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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES  
JUNE 18, 2004

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MINUTES  
INDIANA STATE UNIVERSITY  
BOARD OF TRUSTEES  
JUNE 18, 2004

The Indiana State University Board of Trustees met in regular session at 10:00 a.m. on Friday, June 18, 2004, in the Indianapolis Life Conference Center, 2960 North Meridian Street, Indianapolis, Indiana.

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

President Benjamin, Vice Presidents Bouse, Floyd, Ramey, Schafer and Interim Vice President Maynard were present. Also attending were Dr. Steven Lamb, Vice Chairperson, University Faculty Senate, Ms. Trina Lanley, Chairperson, Support Staff Council and Mr. Hobart Scales, Vice President, Student Government Association.

There being a quorum, Mrs. House called the meeting to order at 10:05 a.m.

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Mr. Carpenter, seconded by Dr. Zietlow, the minutes of the April 23, 2004 meeting were approved as presented.

B. DATES OF MEETINGS (Mrs. House)

The Annual Organizational meeting of the Board will be held on Friday, July 16, 2004. This will be a one day meeting. The meeting was originally scheduled for July 23, but because of schedule conflicts the meeting was rescheduled to July 16.

Board Meeting Dates, 2004-05 (Mrs. House)

August 25-26, 2004	Board Retreat
September 23-24, 2004	Agenda Meeting
October 28-29, 2004	Agenda Meeting
November, 2004	No Meeting
(November 6, 2004 – Homecoming)	
December 2-3, 2004	Agenda Meeting
(December 18, 2004 – Commencement)	
January 13, 2005	Agenda Meeting
(Thursday, One Day Meeting)	
February 24-25, 2005	Agenda Meeting

March, 2005	No Meeting
April 28-29, 2005	Agenda Meeting
May, 2005	No Meeting
(May 7, 2005 – Commencement)	
June 16-17, 2005	Agenda Meeting
July 21, 2005	Annual Organizational Meeting
(Thursday, One Day Meeting)	

Recommendation: Approval of the Board of Trustees meeting dates for 2004-05.

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

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

Mrs. House noted it was great to be in Indianapolis and hosted by ISU's Networks financial services project. She thanked all those involved in the arrangements.

Commencement was held on May 8 at which the three honorary degree recipients expressed gratitude and appreciation in being connected with Indiana State University.

Mrs. House attended meetings of the ISU Foundation and had dinner recently with the international delegations visiting the University.

She also welcomed Dr. Jack Maynard as the new Provost, noting the Board is excited about this appointment and appreciate his willingness to serve ISU in this capacity.

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

Dr. Benjamin also expressed appreciation to Liz Georgakopoulos and Networks staff for hosting the Thursday evening reception.

Campus Summer Activities

President Benjamin commented briefly on the various summer events hosted on the campus: the June Commission for Higher Education meeting; international delegations from Kosovo and Morocco; the Miss Indiana Pageant; Special Olympics; Hoosier Boys State and Girls State; summer honors programs; and new student advisement and registration.

Updated Strategic Plan

Professor Greg Bierly and the Experiential Learning Committee; Professor Nancy Brattain Rogers and the Community Engagement Committee; and Dean Tad Foster and the Eminent Programs Committee, as coordinated by Dr. Kevin Snider, have been finalizing an updated strategic plan. President Benjamin expressed appreciation to all who have expended so much time, energy and expertise.

Global Business Course

Dr. Benjamin acknowledged special guests at the meeting who are participants in an ISU global business course. Dean Ron Green introduced Dr. Wayne Rockmore, Executive Director of the Center for Research/Enterprise/Economic Development, who briefly described the purpose of the course and introduced the participants.

President's Activities

Dr. Benjamin reviewed his recent activities including:

- presentation of a paper related to integrated marketing with Bob Brock at the American Marketing Association;
- trip to Washington, D.C. with Greg Goode included Indiana Day at the National Cathedral and meetings with Senator Lugar, Congressman Hostetler and a representative of Senator Bayh's Office;
- attendance at Indiana Leadership Summit at which ISU was the best represented institution;
- Presidents meeting of Gateway Conference in St. Louis;
- President's Scholars golf outing in Indianapolis; and
- serving as chairperson of certification for NCAA at Stony Brook in Long Island, New York.

Networks Update

President Benjamin asked Dr. Steven Lamb to give a brief update on the Networks initiative. Dr. Lamb reported that Networks moved into the Levey Mansion on June 16 and has 11 full-time staff. Networks activities are organized around three areas – education, research and outreach.

In the education area, the mission is to become a leader in preparing students for careers in the financial services industry. Networks has fourteen (14) scholars that are prepared to enter their sophomore year at ISU in the fall and have participated in several professional development activities. These students participated in the Regulatory Reform Summit held in Washington, DC, and also just completed a New York/Europe trip during which they communicated with financial leaders in London, Paris and Marseilles. There are fifteen (15) Networks scholars entering as freshmen this fall.

Networks is reviewing current College of Business programs to assure the right programs are in place to achieve the Networks mission. Market research has been initiated to understand the needs and wants of financial services employers. Trading floors that simulate real time stock market scenarios are coming to ISU, and curriculum is being developed to support those floors. Curriculum modifications are also centering around a newly purchased software package, SAP, that has been purchased with Networks funds. It is an enterprise resource planning tool that integrates all facets of a business. The faculty incorporation of this package into the curriculum is becoming extensive as faculty are trained. Students who receive training in the use of this software are in large demand and land jobs. Curriculum development is also taking place in the teaching of business ethics.

