,403	07-22-00
Weir, Sheila	Admin & Instructional Svc Ofc Asst III \$23,166	Admin & Instructional Svc Admin Asst I \$25,486	07-22-00
Wiseman, Carole	Payroll Payroll Asst II \$24,745	Payroll Payroll Asst III \$27,222	08-05-00
Wright, Nancy	School of Education Ofc Asst II \$16,789	School of Education Ofc Asst III \$18,466	07-22-00

3. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Bedford, Garland	Facilities Management Cust Wrkr I \$14,235	Intercollegiate Athletics Athletic Equipment Attendant \$14,235	08-28-00
Bedwell, Ruth	Facilities Management Acct Clerk II \$15,210	Office of Gift Management Ofc Asst II \$15,210	07-10-00

D. CHANGE IN STATUS OR RATE (CONTINUED)

3. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Pearman, Margaret	Information Technology Ofc Asst III \$20,065	Library Ofc Asst III \$20,065	07-01-00
Schaffer, Mark	Library Admin Asst I \$20,221	School of Nursing Admin Asst I \$20,221	08-07-00
Wren, Jacqueline	Office of the Controller Acct Clerk II \$15,424	Registrar's Office Data Entry Op I \$15,424	09-11-00

4. Other

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Brooks, Betty	Early Childhood Educ Ctr Teachers' Aide \$14,586	Early Childhood Educ Ctr Teachers' Aide \$13,564 (Fte .93)	07-22-00
Fleetwood, Nancy	Office of the Controller Acct Analyst \$15,873	Office of the Controller Acct Clerk II \$15,054	09-04-00+
Gibbons-Ponsot, Paula	Office of the President Executive Asst \$28,821	Office of the President Executive Asst \$29,328	07-01-00^
Hall, Kelly	Business Analytical Admin Asst I \$18,018	Economics Ofc Asst III \$15,990	09-11-00+
Heighton, Jacqueline	Student Support Services Ofc Asst III \$18,310	Student Support Services Ofc Asst III \$19,480	09-01-00~
Johnson, Mark	Payroll Payroll Coordinator \$19,032	Information Technology Admin Asst I \$18,018	08-21-00+
Pies, Autumn	Early Childhood Educ Ctr Teachers' Aide \$14,586	Early Childhood Educ Ctr Teachers' Aide \$11,668 (Fte .80)	07-08-00
Sewell, Tom	Intercollegiate Athletics Pre-Press Production Supv \$19,032	Intercollegiate Athletics Pre-Press Production Supv \$20,923	07-08-00^
Verostko, Dean	Facilities Management Maint Mech II \$19,519	Facilities Management Painter \$21,469	07-22-00*

^Administrative Adjustment
 *Market Adjustment
 +Voluntary Demotion
 ~Fiscal Year 2000-01 Increase
 Grant Funds

INDIANA STATE UNIVERSITY

**2000 FACULTY SALARIES
 EXHIBIT B**

COLLEGE OF ARTS & SCIENCES

Africana Studies

Blackshire-Belay, Aisha \$ 4,500.00
 Henry, Clarence \$ 2,723.00
 Muyumba, Francois \$ 2,084.00

Art

Anderson, Alma M. \$ 5,732.00
 Dunlap, Glenn \$ 4,358.00
 Engeran, Whitney \$ 3,321.00
 Evans, Robert \$ 4,024.00
 Gates, Jack \$ 3,917.00
 Hay, Richard \$ 4,289.00
 Jegede, Dele \$ 3,449.00
 Lattnazio, Fran \$ 11,621.00
 Leth, William \$ 1,500.00
 Letsinger, Stever \$ 2,040.00
 Mayer, Charles \$ 8,258.00
 Tio, Adrian \$ 9,621.00
 Vargo, Jerome \$ 2,630.00

Chemistry

Allen, Sandra \$ 2,000.00
 Flurkey, William \$ 9,496.00
 Glendening, Eric \$ 3,265.00
 Halpern, Arthur \$ 17,361.00
 Kjonaas, Richard \$ 10,147.00
 Owen, Marlowe \$ 758.00
 Ramachandran, B.R. \$ 2,989.00
 Reuland, Don \$ 7,147.00
 Siegel, Alan \$ 12,128.00
 Ye, Sha Joshua \$ 450.00

Communications

Bennett, David \$ 3,350.00
 Bucholz, Michael \$ 6,484.00
 Davis, Sue \$ 7,456.00
 Hightower, Paul \$ 4,965.00
 Kray, Susan \$ 3,255.00

Communications (cont.)

Meussling, Vonne \$ 7,186.00
 Russell, Sharon \$ 8,591.00
 Smith, Janet \$ 150.00
 Spinks, Michael \$ 250.00
 Tenerelli, Joseph \$ 10,521.00
 Worley, David \$ 6,022.00
 Worley, Debra \$ 6,750.00

Criminology

Benningfield, Melissa \$ 3,386.00
 Grosskopf, Edmund \$ 3,840.00
 Hamm, Mark \$ 7,936.00
 Huckabee, Robert \$ 3,490.00
 Nardini, William \$ 1,260.00
 Schrink, Jeffrey \$ 20,889.00
 Skelton, David \$ 11,120.00
 Sudipto, Roy \$ 11,019.00
 Woods, DeVere \$ 6,000.00

Economics

Burkett, Paul \$ 4,553.00
 Chen, Aimin \$ 150.00
 Conant, John \$ 10,560.00
 Guell, Robert \$ 7,446.00
 Harris, Janet \$ 1,800.00
 Lotspeich, Richard \$ 3,550.00
 Richards, Don \$ 7,604.00

English

Baker, Ron \$ 11,000.00
 Barratt, Leslie \$ 4,633.00
 Bates, Laura \$ 2,600.00
 Carino, Peter \$ 4,359.00
 Christie, John \$ 3,225.00
 Dolle, Raymond \$ 6,571.00
 England, Gene \$ 4,483.00
 Evans, Stan \$ 2,970.00

English (cont.)