In the area of research, the mission is to establish the Networks Financial Institute as a primary source for objective and timely applied research in unique and important areas within the financial services industry. The research infrastructure is beginning to come together. While a director has not yet been identified, both a coordinator and senior fellow have been engaged. Also B&D Sagamore has been engaged to conduct a "Washington" review of critical policy issues to be addressed. The first annual Regulatory Reform Summit, 2/04 in Washington, DC, has successfully occurred with Networks efforts and has lead to shifting of legislative priorities and opening of channels of communications between parties in the insurance regulation debate. A graduate assistant program has been established to conduct research in support of NFI development (for example, competitive assessment of research publications) and the workings of relevant congressional committees in mutual fund reform are examples.

In outreach, the mission is to connect ISU's financial, business, and educational expertise and resources with education needs in the marketplace. A director of outreach has been hired and the financial literacy education program is underway. The program concept has been developed and validated, and an implementation plan has been developed which identifies both the program and the target audience. Pilot schools in Indianapolis have been identified for rollout of the financial literacy education program. A task force has been assembled which

includes ISU faculty, Indiana Department of Education leaders, and pilot school representatives.

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

Dr. Lamb noted his presence for Dr. Hudson because of her recent hip surgery.

Dr. Lamb related his past concerns about shared governance at ISU and felt that the efforts of the administration, the Board, the Senate, and other governing bodies are such that there has been involvement beyond those issues. The administration, specifically President Benjamin and Provost Maynard, have sought the input of governance units where appropriate and have been responsive to understanding the roles of constituencies. There is a healthy sense that all are working together to identify critical State needs and determining a strategic and tactical plan to fulfill those needs.

Harriet Hudson has been a treasure for both the faculty and for the institution as a whole. She has been appropriately firm about the need for input, and insistent that the faculty deliver quality input. The end result of the positive interaction between the president, the provost and the governance bodies has greatly enabled ISU to address its challenges. Dr. Hudson has been on top on all issues, has kept issues from becoming explosive, and has played a very pro-active role. All have been fortunate that she has served.

Kevin Snider, in his role involving strategic planning, under the direction of the president, has enabled the administration to receive additional input from both the Faculty Affairs Committee, and the Curriculum and Academic Affairs Committee concerning the document, "ISU Implementation Plan, 2004-2010, Fulfilling the Promise". This document lays out specifics associated with the three strategies—experiential learning, community engagement, and programs of distinction associated with ISU's emerging identity. Dr. Lamb thanked the administration for enabling this input to happen.

Provost Maynard is successfully investigating three issues of concern to faculty—the future role of SCH targets, electronic reporting of faculty activities, and the systematic evaluation of deans. The faculty appreciates these efforts and his sincere ability to listen consciously to faculty concerns and viewpoints. Dr. Lamb felt it has been a good year.

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

On May 27, the Support Staff Council hosted the campus-wide annual support staff meeting. President Benjamin and several other administrators were present. Approximately 350 support staff gathered for an update from Council representatives. Teresa Exline shared insights into the recent changes to ISU's marketing and brand development, and Kevin Hoolehan presented an entertaining session on getting the most out of your job. The meeting ended with drawings for over 80 donated prizes.

Four major goals were achieved by the Council this year:

- development of a comprehensive website that includes an E-newsletter and links to all Council minutes and proposals,
- a brochure that provides a snapshot of Council activities for all new support staff employees,
- receiving and outfitting a dedicated conference room for Council committee meetings, and
- developing clear written criteria and procedures for awarding Support Staff Scholarships. The Scholarship Committee worked diligently over the past several months to develop the criteria. It is expected that up to six (6) scholarships of \$300 each may be awarded to ISU support staff employees.

As a member of the Compensation Committee, Ms. Langley was pleased that the draft report will be discussed later during the meeting. She is satisfied that the report is comprehensive and accurately represents all employee groups at ISU.

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

Hobart Scales, Vice President of the Student Government Association, reported that Megan has an internship in Indianapolis and was unable to attend the meeting.

Late last semester a possibility of a student funded recreation center on campus was discussed with President Benjamin and Vice President Ramey. Such a facility would play a part in the look of campus and might draw students as well as help in retention of students. The cost and location has to be resolved.

SGA is changing the way student justices are selected by working with David Wright, Assistant to Vice President Ramey, to establish a search and interview process before recommending student justices to the President for appointment.

Greg Goode convened a group of students to discuss a student legislative network. Approximately 100 students would be selected to call, write and get in contact with legislators and some of these students could be chosen to make trips to the State House on key issues. When State representatives visit the campus, these students could also serve as ISU's representatives.

In addition, SGA is developing a new website.

Mr. Scales noted that Megan asked him to express thanks to University Faculty Senate members Drs. Hudson and Harper, Provost Maynard and Vice President Ramey for meeting and working with SGA on the academic calendar issue.

H. OPERATING BUDGETS, 2004-05 (Mr. Floyd)

Recommendation: Approval of the following operating budgets for the 2004-05 fiscal year:

Current Operating Budget	Exhibit A
Student Services Budget	Exhibit B
Auxiliary and Other Budgets	Exhibit C
Line Item Budgets	Exhibit D

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

I. BIENNIAL CAPITAL BUDGET REQUEST, 2005-07 (Mr. Floyd)

The Capital Improvement Budget Request for the 2005-07 biennium is to be submitted to the Indiana Commission for Higher Education and the State Budget Agency on or before June 15, 2004. Funds are requested in the following major categories.

Special Repair and Rehabilitation

University Hall	\$29,880,000
<u>Land Acquisition</u>	\$ 750,000
<u>General Repair and Rehabilitation/Infrastructure</u>	\$ 8,503,291



Recommendation: Approval of the Biennial Capital Budget request for 2005-07 as outlined above.