Goldbort, Robert	\$ 6,450.00
Harrold, Mike	\$ 3,700.00
Hatch, James	\$ 3,225.00
Hoffman, Charles	\$ 300.00
Hoffman, Susan	\$ 300.00
Jakaitis, John	\$ 3,234.00
Kelley, Greg	\$ 2,663.00
Landess, Margaret	\$ 2,250.00
Lay, Kathy	\$ 450.00
McEntire, Nancy	\$ 2,000.00
McMillen, Howard	\$ 3,338.00
Mullican, Jim	\$ 5,402.00
Nelson, Cecil	\$ 3,225.00
Nicol, Charles	\$ 600.00
Perrin, Robert	\$ 4,345.00
Phillips, Betty	\$ 150.00
Rollins, Jack	\$ 7,942.00
Sego, Lewis	\$ 6,545.00
Sherman, John	\$ 300.00
Von Est, Robert	\$ 1,800.00
Walker, Dorothy	\$ 2,790.00
Waltersdorf, Howard	\$ 2,846.00

Family & Consumer Sciences

Byrne, Judith	\$ 2,232.00
Clauss, Barbara	\$ 2,530.00
Engle, Michael	\$ 250.00
Hawkins, Sarah	\$ 4,104.00
Kramer, Frederica	\$ 21,318.00
Kremer, Cheryl	\$ 2,552.00
Reed, Carol	\$ 858.00

Foreign Language

Calvin, Lisa	\$ 1,793.00
Cedeno, Estrella	\$ 2,850.00
DiSalvo, Angelo	\$ 2,374.00
Dunbar, Ron	\$ 6,000.00
Hackett, Katherine	\$ 2,400.00
Rininger, Jane	\$ 150.00

Geography/Geology/Anthropology

Bierly, Greg	\$ 2,941.00
Boenigk, Larry	\$ 150.00
Carson, Anna	\$ 1,200.00
Ceh, Brian	\$ 2,500.00

Geography/Geology/Anthropology (cont.)

Cowell, Mark	\$ 3,714.00
Dando, William	\$ 16,131.00
DeSilva, Shanaka	\$ 2,000.00
Dutta, Prodip	\$ 5,909.00
Gartrell, Jay	\$ 2,100.00
Hasan, Khwaja	\$ 4,183.00
Howe, Robert	\$ 4,474.00
Jensen, Ryan	\$ 2,100.00
Johannes, Julie	\$ 1,500.00
Larson, Robert	\$ 8,253.00
Meert, Joe	\$ 2,000.00
Obermeyer, Nancy	\$ 3,287.00
Oliver, John	\$ 5,657.00
Ould-Mey, Mohameden	\$ 4,850.00
Wadia, Adil	\$ 1,200.00
Zeibak, Perry	\$ 1,350.00

History

Benton, John	\$ 1,800.00
Clouse, Robert	\$ 11,840.00
Hunter, Robert	\$ 10,000.00
Layton, Donald	\$ 15,878.00
Olsen, Christopher	\$ 5,476.00
Schneirov, Richard	\$ 3,315.00
Siefert, Thomas	\$ 7,940.00
Warren, Wilson	\$ 2,693.00

Humanities

Carty, James M.	\$ 150.00
Johnson, David L.	\$ 4,512.00
Padgett, Walter	\$ 300.00

Life Sciences

Aloor, Jim	\$ 2,550.00
Amlaner, Charles	\$ 4,000.00
Aviles, Hernan	\$ 450.00
Brett, William	\$ 1,060.00
Byrer, Robert	\$ 1,400.00
Chen, Jing	\$ 2,000.00
Dannelly, Kathy	\$ 3,849.00
Dong, Jie	\$ 450.00
Fulford, Angie	\$ 450.00
Jackson, Marion	\$ 5,282.00
Johnson, Mary (Fox)	\$ 3,000.00
Koerner, Kent	\$ 3,500.00

Life Sciences (cont.)

Laxmanan, Sreenivas	\$ 450.00
Li, Hongtao	\$ 450.00
Li, Yuhuan	\$ 450.00
Lim, So-Yon	\$ 150.00
Lu, Gengshi	\$ 1,425.00
Mulkey, Timothy	\$ 9,710.00
Prentice, David	\$ 4,589.00
Scott, Peter	\$ 8,000.00
Shen, Rong	\$ 1,500.00
Stevens, Marcella	\$ 1,089.00
Whitaker, John	\$ 7,687.00
White, Peter	\$ 2,250.00

Math & Computer Sciences

Ball, James	\$ 4,000.00
Brown, Elizabeth	\$ 2,100.00
Chi, Henjin	\$ 5,329.00
Clark, Patricia	\$ 3,487.00
Easton, Richard	\$ 21,348.00
Eisele, Rita	\$ 2,000.00
Exoo, Geoff	\$ 5,856.00
Graham, George	\$ 8,988.00
Hoffmann, Gerald	\$ 8,520.00
Hutchison, David	\$ 9,837.00
Jajcay, Robert	\$ 6,173.00
Johnson, Robert	\$ 8,972.00
King, Dottie	\$ 2,000.00
Kunes, Laurence	\$ 8,828.00
Meyerholtz, Rhea	\$ 150.00
Pitts, C. Thomas	\$ 4,501.00
Ramachandra, B. Abhyankar	\$ 7,042.00
Robert, Charles	\$ 9,072.00
Sternfeld, Robert	\$ 3,366.00
Zwick, Earl	\$ 2,000.00

Music

Adler, Alan	\$ 350.00
Boyd, John	\$ 4,516.00
Bro, Paul	\$ 1,290.00
Carlisle, Mark	\$ 2,236.00
Conrad, Ann	\$ 775.00
Courts, Patricia	\$ 150.00
Damer, Linda	\$ 8,905.00
Griffin, Catherine	\$ 925.00
Jackling, Cheryl	\$ 450.00

Music (cont.)