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

J. BOND REFINANCING RESOLUTION (Mr. Floyd)

The University has the opportunity to refinance outstanding Series H, Series I, and Series J Student Fee Bonds to realize cash savings for the University and the State of Indiana. Included in the refinancing package is the sale of new bonds for the Stalker Hall renovation as approved by the 2001 Indiana General Assembly for \$4,500,000 and architectural and engineering services for University Hall and a College of Business as approved by the 2003 General Assembly for \$2,240,000. The new bond issue will be known as Series K.

Recommendation: Approval of the resolution shown in Exhibit E allowing the President of the University and/or Treasurer of the Board of Trustees to submit and obtain the necessary state agency approvals for a financing plan and subsequently sell the Series K debt.

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

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

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

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

Sole Source

Dell Computer -- PO0048735 -- \$302,795.02  
(Computers for Student Labs)

Single Purchase

Hannig Construction (Science Lab Upgrades) -- \$329,600.00  
Terre Haute, IN

Vendors Whose Purchase Amount Recently Exceeded \$250,000

SCT Software Corporation (Banner Software) -- \$277,792.00  
Malvern, PA

IBM Corporation (Cisco Networking Equip.) -- \$297,035.08  
Chicago, IL

Previously Reported Vendors, Whose Purchase Amounts Have Recently Increased

<u>Vendor</u>	<u>Previous Amount</u>	<u>Current Amount</u>
NRK (Electrical Contractor) Terre Haute, IN	\$269,816.62	\$285,881.33
Otis Elevator (Maintenance) Indianapolis, IN	\$303,328.00	\$304,477.99
SBC (Telephone Maintenance) Indianapolis, IN	\$810,900.94	\$839,308.94
ST Construction (Parking Lot M) Terre Haute, IN	\$465,601.50	\$489,445.50
Associated Roofing Terre Haute, IN	\$557,329.22	\$569,178.37
Wabash Valley Asphalt (Parking Lot D) Terre Haute, IN	\$358,670.00	\$610,407.55
Dell Computer Austin, TX	\$1,686,993.67	\$2,307,677.81

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

L. STIPENDS FOR TEMPORARY FACULTY MEMBERS (Dr. Maynard)

A review of the compensation schedule for full-time and part-time temporary faculty members was conducted during the 2000-01 academic year. It was recommended that the stipend schedule floor for full-time temporary faculty members and for the three categories of part-time temporary faculty members be

increased gradually each year to achieve a target stipend schedule. The amount to be allocated to achieve this compensation goal is to be determined annually as part of the Division of Academic Affairs five-year budget process. For the 2004-05 academic year, it is proposed that the stipend floor schedule for full-time and for part-time temporary faculty members be established as follows:

Stipend Floor for Full-time Temporary Faculty Members

Instructor	\$24,000
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Stipend Floors for Part-time Temporary Faculty Members

Lecturer III	\$925 per semester hour
Lecturer II	\$800 per semester hour
Lecturer I	\$675 per semester hour

Recommendation: Approval of the proposed stipend schedule for part-time temporary faculty members, effective August 19, 2004.

Dr. Zietlow inquired as to the number of individuals in each of the lecturer categories. Dr. Maynard did not have the information at hand but will supply the information.

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

M. UNIVERSITY ACADEMIC YEAR CALENDAR, 2006-07 (Dr. Maynard)

Recommendation: Approval of the University academic year calendar for 2006-07 as presented in Exhibit F.

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

N. GROUP LIFE INSURANCE MASTER CONTRACT, 2004-2007 (Mr. Sanders)

The current group life insurance contract will expire on June 30, 2004. This policy covers group life insurance for employees and retirees of Indiana State University. MetLife purchased the University's policy from John Hancock in 2003, the last year of a three-year contract. Since average claims for the past three years have exceeded premiums, an increase in the renewal rates was expected. The University's benefits consultant (AON Consulting) was asked to seek proposals from top-rated companies.

Out of the companies that quoted, CIGNA offered the best rate of \$0.445 per thousand with a three-year contract. MetLife's current rate is \$0.385 per thousand for life insurance with a renewal quote of \$0.516 per thousand for one year. Adoption of the CIGNA policy will save the University \$122,544 per year over the renewal rate by MetLife.

CIGNA is rated A+ with A. M. Best and A+ with Standard & Poor's.

Accidental death and dismemberment (AD&D) coverage has been underwritten by CIGNA since July 1, 1999. The current rate for AD&D is \$.015 per thousand dollars of coverage. CIGNA has not indicated an increase in AD&D rates since 1999.

The total rate proposal from CIGNA for group life insurance and AD&D coverage would be \$.46 per thousand.

The CIGNA proposal includes:

- Life insurance rate of \$.445 per thousand
- Maximum benefits to \$100,000 (New Plan) and \$75,000 (Old Plan)
- Reduction schedule at age 66 (active employees)
- Reduction schedule at retirement (\$5,000 – New Plan and half up to \$20,000 – Old Plan)
- Conversion privilege without evidence of insurability
- Three-year rate guarantee
- Free, confidential Bereavement Counseling (30 minutes)
- Free legal consultation services (30 minutes) with discounts for additional legal services
- A guidebook to help beneficiaries navigate legal and financial responsibilities
- Free telephone consultation (30 minutes) with financial experts (CPA, CFP, etc)
- Referrals to other professionals who can assist beneficiaries.

The University will continue to pay the full premium cost of the life insurance and AD&D coverage program for the three-year period beginning July 1, 2004.

The University's voluntary life insurance coverage with Standard Insurance will continue, paid in full by the employee, as it is currently. Future opportunities for voluntary life insurance will continue to be reviewed for improved employee benefits and/or rates.

Recommendation: Approval of the group life insurance master contract with CIGNA for employees and retirees of Indiana State University for a three year period as outlined above effective July 1, 2004. The contracts for AD&D coverage currently with CIGNA and the Standard Insurance Voluntary life insurance coverage fully paid by employees will continue at the current rates.