Keiser, Douglas	\$ 3,500.00
Lyman, Janet	\$ 1,419.00
McCarthy, Daniel	\$ 2,000.00
McCulloough, Teresa	\$ 725.00
Meurer, Eleanor	\$ 622.00
O'Donnell, James	\$ 12,072.00
Roseland, Chad	\$ 2,300.00
Simms, Beverly	\$ 1,083.00
Spicknall, John	\$ 4,161.00
Spicknall, Sherilyn	\$ 300.00
Wilson, Joyce	\$ 1,590.00
Zielinski, Richard	\$ 4,000.00

Philosophy

Barad, Judy	\$ 3,750.00
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Physics

Alvager, Torsten	\$ 12,488.00
French, Valentina	\$ 1,534.00
Hansen, Uwe	\$ 1,000.00
Putman, Gregory	\$ 4,995.00
Swez, John	\$ 5,486.00
Vesper, Dave	\$ 4,505.00

Political Science

Chambers, Michael	\$ 2,100.00
Dibie, Robert	\$ 2,000.00
Goidel, Robert	\$ 2,000.00
Maule, Linda	\$ 3,700.00
McDowell, J.L.	\$ 8,699.00
Mohapatra, Manindra	\$ 12,942.00
Mullican, Mark	\$ 3,000.00
Perry, Glenn	\$ 5,036.00
Rashid, Samory	\$ 3,975.00

Psychology

Anderson, Veanne	\$ 2,003.00
Butt, Allen	\$ 7,198.00
Cadwallader, Thomas	\$ 4,688.00
Cerny, Jerome	\$ 1,439.00
Grant, Robert W.	\$ 3,078.00
Herrmann, Douglas	\$ 11,500.00
Johnson, Thomas	\$ 4,300.00
Levy, Robert	\$ 120.00

Psychology (cont.)

Lind, Nick	\$ 420.00
O'Laughlin, Elizabeth	\$ 6,288.00
Ruebel, Joseph	\$ 1,440.00
Sheets, Virgil	\$ 3,321.00
Sprock, June	\$ 8,486.00
Yoder, Carol	\$ 7,360.00

Science Education

Boener, Charlotte	\$ 4,500.00
Parks, Marshall	\$ 7,553.00
Shimer, Stanley	\$ 8,087.00

Social Work

Lugar, Robyn	\$ 2,000.00
Weber, Peggy	\$ 2,476.00

Sociology

Boyd, Jerry	\$ 5,756.00
Cox, Harrold	\$ 5,036.00
Gleason, Michael	\$ 1,800.00
Medley, Morris	\$ 6,000.00
Norman, Charles	\$ 5,925.00
Schellenberg, James	\$ 5,357.00
Steiger Thomas	\$ 6,061.00
Tryban, Geogeanna	\$ 150.00

Theater

Del Colletti, David	\$ 13,972.00
Dittmann, Kathy	\$ 1,500.00
Hackleman, Kim	\$ 3,461.00
Hackleman, Lew	\$ 13,844.00
Holton, Robert	\$ 1,000.00
Janosko, Linda	\$ 4,500.00
Lange, Eric	\$ 2,100.00
McFadden, Sherry	\$ 9,675.00
Orr, Leslie Sloan	\$ 6,712.00
Schatzline-Behr, Elaine	\$ 4,781.00
Shutt, Jean	\$ 2,600.00
Steward, Gary	\$ 5,245.00

Women's Studies

*Maule, Linda	\$ 4,704.00
Drake, Jennifer	\$ 6,500.00

*Also listed in Political Science

SCHOOL OF BUSINESS

Accounting

Czyzewski, Alan	\$ 9,630.00
Harmon, Michael	\$ 7,196.00
Harris, Thomas	\$ 12,944.00
McMahan, Robert	\$ 1,539.00
Sanders, Joseph	\$ 9,867.00
Svihla, William	\$ 150.00

Administrative Systems

Adams, Mary Ellen	\$ 6,009.00
Nelson, Sandra	\$ 2,500.00

Insurance & Risk Management

Boose, Mary Ann	\$ 3,913.00
Mikolaj, Peter	\$ 5,055.00
Warfel, William	\$ 8,810.00

Management & Finance

Chait, Herschel	\$ 6,273.00
Davis, Tammy	\$ 5,066.00
Douglas, Max	\$ 5,655.00
Ferreira, Eurico	\$ 9,266.00
Hamilton, Thomas	\$ 500.00
Harper, Jeff	\$ 6,696.00
Minnis, William	\$ 4,500.00
Patterson, Dennis	\$ 7,375.00
Peterson, Douglas	\$ 7,064.00
Zaher, Tarek	\$ 13,762.00

Marketing

Chiesl, Newell	\$ 14,630.00
Green, Robert	\$ 2,575.00
Knight, Larry	\$ 13,738.00
Smiley, Bobby	\$ 1,170.00

Systems & Decision Sciences

Bialaszewski, Dennis	\$ 11,228.00
Buffington, James	\$ 1,500.00
Cooper, Charles	\$ 7,080.00
Godfrey, Michael	\$ 18,600.00
Harder, Joseph	\$ 6,363.00
Lamb, Steve	\$ 10,000.00
McLaren, Bruce	\$ 10,000.00
McLaren, Connie	\$ 500.00

SCHOOL OF EDUCATION

Communication Disorders & Special Ed.

Hambrecht, Georgia	\$ 8,375.00
Jacobs, James	\$ 19,644.00
Koie, Sharon	\$ 3,000.00
Miller, Maurice	\$ 16,616.00
Newton, April	\$ 6,000.00
Nichols, Dawnda	\$ 5,150.00
Stimley, Mark	\$ 11,524.00
Williams, Doris	\$ 11,309.00
Wood, Rodney	\$ 2,404.00

Counseling

Antes, Richard	\$ 8,093.00
Barratt, William	\$ 6,811.00
Boyer, Michele	\$ 14,558.00
Campbell, James	\$ 8,726.00
Chaney, Reece	\$ 9,340.00
Glenn, J. Edgar	\$ 8,574.00
Hines, Peggy	\$ 3,080.00
Hoxeier, Jami	\$ 1,400.00
Passmore, J. Laurence	\$ 9,414.00
Shuff, Michael	\$ 10,551.00

Curriculum Instruction Media Technology (CIMT)

Corey, Noble	\$ 4,222.00
George, Robert	\$ 13,951.00
Gilman, David	\$ 9,460.00
Hall, Janice	\$ 6,450.00
Janz, Ken	\$ 2,500.00
Kiger, Sue	\$ 450.00
Memory, David	\$ 4,692.00
Powers, Susan	\$ 2,000.00
Rafferty, Cathleen	\$ 1,850.00
Reck, Larry	\$ 11,408.00
Summers, Jerry	\$ 4,150.00
Thompson, James	\$ 12,720.00
Whitney, Dixie	\$ 1,500.00

Ed & School Psychology

Aaron, P.G.	\$ 8,269.00
Almiccaw, Abraheem	\$ 5,746.00
Bahr, Michael	\$ 5,500.00

Ed & School Psychology (cont.)

Bischoff, Lisa	\$ 2,000.00
Charles, Denise	\$ 450.00
Clouse, Bonnidell	\$ 4,530.00
Coleman, Christy	\$ 2,500.00
Kirby, Edward	\$ 8,252.00
Lozano, Jenifer	\$ 300.00
MacDonald, Christine	\$ 6,552.00
Olsen, John	\$ 2,700.00
Pleasants, Heather	\$ 5,388.00
Smith, Natasha	\$ 300.00
Sperry, Linda	\$ 7438.00

ELAF

Boyd, Robert	\$ 19,228.00
Burrows, Joanne	\$ 4,699.00
Carter, John	\$ 16,591.00
Findley, Dale	\$ 13,354.00
Lee-Thomas, Gwen	\$ 3,000.00
Phillips, Alan	\$ 2,250.00
Renz, Jim	\$ 3,000.00
Reynolds, Crystal	\$ 150.00
Turner, M. Carol	\$ 450.00
Ulm, Gregory	\$ 14,990.00
Whitaker, Todd	\$ 8,309.00

Elem. Education

Andrews, Sharon	\$ 3,844.00
Davis, Michaellean	\$ 6,675.00
DeCosta, Sandra	\$ 800.00
Duarte, Valerie	\$ 3,027.00
Gottshling, Gail	\$ 5,450.00
Higgins, James	\$ 11,526.00
Howald, Rae Anne	\$ 2,400.00
Jagodinski, Michelle	\$ 150.00
Jared, Elizabeth	\$ 5,580.00
Liu, Karen	\$ 7,800.00
Swarens, Darrell	\$ 2,625.00
Tobey, Thomas	\$ 6,921.00
Watkins, Sharron	\$ 3,625.00
Wheeler, Patricia	\$ 8,000.00
Whitaker, Beth	\$ 1,000.00

SCHOOL OF HEALTH AND HUMAN PERFORMANCE

Athletic Training

Cordova, Mitchell	\$ 3,090.00
Ingersoll, Chris	\$ 12,436.00
Krause, B. Andrew	\$ 1,500.00
Merrick, Mark	\$ 3,090.00
Sandrey, Michelle	\$ 3,321.00
Stemmans, Catherine	\$ 831.00

Recreation Sports Management

Rogers, Don	\$ 11,432.00
Rogers, Nancy	\$ 9,885.00
Smidley, Steven	\$ 16,735.00

Health & Safety

Bell, Frank	\$ 4,356.00
Benner, Autumn	\$ 5,706.00
Bermudez, Eliezer	\$ 6,491.00
Blyukher, Boris	\$ 3,655.00
Decker, Sue	\$ 1,170.00
Doty, John	\$ 3,437.00
Ferng, Shiway-Fen	\$ 2,744.00
Henderson, Stanley	\$ 10,887.00
Jones, Arlene	\$ 180.00
Lawrence, Nancy	\$ 4,037.00
Peterson, Yasenka	\$ 9,838.00
Plummer, Portia	\$ 15,881.00
Sheldon, Ernest	\$ 4,392.00

Physical Education

Babington, Patrick	\$ 1,840.00
Cummins, Mancy	\$ 1,200.00
Dinniger, William	\$ 1,500.00
Draper, Fred	\$ 4,845.00
Edwards, Jeff	\$ 4,471.00
Evans, Blanche	\$ 4,111.00
Finch, Alfred	\$ 9,863.00
Hoffa, David	\$ 500.00
Langley, David	\$ 7,880.00
Lemen, Mildred	\$ 660.00
Lorenze, Dana	\$ 500.00
McCullough, Theresa	\$ 1,800.00
Ozmun, John	\$ 14,195.00
Reynolds, Missy	\$ 500.00
Reynolds, Tony	\$ 500.00
Treiber, Margit	\$ 2,762.00
Winkle, Jason	\$ 2,400.00
Ziegler, Kathy	\$ 1,650.00

SCHOOL OF NURSING

Baccalaureate & Higher Degree Nursing

Acree, Esther	\$ 11,310.00
Emerson, Sarah	\$ 4,080.00
Fletcher, Suzy	\$ 3,829.00
Frank, Betsy	\$ 2,000.00
Gregory, Veda	\$ 600.00
Myers, Peg	\$ 4,930.00
Rangel, Sheila	\$ 252.00
Richard, Lee	\$ 3,000.00

Associate Degree of Nursing

Barnhart, Deb	\$ 1,976.00
Barnick, Deb	\$ 3,375.00
Bauer, Debra	\$ 2,700.00
Gilham, Denise	\$ 2,000.00
Goldbort, Joanne	\$ 3,360.00
Halterman, Tammy	\$ 4,200.00
Hand, Kathy	\$ 1,340.00
Jones, Patrice	\$ 800.00
Kidd-Marshall, Renee	\$ 2,560.00
Miller, Maricia	\$ 3,750.00
Pantle, Michele	\$ 4,426.00
Phillips, Susan	\$ 2,700.00
Pickrell, Kathy	\$ 7,728.00
Plascak, Gloria	\$ 3,521.00
Reed, Rhonda	\$ 5,166.00
Simpson, Kim	\$ 1,920.00

SCHOOL OF TECHNOLOGY

AEROSPACE TECHNOLOGY

Greenlaw, Byron	\$ 11,038.00
Welsh, Bruce	\$ 3,310.00
Yandell, Barb	\$ 100.00

ECT

Beach, David	\$ 4,510.00
Cockrell, Gerald	\$ 4,492.00
Jimbo, Dick	\$ 3,177.00
Maloba, Ngoba	\$ 13,332.00

IMT

Castner, N. Wayne	\$ 4,503.00
Hayden, Michael	\$ 13,310.00
Schafer, Marion	\$ 6,108.00
Zhou, Ming	\$ 3,930.00