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

O. ATHLETIC TICKET PRICES, 2004-05 (Dr. Ramey)

Recommendation: Approval of the athletic ticket prices for 2004-05 as presented in Exhibit G.

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

Mr. Bonds noted that he would like to have further detailed information concerning the athletics budget. Mr. Carpenter commented that the ISU Foundation Board receives some of the information. Mr. Bonds asked Dr. Ramey to provide additional information which might be helpful to the trustees in understanding the athletics budget.

P. IN MEMORIAM (Mr. Schafer)

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

John Charles Alter, Staff Accountant Emeritus, died on June 2, 2004.

Samuel Ruddock, Electrician (Retired), Facilities Management, died on May 27, 2004.

Lorene Smith, Assistant Professor Emerita, Home Economics, died on May 20, 2004.

Charles Stroot, Printer (Retired), Division of Printing, died on April 16, 2004.

Anna Elizabeth Weller, Professor Emerita of Library Science, died on May 9, 2004.

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

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

**INDIANA STATE UNIVERSITY  
2004-05 Budgets**

The Current Operating, Student Services, Auxiliary and Other Operating Units, and Line-Item summary budgets for 2004-05 are included in the following agenda exhibits. The key planning points related to each budget are described below:

**CURRENT OPERATING BUDGET**

**Revenues**

Revenue projected for the current operating budget in 2004-05 is \$134,100,000, a 4.5% increase compared to the 2003-04 budget. The increase in revenue comes primarily from a general student fee increase of 4.0% for both resident and non-resident students, the incremental tuition charge for the second class of students requiring admission Summer I 2003 or after, and, a \$100,000 increase in the transfer from Residential Life for utilities costs.

The effective increase in the operating appropriation from the 2003-04 appropriated level is 1.3% or \$1,040,233. Included in this amount is an additional \$500,000 for an earmarked quality improvement appropriation to expand information technology expertise. This appropriation is shown separately from the operating appropriation with an offsetting expense item in the "Use of Funds" section of the current operating budget summary.

The Board of Trustees approved a 4.0% student fee increase on April 23, 2004 effective for the fall semester. Budgeted tuition for 2004-05 assumes stable enrollment from the actual Fall 2003 enrollment level of 11,360 students. The net increase in budgeted tuition is \$4,659,622 which includes the incremental revenues from the second class of students assessed the "new student fee" implemented last year.

Reallocations were required as a part of the 2004-05 budget planning process. As discussed previously with the Board of Trustees, a total of \$925,000 has been reallocated to address unavoidable and other critical budgetary initiatives. The Provost and Academic Affairs identified \$500,000 of reallocations, Business Affairs and Finance \$75,000, and other general budget reductions of \$350,000 were identified.

The state maintained the same level of support as in the previous year for DegreeLink, a separate line item appropriation, of \$500,375. The appropriation and a portion of the related student fee income are accounted for in a separate cost center budget. The University serves as the fiscal agent for the South Central Indiana Education Association and the College Cooperative Southeast. Each program receives a separate line item appropriation that also was not increased for the 2004-05 year.

**Expenditures**

- I. Compensation**
  - Average Salary Increase

- Faculty 2.0%  
Promotions, Salary Floor and Degree Adj. \$50,000
- Executive, Administrative, and Professional Staff 2.0%
- Support Staff 2.0%

A 15.0% increase in health insurance is included as a part of the 2004-05 budget, as compared to a 5.0% increase for the previous year. The health care claims continue to be monitored on a monthly basis for trends that may impact future increases in health insurance rates.

The overall fringe benefit budget has increased 8.5% over the 2003-04 level. This includes the 15% increase in health insurance premiums, the elimination of the two-year TIAA-CREF wait for new employees, and increases in other fringe benefits items accompanying an increase in salaries. The elimination of the two-year TIAA-CREF wait for new employees, approved by the Board of Trustees on February 27, 2004, is targeted toward the recruitment and retention of qualified faculty and staff.

## **II. Departmental Supplies and Expense**

Adjustments to the supplies and expense lines include both the allocation of new funds for integrated marketing (\$600,000) and various internal reallocations within departments. The investment of \$600,000 to already existing marketing resources is designed to enhance future revenues through enrollment growth.

In addition, University-wide utility budgets were increased by \$479,000 to provide for the increased costs of the natural gas fired power plant as well as increased electrical costs. As mentioned previously, Residential Life is contributing an additional \$100,000 with the remaining \$379,000 being funded by budgeted revenues.

## **III. Equipment and Other Capital**

Library acquisitions remain a University priority with a 4.0% increase (\$84,400) to the 2003-04 base budget producing \$2,206,000 for the coming year's acquisitions. There are no increases in any other capital equipment budget lines for 2004-05.

## **IV. Student Aid**

The recommended student aid budget for 2004-05 totals \$8,371,000 (or 6.2% of the total current operating budget). The student aid budget consists of three components. The major portion (\$7,651,000) will be awarded as direct aid to students through a series of programs, such as Presidential Scholarships, Alumni Scholarships, institutional fee remissions, and graduate fee remissions. The second portion (\$200,000) of the budget accounts for matching funds required for participation in federal student aid programs (FSEOG, Perkins Loan Program, and Upward Bound). The third portion (\$520,000) will be used for need-based student aid and is being funded with revenue from the new student fee assessed for all incoming students, effective for the fall 2003 semester.



## **V. Reserves**

Two reserve pools have been established as a part of the 2004-05 budget. One is a contingency for enrollment (\$400,000) and the second is an escrow for compensation (\$1,000,000). The funds set aside for the completion of the compensation study would be distributed in a manner consistent with the proportional needs of the individual employee groups. The enrollment contingency is to offset any decline in fall enrollment from the budgeted level of 11,360 students.

### **STUDENT SERVICES BUDGET**

The Student Service budget allocates a portion of student tuition to operating units within the Designated and Auxiliary fund groups that support student activities and programs. The total Student Service budget for 2004-05 increased by \$323,367 from the previous year as a result of the overall increase in student tuition revenue. The need for maintenance and repairs continues to be a significant priority for facilities funded (e.g., Hulman Center) through the Student Service budget.

### **AUXILIARY AND OTHER OPERATIONS**

Auxiliaries are operated as independent units supporting students and the University in various capacities. Residential Life, for example, is the largest University auxiliary unit. Each of the auxiliary enterprises generates outside revenues to support the individual operating budget of each unit. The key financial planning components for the Current Operating budget were also used in the preparation of the Auxiliary budgets, including the compensation criteria and projected enrollment.

### **DEGREELINK**

As stated earlier, the state maintained the same level of line-item appropriation support for the 2004-05 year as that appropriated for 2003-04. The total appropriation for 2004-05 is \$500,375. In addition, fee income of \$395,973 from the 2003-04 fiscal year is included in the 2004-05 budget, the same amount as the previous year.

### **LINE-ITEM APPROPRIATIONS**

Other line-item appropriations received by the University include: South Central Indiana Education Association and the College Cooperative Southeast. As mentioned earlier, state appropriations for these programs did not increase for 2004-05 from the 2003-04 level of, \$280,710 and \$742,468. The University serves as the fiscal agent for each of these programs and is allowed overhead charges for the cost of administration.

INDIANA STATE UNIVERSITY  
 KEY FINANCIAL PLANNING COMPONENTS

	<u>Budget 2003-04</u>	<u>Budget 2004-05</u>
<b><u>APPROXIMATE INCREASES</u></b>		
STATE OPERATING APPROPRIATION	-0.7%	1.3%
QUALITY IMPROVEMENT	\$500,000	\$1,000,000
STUDENT ACADEMIC FEES	5.0%	4.0%
TOTAL CURRENT OPERATING BUDGET	5.4%	4.5%
<b><u>STUDENT ACADEMIC FEE - PER SEMESTER</u></b>		
<b>Required Admission Prior to Summer I 2003:</b>		
A. Undergraduate semester Full-Time Resident	\$2,161	\$2,248
Additional Semester Non-Resident Fee	\$3,234	\$3,364
B. Graduate Resident Per Hour Fee	\$187	\$195
Additional Non-Resident Per Hour Fee	\$239	\$249
<b>Required Admission Summer I 2003 or After:</b>		
C. Undergraduate semester Full-Time Resident	\$2,661	\$2,768
Additional Semester Non-Resident Fee	\$3,234	\$3,364
D. Graduate Resident Per Hour Fee	\$242	\$252
Additional Non-Resident Per Hour Fee	\$239	\$249
E. Technology Per Semester Fee	\$50	\$52
<b><u>BUDGETED ENROLLMENT</u></b>		
A. On-Campus (Fall Headcount)		
1. Undergraduate	9,300	9,080
2. Graduate	1,700	1,725
B. Off Campus Extension (Fall Headcount)		
1. Undergraduate	50	50
2. Graduate	0	25
C. Work Force Development (Fall Headcount)	550	480
Total Budgeted Enrollment	11,600	11,360
<b><u>STAFF COMPENSATION INCREASE</u></b>		
A. Faculty Salary	5.0%	2.0%
Promotions, Salary Floor and Degree Adjustments	\$50,000	\$50,000
B. Executive (Vice Presidents and Deans)	4.0%	2.0%
Administrative and Professional Staff	5.0%	2.0%
C. Support Staff Salary	5.0%	2.0%
D. Health Insurance	5.0%	15.0%
<b><u>OTHER SIGNIFICANT BUDGET INCREASES</u></b>		
A. Contingency Reserve for Enrollment	\$0	\$400,000
B. Escrow for Compensation	\$0	\$1,000,000
C. Financial Aid	\$319,000	\$164,000
D. Library Acquisitions	\$81,600	\$84,400
E. Utilities and Committed Expenses	\$500,000	\$479,000

**INDIANA STATE UNIVERSITY  
 Current Operating Summary Budget**

	<u>2003-04 Budget</u>	<u>Increment</u>	<u>Recommended 2004-05 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$77,389,241	\$540,233	\$77,929,474
Quality Improvement Appropriation	500,000	500,000	1,000,000
Fee Replacement	<u>6,549,325</u>	<u>145</u>	<u>6,549,470</u>
Sub Total State Appropriation	84,438,566	1,040,378	85,478,944
Student Fees *	39,807,118	4,659,622	44,466,740
Other Fees, Income & Transfers	<u>4,054,316</u>	<u>100,000</u>	<u>4,154,316</u>
Total Source of Funds	<u>\$128,300,000</u>	<u>\$5,800,000</u>	<u>\$134,100,000</u>
<b>Use of Funds</b>			
<b>Compensation</b>			
Salaries and Wages	\$69,243,735	\$891,172	\$70,134,907
Fringe Benefits	<u>24,698,448</u>	<u>2,101,449</u>	<u>26,799,897</u>
Sub Total Compensation	93,942,183	2,992,621	96,934,804
<b>Departmental Supplies and Expenses</b>			
Supplies and Related Expenses	10,993,276	190,449	11,183,725
Quality Improvement Appropriation	500,000	500,000	1,000,000
Repairs and Maintenance	1,983,634	(10,470)	1,973,164
Utilities and Related Expenses	6,843,820	479,000	7,322,820
Other Committed Expenses	430,100		430,100
Technology Enhancements	1,016,562		1,016,562
<b>Equipment and Other Capital</b>			
Library Acquisitions	2,121,600	84,400	2,206,000
Computer and Operating Equipment	<u>2,261,825</u>		<u>2,261,825</u>
Sub Total Equipment	<u>4,383,425</u>	<u>84,400</u>	<u>4,467,825</u>
Student Aid	8,207,000	164,000	8,371,000
Enrollment Contingency Reserve	0	400,000	400,000
Escrow for Compensation	0	1,000,000	1,000,000
Total Use of Funds	<u>\$128,300,000</u>	<u>\$5,800,000</u>	<u>\$134,100,000</u>
Growth in Budget	5.4%		4.5%

**Footnotes:**

\* This figure is inclusive of a 4.0% increase in student fees and the second class of incoming students requiring admission Summer I 2003 or after assessed a incremental tuition rate.