ITE

Gilberti, Anthony	\$ 21,563.00
Nora, Robert	\$ 6,180.00
Wright, Peter	\$ 150.00
Zirkle, Chris	\$ 12,826.00

MCT

Ellingson, Lee A.	\$ 150.00
Fauber, Beth	\$ 450.00
Gravitt, Denise	\$ 3,650.00
Huber, J.G.	\$ 6,475.00
Minty, Gordon	\$ 9,958.00

GRADUATE STUDIES

Connelly, Steven

\$ 12,500.00

SECTION IV

September 15, 2000

INFORMATION/DISCUSSION ITEMS

1. Information Technology Seminar Preview (Dean Watson)

Dean Ellen Watson reviewed the outline (attachment 3) sent to the trustees for the information technology seminar scheduled on November 2, 2000. She asked trustees to return the survey which was sent to them with the outline. The seminar is scheduled in the Cunningham Memorial Library, Room 28. She invited trustees to come early for some "hands on" activities. Dean Watson emphasized the importance of securing a better understanding of trustee priorities as these may relate to information technology and future planning.

2. Travel Update (Mr. Crichfield)

Mr. Crichfield reported that as a result of the review of travel procedures by the Controller's Office changes in travel procedures were implemented on September 5. This has required more advance planning by individuals who will travel. It has been a labor intensive process for the Controller's Office. Training sessions are being held on campus for support staff, administration, and faculty and attendance at the sessions has been good. People seem to be accepting the new procedures.

Dr. Zietlow felt that with the new procedures it will be easier to track travel expenditures by individual.

Dr. Bell noted faculty have appreciated the efforts to communicate the changes and inquired how frequent flyer miles would be credited. Mr. Crichfield said IT Travel will credit frequent flyer miles but that has not been finalized.

3. Grants - Information Only - Attachment 1 (Dr. Wells)

4. Purchasing Report (Mr. Schafer)

Purchases over \$25,000 that were the lowest bid:

PO# P0028187, GAC/Shepard Poorman, \$38,000, (standing order)
printing Alumni Magazine

PO# P0028108, HP Products Corporation, \$35,000, (standing order) chemicals

PO# P0029628, Kingery Printing Company, \$26,233, printing

PO# P0028400, Office Depot, \$30,000, office supplies

PO# P0028401, Office Depot, \$30,000, office supplies

PO# P0028878, Press Time Graphics, \$30,000, printing

PO# P0028380, Ris Paper, \$32,000, (standing order) paper for print shop

PO# P0028778, Terre Haute SMG, \$60,000, printing Indiana Statesman
PO# P0028387, United Graphics, Inc., \$28,500, printing
PO# P0029003, General Electric Company, \$38,405, heat pumps for Residential Life
PO# P0029080, Proliance Energy LLC, \$59,365, natural gas
PO# P0028098, Spence Banks, Inc., \$29,000, (standing order) fuel for motor pool
PO# P0029519, Trans Tech Electric, Inc., \$65,850, construction Cherry St. lighting
PO# P0029308, Vigo Dodge, \$41,600, two vans
PO# P0029678, Vigo Dodge, \$41,600, two vans
PO# P0027860, Cavinder Elevators, \$83,868, maintenance elevators
PO# P0028312, Cavinder Elevators, \$63,000, maintenance elevators
PO# P0028258, J-Tech Inc., \$25,000, (standing order) long distance
PO# P0028426, Proliance Energy LLC, \$59,272, natural gas
PO# P0028601, Anixter, \$30,000, networking
PO# P0028503, Dell Computer, \$53,054.40, computers
PO# P0028634, Graybar Electric Co., Inc., \$30,000, electrical

Contract Renewals over \$25,000

PO# P0027786, Nalco Chemical Company, \$70,000 for chiller plant
PO# P0027627, A-Mark Pest Management, Inc. \$69,366, pest control
PO# P0027628, Ameritech, \$216,278, telecommunications
PO# P0027632, Coca Cola Bottling Company, \$65,000, (standing order)
Residential Life Dining
PO# P0027630, Time Warner Cable, \$32,675.70, cable
PO# P0027685, Ameritech Mobile Communications, \$25,000, cell phones

Purchases over \$25,000 and not low bid: Lowest bid that met specifications

PO# P0028861, Dell Computer, \$28,890, computers

Single Source:

PO# P0027898, Best Access Systems, \$36,328.10, door locks
PO# P0028095, Jamax Corporation, \$30,000, dumpsters
PO# P0028480, Cisco Systems, \$45,831, networking
PO# P0028517, Hewlett Packard, \$26,078.28, maintenance renewal
PO# P0028519, Hewlett Packard, \$27,530.40 maintenance renewal
PO# P0027823, Indiana Cooperative Library Services, \$55,700, software
PO# P0029136, Novell Incorporated, \$55,005, networking software
PO# P0028481, Oracle Corporation, \$69,552.00, software licensing and
maintenance

Only one bid received (multiple vendors invited to bid):

PO# P0029384, Sable Systems, \$31,550, Life Sciences respirometry system
PO# P0028479, Loy Instrument, Inc., \$30,176.76, control panel custom built

Purchases over \$100,000 and less than \$250,000: Lowest bid that met specifications:

PO# P0029137, Western Waterproofing Co. Inc., \$184,650, external paint,
Family Housing

5. Vendors Report - Information Only - Attachment II (Mr. Crichfield)

Dr. Zietlow adjourned the meeting at 10:25 a.m.

SECTION IV

September 15, 2000

GRANTS

Research Grants and Contracts

1. Department of Education, Fund No. 547408, Proposal No. 00-159
An agreement in the amount of \$226,458 has been received from the Department of Education for the project entitled, "Student Support Services Program", under the direction of Rita Worrall, Student Support Services, for the project period September 1, 2000 through August 31, 2001.
2. Innoventure, Fund No. 547413, Proposal No. 00-172
An agreement in the amount \$12,800 has been received from Innoventure/Rose-Hulman Institute of Technology for the project entitled "Information Technology Needs Assessment for Innoventure", under the direction of Dr. Jeffrey S. Harper, Center for Research and Management, for the project period March 31, 2000 through January 2001.
3. Indiana Department of Education, Fund No. 547414, Proposal No. 00-197
An agreement in the amount of \$540,000 has been received from Indiana Department of Education for the project entitled, "ISEAS Project – 22nd Year", under the direction of Gary Collings, Office of Educational Research and Evaluation, for the project period July 1, 2000 through June 30, 2001.
4. Pacific Northwest National Lab, Fund No. 547426, Proposal No. 00-071
An agreement in the amount of \$23,000 has been received from Pacific Northwest National Lab for the project entitled, "Two Graph Partitioning Problems", under the direction of Cheng Zhao, Math and Computer Science, for the project period May 15, 2000 through September 30, 2000.
5. Indiana Campus Compact, Fund No. 547422, Proposal No. 00-119
An agreement in the amount of \$5,000 has been received from Indiana Campus Compact for the project entitled, "Senior Faculty Fellowship", under the direction of Ann Tomey, Baccalaureate/Higher Degree Nursing Program, for the project period June 1, 2000 through May 31, 2001.