INDIANA STATE UNIVERSITY  
 Current Operating Area Budgets

	2003-04 Budget	Increment	2004-05 Budget	% of Budget
<b>Provost and Vice President Academic Affairs</b>				
Salary and Wages	\$50,751,711	\$741,566	\$51,493,277	
Fringe Benefits	13,341,168	751,763	14,092,931	
Student Wages	1,646,063	17,357	1,663,420	
Supplies and Expenses	6,722,922	377,806	7,100,728	
Repair and Maintenance	301,598	(10,470)	291,128	
Capital	3,022,325	84,400	3,106,725	
<b>Total Summary</b>	<u>\$75,785,787</u>	<u>\$1,962,422</u>	<u>\$77,748,209</u>	57.9%
<b>Academic and Administrative Units</b>				
College of Arts and Science				
Student Wages and Other	\$276,223		\$276,223	
Supplies and Expenses	1,251,964	\$8,000	1,259,964	
Repair and Maintenance	81,170	(8,000)	73,170	
Capital	0		0	
<b>Total</b>	<u>\$1,609,357</u>	<u>\$0</u>	<u>\$1,609,357</u>	1.2%
College of Business				
Student Wages	\$17,450		\$17,450	
Supplies and Expenses	105,953	\$4,000	109,953	
Repair and Maintenance	6,735	(4,000)	2,735	
Capital	0		0	
<b>Total</b>	<u>\$130,138</u>	<u>\$0</u>	<u>\$130,138</u>	0.1%
College of Education				
Student Wages	\$8,993		\$8,993	
Supplies and Expenses	381,450		381,450	
Repair and Maintenance	3,525		3,525	
Capital	0		0	
ISU Preschool Lab	71,322		71,322	
<b>Total</b>	<u>\$465,290</u>	<u>\$0</u>	<u>\$465,290</u>	0.3%
College of Health and Human Performance				
Student Wages	\$42,327	\$1,257	\$43,584	
Supplies and Expenses	120,504	(1,257)	119,247	
Repair and Maintenance	7,614		7,614	
Capital	400		400	
<b>Total</b>	<u>\$170,845</u>	<u>\$0</u>	<u>\$170,845</u>	0.1%
College of Nursing				
Student Wages	\$882		\$882	
Supplies and Expenses	81,499		81,499	
Repair and Maintenance	0		0	
Capital	5,325		5,325	
<b>Total</b>	<u>\$87,706</u>	<u>\$0</u>	<u>\$87,706</u>	0.1%
College of Technology				
Student Wages	\$48,561		\$48,561	
Supplies and Expenses	162,556		162,556	
Repair and Maintenance	10,397		10,397	
Capital	0		0	
<b>Total</b>	<u>\$221,514</u>	<u>\$0</u>	<u>\$221,514</u>	0.2%

	2003-04 Budget	Increment	2004-05 Budget	% of Budget
School of Graduate Studies				
Student Wages	\$3,873		\$3,873	
Supplies and Expenses	61,215		61,215	
Repair and Maintenance	1,500		1,500	
Capital	0		0	
Total	<u>\$66,588</u>	<u>\$0</u>	<u>\$66,588</u>	0.0%
Outreach Activities				
Student Wages	\$1,501		\$1,501	
Supplies and Expenses	90,265		90,265	
Repair and Maintenance	0		0	
Capital	0		0	
Total	<u>\$91,766</u>	<u>\$0</u>	<u>\$91,766</u>	0.1%
Student Academic Services				
Student Wages	\$97,119		\$97,119	
Supplies and Expenses	25,541		25,541	
Repair and Maintenance	1,000		1,000	
Capital	0		0	
Total	<u>\$123,660</u>	<u>\$0</u>	<u>\$123,660</u>	0.1%
Enrollment Management				
Student Wages	\$195,000		\$195,000	
Supplies and Expenses	862,515	(\$3,000)	859,515	
Repair and Maintenance	8,209	3,000	11,209	
Capital	0		0	
Total	<u>\$1,065,724</u>	<u>\$0</u>	<u>\$1,065,724</u>	0.8%
Library				
Student Wages	\$229,599		\$229,599	
Supplies and Expenses	107,782		107,782	
Repair and Maintenance	39,321		39,321	
Capital	2,121,600	\$84,400	2,206,000	
Total	<u>\$2,498,302</u>	<u>\$84,400</u>	<u>\$2,582,702</u>	1.9%
Computing Services				
Student Wages	\$575,000	\$16,100	\$591,100	
Supplies and Expenses	1,488,871	(29,564)	1,459,307	
Repair and Maintenance	140,735	(1,470)	139,265	
Capital	0		0	
Total	<u>\$2,204,606</u>	<u>(\$14,934)</u>	<u>\$2,189,672</u>	1.6%