6. INCSAP, Fund No. 547421, Proposal No. 00-201
An agreement in the amount of \$320 has been received from INCSAP for the project entitled "R.A.D. – Rape Aggression Defense Instructor Training", under the direction of Heather Vertrees, Public Safety, for the project period April 30, 2000 through September 30, 2000.
7. Indiana Campus Compact, Fund No. 547423, Proposal No. 00-156
An agreement in the amount of \$2,934 has been received from Indiana Campus Compact for the project entitled "Indiana Campus Compact: Capturing Living History", under the direction of Charles Norman, Sociology, for the project period June 1, 2000 through May 31, 2001.
8. Db-Link, Fund No. 547425, Proposal No. 00-210
An agreement in the amount of \$10,000 has been received from Db-Link for the project entitled "Persons With Deafblindness and the Creative Arts: Access and Expression", under the direction of Karen Goehl, Blumberg Center, for the project period October 1, 1999 through September 30, 2000.
9. Arts Illiana, Fund No. 547424, Proposal No. 00-160
An agreement in the amount of \$5,972 has been received from Arts Illiana for the project entitled, "University Art Gallery 2000/01 Exhibition/Lecture Program", under the direction of Joe Houston, University Art Gallery, for the project period July 1, 2000 through June 30, 2001.
10. U.S. Department of Education, Fund No. 547430, Proposal No. 99-136
An agreement in the amount of \$467,233 has been received from U.S. Department of Education for the project entitled, "Virtual Instructional Designer: An EPSS for Designing Online Courses for Higher Education", under the direction of Nancy Franklin, Continuing Education, for the project period September 1, 2000 through August 31, 2001.
11. National Institute of Health, Fund No. 547429, Proposal No. 00-048
An agreement in the amount of \$123,715 has been received from National Institute of Health for the project entitled, "Differences in aggression & brain androgen receptors"" under the direction of Diana K. Hews, Life Sciences, for the project period July 3, 2000 through June 30, 2003.
12. Ivy Tech State College through CHE through Perkins, Fund No. 547431, Proposal No. 00-211
An agreement in the amount of \$43,275 has been received from Ivy Tech State College through Indiana Commission Higher Education through Perkins for the project entitled, "Consortium Agreement Under the Carl Perkins Act with Ivy Tech-Wabash Valley", under the direction of Cindy Crowder, Deans Office of School of Technology, for the project period July 1, 2000 through June 30, 2001.

13. Indiana University, Fund No. 547428, Proposal No. 00-217
An agreement in the amount of \$5,000 has been received from Indiana University for the project entitled, "Unified Training System/FSSA", under the direction of Karen S. Goehl, Blumberg Center, for the project period December 1, 1999 through November 30, 2000.
14. National Institute of Health, Fund No. 547427, Proposal No. 00-193
An agreement in the amount of \$16,000 has been received from Indiana University School of Medicine for the project entitled, "Molecular and Functional Characterization of A Novel Mutation in Murine Stem Cell Factor", under the direction of David A. Prentice, Life Sciences, for the project period August 1, 2000 through June 30, 2001.
15. Indiana Department of Education/Division of Special Education, Fund No. 547433, 547432, Proposal No. 00-219, 01-007
An agreement in the amount of \$211,157 has been received from Indiana Department of Education/Division of Special Education for the project entitled, "Speech Therapy Assistant Program and Reading Initiative Program", under the direction of Mark Stimley, Communication Disorders & Special Education, and Edward Kirby, Educational and School Psychology, for the period of July 1, 2000 through June 30, 2001.
16. National Institutes of Health, Fund No. 547434, Proposal No. 00-031
An agreement in the amount of \$126,734 has been received from National Institute of Health for the project entitled, "Design and efficacy of anti-lymphoma DNA vaccines", under the direction of Swapan Ghosh, Life Sciences, for the period of August 1, 2000 through July 31, 2003.
17. National Science Foundation, Fund No. 547435, Proposal No. 00-085
An agreement in the amount of \$9,268 has been received from National Science Foundation for the project entitled, "Dissertation Research: Endocrine Coupling of Display Behavior and Display Morphology for Sexually Dimorphic Aggressive Signals That Differ in Two Sister Species", under the direction of Diana Hews, Life Sciences, for the period of August 1, 2000 through July 31, 2002.
18. Indiana Department of Education, Fund No. 547443, 547444, Proposal No. 01-005, 01-006
An agreement in the amount of \$256,359 has been received from Indiana Department of Education for the project entitled "Joint Licensure Special Education & Elementary Education and Director Special Needs", under the direction of Gregory Ulm, Educational Leadership, Administration & Foundations, and Maurice Miller, Communication Disorders and Special Education, for the project period of July 1, 2000 through June 30, 2001.