	2003-04 Budget	Increment	2004-05 Budget	% of Budget
<b>Other Activities</b>				
Student Wages	\$124,900		\$124,900	
Supplies and Expenses	1,278,960	\$482,934	1,761,894	
Repair and Maintenance	392		392	
Capital	0		0	
<b>Total</b>	<u>\$1,404,252</u>	<u>\$482,934</u>	<u>\$1,887,186</u>	1.4%
<b>General Instructional Expense</b>				
Salary and Wages	\$49,921,051	\$813,027	\$50,734,078	
Fringe Benefits	13,204,409	776,086	13,980,495	
Supplies and Expenses	52,479		52,479	
<b>Total</b>	<u>\$63,177,939</u>	<u>\$1,589,113</u>	<u>\$64,767,052</u>	48.3%
<b>General Administrative Support</b>				
Salary and Wages	\$830,660	(\$71,461)	\$759,199	
Fringe Benefits	136,759	(24,323)	112,436	
Student Wages	24,635		24,635	
Supplies and Expenses	580,046	(83,307)	496,739	
Repair and Maintenance	1,000		1,000	
Capital	895,000		895,000	
<b>Total</b>	<u>\$2,468,100</u>	<u>(\$179,091)</u>	<u>\$2,289,009</u>	1.7%
<b>President's Office</b>				
Salary and Wages	\$1,995,682	(\$21,393)	\$1,974,289	
Fringe Benefits	451,908	66,750	518,658	
Student Wages	105,118		105,118	
Supplies and Expenses	355,985		355,985	
Repair and Maintenance	18,500		18,500	
Capital	25,000		25,000	
<b>Total</b>	<u>\$2,952,193</u>	<u>\$45,357</u>	<u>\$2,997,550</u>	2.2%
<b>Vice President for Student Affairs</b>				
Salary and Wages	\$4,637,053	\$77,335	\$4,714,388	
Fringe Benefits	1,330,511	133,440	1,463,951	
Student Wages	231,665		231,665	
Supplies and Expenses	458,738		458,738	
Repair and Maintenance	44,732		44,732	
Capital	68,100		68,100	
<b>Total</b>	<u>\$6,770,799</u>	<u>\$210,775</u>	<u>\$6,981,574</u>	5.2%
<b>Vice President for Administrative Affairs</b>				
Salary and Wages	\$348,336	\$6,807	\$355,143	
Fringe Benefits	117,976	(11,065)	106,911	
Student Wages	18,995		18,995	
Supplies and Expenses	114,481		114,481	
Repair and Maintenance	600		600	
Capital	17,000		17,000	
<b>Total</b>	<u>\$617,388</u>	<u>(\$4,258)</u>	<u>\$613,130</u>	0.5%

	2003-04 Budget	Increment	2004-05 Budget	% of Budget
<b>Vice President for Business and Finance</b>				
Salary and Wages	\$2,771,635	(\$17,915)	\$2,753,720	
Fringe Benefits	826,757	110,799	937,556	
Student Wages	99,535		99,535	
Supplies and Expenses	1,174,705		1,174,705	
Repair and Maintenance	20,931		20,931	
Capital	55,000		55,000	
Total	<u>\$4,948,563</u>	<u>\$92,884</u>	<u>\$5,041,447</u>	3.8%
<b>Facilities Management</b>				
Salary and Wages	\$5,283,240	\$74,514	\$5,357,754	
Fringe Benefits	1,614,522	177,648	1,792,170	
Student Wages	160,341		160,341	
Supplies and Expenses	482,797		482,797	
Repair and Maintenance	1,594,581		1,594,581	
Capital	470,000		470,000	
Total	<u>\$9,605,481</u>	<u>\$252,162</u>	<u>\$9,857,643</u>	7.4%
<b>Vice President for Advancement</b>				
Salary and Wages	\$1,157,699	\$12,905	\$1,170,604	
Fringe Benefits	386,164	87,507	473,671	
Student Wages	36,662		36,662	
Supplies and Expenses	503,031	600,000	1,103,031	
Repair and Maintenance	2,692		2,692	
Capital	20,000		20,000	
Total	<u>\$2,106,248</u>	<u>\$700,412</u>	<u>\$2,806,660</u>	2.1%
<b>General University Activities</b>				
Retirement Fringe Benefits and Contributions	\$6,629,442	\$784,607	\$7,414,049	
Supplies and Expenses	1,680,617	(287,361)	1,393,256	
Capital Pools	706,000		706,000	
Technology Enhancements	1,016,562		1,016,562	
Other Committed Expenses	430,100		430,100	
Utilities and Related Expenses	6,843,820	479,000	7,322,820	
Student Aid Program	7,687,000	164,000	7,851,000	
Need-Based Student Aid	520,000		520,000	
Enrollment Contingency Reserve	0	400,000	400,000	
Escrow for Compensation	0	1,000,000	1,000,000	
Total	<u>\$25,513,541</u>	<u>\$2,540,246</u>	<u>\$28,053,787</u>	20.9%
<b>TOTAL BUDGET</b>	<u><b>\$128,300,000</b></u>	<u><b>\$5,800,000</b></u>	<u><b>\$134,100,000</b></u>	100.0%