19. U.S. Army Research Office through the Academy of Applied Science, Fund No. 547439, Proposal No. 01-009
An agreement in the amount of \$10,000 has been received from the Academy of Applied Science for the project entitled "Indiana Junior Science and Humanities Symposium", under the direction of Dr. Charlotte M. Boener, Department of Science Education, for the project period of August 13, 2000 through August 12, 2001.
20. Indiana Department of Education, Fund No. 547442
An agreement in the amount of \$218,365 has been received from the Indiana Department of Education, The Office of Twenty-First Century Scholars for the project entitled "21st Century Scholars Program", under the direction of Catherine Baker, 21st Century Center, for the project period of September 1, 2000 through August 31, 2001.
21. U.S. Department of Education, Fund No. 547446, Proposal No. 99-019
An agreement in the amount of \$206,000 has been received from the U.S. Department of Education for the project entitled "Upward Bound Math and Science", under the direction of Elizabeth A. Gaither, Upward Bound, for the project period of September 1, 2000 through August 31, 2001.
22. U. S. Department of Education, Fund No. 547449
An agreement in the amount of \$195,458 has been received from the U. S. Department of Education for the project entitled "Talent Search Program", under the direction of Elizabeth A. Gaither, Upward Bound, for the project period of September 1, 2000 through August 31, 2001.
23. Council on Graduate Education for Administration in Nursing, Fund No. 547447, Proposal No. 01-032
An agreement in the amount of \$2,000 has been received from Council on Graduate Education for Administration in Nursing for the project entitled "Nursing Administration Graduate Program: Current Status and Future Plans", under the direction of Betsy Frank, Baccalaureate & Higher Degree, for the project period of August 16, 2000 through October 01, 2002.
24. West Virginia Governor's Office of Technology, Fund No. 547448, Proposal No. 01-004
An agreement in the amount of \$18,500 has been received from the West Virginia Governor's Office of Technology for the project entitled "Science & Technology Policy: Identifying and Targeting Core Industrial Technologies", under the direction of Jay D. Gatrell, Geography, Geology, & Anthropology, for the project period of September 1, 2000 through June 30, 2001.

25. Indiana Professional Standards Board, Fund No. 547450, Proposal No. 01-025
An agreement in the amount of \$122,000 has been received from Indiana Professional Standards Board for the project entitled “IPSB Title II – ISU Teacher Preparation Unit Assessment System”, under the direction of Jerry Summers, Dean’s Office of School of Education, for the project period of August 30, 2000 through August 30, 2001.
26. Vigo County Division of Family & Child, Fund No. 547781, Proposal No. 01-011
An agreement in the amount of a \$55 per hour session service unit rate has been received from Vigo County Division of Family & Child for the project entitled, “Home Based Family Therapy Project”, under the direction of Michelle Boyer, Counseling, for the project period October 1, 2000 through September 30, 2002.
27. U.S. Department of Education, Fund No. 547436, 547437, Proposal No. 00-198
An agreement in the amount of \$231,100 has been received from U.S. Department of Education for the project entitled, “Deaf Blind Centers”, under the direction of Karen S. Goehl, Blumberg Center, for the period of October 1, 2000 through September 30, 2001.
28. Department of Education, Fund No. 547438, Proposal No. 00-176
An agreement in the amount of \$203,700 has been received from the Department of Education for the project entitled “Ronald E. McNair Postbaccalaureate Achievement Project”, under the direction of William Hines, Student Academic Services, for the project period of October 1, 2000 through September 31, 2001.
29. Purdue University, Fund No. 547445, Proposal No. 01-030
An agreement in the amount of \$130,000 has been received from Purdue University for the project entitled “CARE: Communities against Rape In-School Component”, under the direction of Frederica L. Kramer, Family & Consumer Sciences, for the project period of October 1, 2000 through September 30, 2001.
30. RDI/Caesars Riverboat Casino, L.L.C., Fund No. 547113
A Change Order in the amount of \$1,218,206 has been received from RDI/Caesars Riverboat Casino, L.L.C. for the project entitled “Estimated Mitigation Costs for Phase III Field Work on Block 520” under the direction of Dr Russell Stafford, Anthropology, for the project period of April 2000 through August 2000.

The following vendors have accumulated purchases from the University for the time period January 1, 2000 to August 30, 2000 (Calendar Year) in excess of \$100,000:

**Vendors with Purchases Exceeding \$100,000
June 30, 2000 - August 30, 2000**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	<u>Services Rendered</u>
Anixter Inc	100,148.82	Telecommunications Supplies
McAleese Excavating	117,390.50	Caesar's Excavation Services
Indiana Cooperative Library Services Authority	117,565.84	OCLC Fixed Fee for Cataloging Software
Gateway 2000 Major Accounts Inc	118,148.00	Computer Equipment and Supplies
Center for Comprehensive Services Inc	122,754.00	Workman's Compensation
ISU Barnes and Noble	129,447.64	Books for Students & Office Supplies
Cavinder Elevators	179,218.89	Elev rebuild Sandison Hall & Maint & Repair
B and S Plumbing	264,810.00	Jones Hall Renovation - Plumbing
Ebsco Subscription Services	761,840.51	Library Subscription Services

**Previously Reported Vendors with Purchases
Exceeding \$100,000**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	
ASI Sign Systems	120,213.60	ADA Signage for Various Building
AAA Electric of Terre Haute Inc	121,115.70	Holmstedt Hall Emergency Power System
RMS Business Systems	122,673.42	HP Server
Klaus Co Inc	125,560.84	Technology Proj Phase 2 and 3 Expenses
Teachers Insurance and Annuity Association	133,470.45	Disability Premiums
Sewage Disposal Works	148,311.60	Sewage Utilitiy Payments
Indiana Gas Company Inc	159,745.22	Gas Utility Payments
Xerox Corporation	179,195.54	Copier Agreement & Supplies
Bell Tech.logix	180,212.50	Computer Equipment and Supplies
Advanced Microelectronics	183,144.51	Computer Maintenance Payments
Apple Computer Inc	191,334.55	Computer Equipment and Supplies
Wabash Valley Asphalt Co Inc	191,731.66	Various Parking Lot Renovations
Associated Roofing	196,395.96	Cunningham Library Re-Roof
Manpower Incorporated	197,224.56	Temporary Employment Services
Stanley Consultants Inc	198,827.00	New Power Plant Construction
Graybar Electric Co Inc	199,987.58	Fiber Optic Cable for Tunnel Library Project
Dennis Trucking	211,796.50	Soccer Field Renovation
M S I Construction Inc	239,465.70	Lincoln Showers & Univ Advancement Renov
GTE North	259,197.28	Local Phone Service
Network Solutions Inc	261,704.78	Newtwork Upgrade and Supplies
IT Travel Agency	264,636.60	Travel Expenses
Universal Fabric Structures	271,231.33	Caesar's Project - Tent Rental
Williams Randall Marketing Communications	297,075.33	University Advertising
Black Beauty Coal Co	344,785.79	Coal Purchases
Indiana-American Water Company	345,989.35	Water Utility Payments
Office Depot	366,670.76	Office Supplies

**Previously Reported Vendors with Purchases
Exceeding \$100,000**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	
Ohio National Life Insurance Company	369,557.30	Life Insurance Benefits Premiums
Postmaster	402,279.70	Postage
Hannig Construction Inc	442,605.00	Recreation East and Classroom Upgrade
Springhill Heating/Air Conditioning	460,699.03	Hulman Ctr, Arena Upgrade, Normal Hall A/C
Delta Dental Plan of Indiana	480,150.89	University Dental Payments
NRK Inc	553,927.52	Park Lot Surv Proj, HMSU Fire Alarm, Jones Ren
Indiana Department of Corrections	632,961.00	Place Bound Academy Courses
Jungclaus Campbell Company Inc.	656,213.00	Tunnel Renov, Music Fac Chiller, and Science RR
Sycamore Engineering Inc	674,165.29	Rec East, New Power Plt, Root Hall Emerg , Misc
Ameritech	751,314.93	Telephone & Voice Mail Upgrade & Telephone Ma
Public Employees Retirement Fund	986,457.71	Employee Retirement Contributions
Dell Marketing LP	1,072,928.09	Computer Equipment Purchases
PSC Health Systems Inc	1,278,060.91	Prescription Drug Coverage
Terre Haute First National Bank - Trustee	1,360,000.00	VEBA Contributions
SMC Inc	1,400,574.40	Science HVAC Renov & Heat Recovery System
Cinergy Services Inc	1,666,243.99	Electricity Utility Payments
Freitag-Weinhardt Inc	1,964,605.70	New Power Plant - Mechanical System
CDI Inc	3,012,010.52	New Power Plant and Tunnel to New Power Plant
Marriott Management Services Corp	3,538,496.08	University Food Services
J F Molloy and Associates Inc	3,983,544.62	University Medical Payments

Information Technology at ISU Outline for the Board Seminar on 11/2/00

Theme: Information technology is integral to and integrated with the accomplishment of the University mission, affecting and affected by all University priorities, functions, and units. While there is a tendency to think of information technology as a vertical service component, information technology provides both horizontal and vertical integration to mission critical functions across the entire University.

Purpose: The seminar is intended to provide Board members with a general understanding of the information technology infrastructure and applications of the University. Within that context, general issues will be discussed, potential controversial issues and recommendations will be raised, and Board advice and comments will be solicited to guide future directions.

Background material: The Chapter 8 of the NCA report contains a detailed review of the history, present status, and issues around information technology. The Year 2000 Update to the University Strategic Plan is infused with information technology opportunities, and most directly addresses information technology issues in Initiative #7 of Strategy I, on page 28. The most detailed review and plan is presented in the tactical plan dated 6/1/00, "ISU Information Technology: Analysis and Planning."

Presentation: Please complete the attached general survey and return it to Ellen Watson by 1 October. The seminar will be presented in Library Room 028. To facilitate Board Member participation, the room will be set up and staffed from 12:30-1:30 with the following equipment and services (each location will have a staff member to explain the service and assist Board Members in exploring the equipment and service):

- ✓ Interactive desktop videoconferencing
- ✓ SmartBoard
- ✓ Computer with InterAct access for DARS, class schedules, etc.
- ✓ Library mobile scanning and computing services
- ✓ Online class
- ✓ Library online catalog and electronic resources
- ✓ General BANNER access (purchase orders, travel requests, etc.)

Ellen Watson will present the broad issues, technology, and controversial issues sections. The section on applications of technology will be presented by Nancy Franklin and either Susan Powers or Connie McClaren (instructional applications); Bob Jefferson (student services and other University applications); and Harry Barnes (distance education).

Seminar Content

Broad issues for consideration:

1. Broad vision and goal for information technology at ISU
 - ✓ "Late leader/early follower" – but what are the strategic niches we should pursue?
 - ✓ Integration with teaching and learning functions (hardware, applications, services)
2. Adequate and appropriate funding for information technology
 - ✓ Replacement cycle funding for all information technology hardware, software, and services
 - ✓ Migration of appropriate functions from one-time to recurring funding
 - ✓ Appropriate outsourcing of functions

- ✓ Appropriate role of a student fee to support information technology
3. Adequate and appropriate staffing to support information technology functions
 - ✓ Establish appropriate priorities and expectations
 - ✓ Staff at a level to meet expectations and priorities
 - ✓ Establish appropriate mechanisms to retain staff, including market salaries, training and professional development opportunities, career paths within the University human resources system, “grow our own” programs

The ISU information technology environment:

The technology:

1. Budget history and commitment
2. The classroom environment
3. The public computing environment
4. The administrative environment
5. External connectivity & the external environment
6. Technical support

Applications of technology:

1. Instructional applications (CTA, FCRC, course development, etc.)
2. Student services applications (Interact, DARS, portal, etc.)
3. Distance education applications (facts & figures, policy issues, mainstreaming, etc.)
4. Other University applications (security, environmental management, etc.)

Specific controversial issues and recommendations:

1. Establish and adhere to mission critical functions and priorities
2. Incorporate “private”/”special use” labs into the University equipment replacement and service cycles
3. Eliminate local modifications of vendor software for administrative functions
4. Implement more coherent and consistent security and network management controls, University-wide
5. Implement centralized review and coordination of all information technology related purchases, University-wide
6. Integrate all units and functions that support instructional design and pedagogy
7. Implement a student fee to support provision of information technology
8. Implement technology that will improve workflow among administrative units and between ISU and partner institutions

Missing pieces:

1. Academic master plan should drive information technology planning and implementation
2. Assessment—regular and on-going—for continuous improvement of functions and services
3. Information Technology Master Plan to be developed and tightly integrated with the academic, fiscal, enrollment, and facilities master plans

Advice and comments needed from the Board of Trustees:

1. General response to the tactical plan dated 6/1/00
2. Guidelines and priorities for the “Broad Issues” outlined above
3. Guidelines and priorities for the “Specific Controversial Issues and Recommendations” outlined above