**INDIANA STATE UNIVERSITY  
 Student Services Budget**

	2003-04 Budget	Increment	Recommended 2004-05 Budget
<b>Source of Funds</b>			
Student Service Fee Allocation	\$7,436,228	\$323,367	\$7,759,595
Student Service Fee Waivers	280,000		280,000
<b>Total Student Service Fee</b>	<b>\$7,716,228</b>	<b>\$323,367</b>	<b>\$8,039,595</b>
Interest Subsidy	66,214		66,214
<b>Total Source of Funds</b>	<b>\$7,782,442</b>	<b>\$323,367</b>	<b>\$8,105,809</b>
<b>Use of Funds</b>			
<b>Direct Allocations</b>			
Student Government	\$60,000		\$60,000
Afro-American Cultural Center	10,300		10,300
Sparkettes	19,770		19,770
Cheerleaders	18,150		18,150
Auxiliary Facilities Bond Fund	714,835	\$2,724	717,559
Sub Total Direct Allocations	\$823,055	\$2,724	\$825,779
<b>Auxiliary Operations Supplemental Allocations</b>			
Identification Cards	\$30,732		\$30,732
Hulman Memorial Student Union	1,086,645	\$36,218	1,122,863
Intercollegiate Athletics	3,398,802	613,000	4,011,802
Statesman Newspaper	62,996		62,996
IQ Magazine	51,869		51,869
Hulman Center	579,333	35,491	614,824
Sub Total Supplemental Allocations	\$5,210,377	\$684,709	\$5,895,086
<b>Transfers, Reserves and Other</b>			
Facilities Project/Equipment Reserve	\$1,263,745	(\$324,066)	\$939,679
Allocation for Class Activities	3,365		3,365
ID Equipment Maintenance	10,000		10,000
Bond Trustee Fees	1,900		1,900
Allowance for Doubtful Accounts	70,000		70,000
Enrollment Stabilization	120,000	(40,000)	80,000
Student Service Fee Waivers	280,000		280,000
Sub Total of All Allocations	\$7,782,442	\$323,367	\$8,105,809
<b>Non-Budget and Contingent Items</b>			
<b>Total Use of Funds</b>	<b>\$7,782,442</b>	<b>\$323,367</b>	<b>\$8,105,809</b>



**STUDENT SERVICES DIRECT ALLOCATIONS**

	2003-04 Budget	Increment	Recommended 2004-05 Budget
<b>Student Government</b>			
Compensation	\$38,773	(\$269)	\$38,504
Supplies and Expense	20,727	(31)	20,696
Repairs and Maintenance	500	100	600
Capital	0	200	200
<b>Total</b>	<b>\$60,000</b>	<b>\$0</b>	<b>\$60,000</b>
<b>Afro-American Cultural Center</b>			
Compensation	\$0		\$0
Supplies and Expense	10,300		10,300
Repairs and Maintenance	0		0
<b>Total</b>	<b>\$10,300</b>	<b>\$0</b>	<b>\$10,300</b>
<b>Sparkettes</b>			
Compensation	\$6,549		\$6,549
Supplies and Expense	13,221		13,221
Repairs and Maintenance	0		0
<b>Total</b>	<b>\$19,770</b>	<b>\$0</b>	<b>\$19,770</b>
<b>Cheerleaders</b>			
Compensation	\$7,987		\$7,987
Supplies and Expense	10,010		10,010
Repairs and Maintenance	153		153
<b>Total</b>	<b>\$18,150</b>	<b>\$0</b>	<b>\$18,150</b>
<b>Auxiliary Facilities Bond Fund</b>			
Student Service Fee Allocation	\$648,621	\$2,724	\$651,345
Interest Subsidy	66,214		66,214
<b>Total Source of Funds</b>	<b>\$714,835</b>	<b>\$2,724</b>	<b>\$717,559</b>
<b>Debt Service</b>			
Physical Education Building	\$235,510	\$1,580	\$237,090
Hulman Memorial Student Union	240,000		240,000
Tirey Memorial Union	239,325	1,144	240,469
<b>Total Debt Service</b>	<b>\$714,835</b>	<b>\$2,724</b>	<b>\$717,559</b>

**INDIANA STATE UNIVERSITY  
AUXILIARY AND OTHER OPERATIONS**

	2003-04 Budget	Increment	Recommended 2004-05 Budget
<b>SUMMARY TOTALS</b>			
<b>SUMMARY INCOME</b>	<u>\$33,357,926</u>	<u>\$250,005</u>	<u>\$33,607,931</u>
<b>SUMMARY EXPENDITURES</b>			
Compensation	\$12,207,508	\$582,070	\$12,789,578
Supplies and Expense	17,380,024	(96,574)	17,283,450
Debt Service	462,907	(59,909)	402,998
Repairs and Maintenance	1,824,594	(52,778)	1,771,816
Capital	<u>1,475,677</u>	<u>(135,900)</u>	<u>1,339,777</u>
Total	<u>\$33,350,710</u>	<u>\$236,909</u>	<u>\$33,587,619</u>

**Hulman Center**

<b>Income</b>			
Student Service Fee Allocation	\$579,333	\$35,491	\$614,824
Rental and Other Income	<u>787,880</u>	<u>50,127</u>	<u>838,007</u>
Total	\$1,367,213	\$85,618	\$1,452,831

<b>Expenditures</b>			
Compensation	\$1,090,341	\$65,673	\$1,156,014
Supplies and Expense	202,122	16,795	218,917
Repairs and Maintenance	29,750	900	30,650
Capital	<u>45,000</u>	<u>2,250</u>	<u>47,250</u>
Total	\$1,367,213	\$85,618	\$1,452,831

**Residential Life**

Rental and Other Income	\$20,499,949	(\$127,394)	\$20,372,555
<b>Expenditures</b>			
Compensation	\$6,275,711	\$197,059	\$6,472,770
Supplies and Expense	11,840,458	(184,620)	11,655,838
Debt Service	462,907	(59,909)	402,998
Repairs and Maintenance	631,321	(24,678)	606,643
Capital	<u>1,288,450</u>	<u>(71,150)</u>	<u>1,217,300</u>
Total	\$20,498,847	(\$143,298)	\$20,355,549

	2003-04 Budget	Increment	Recommended 2004-05 Budget
<b>Hulman Memorial Student Union</b>			
<b>Income</b>			
Student Service Fee Allocation	\$1,086,645	\$36,218	\$1,122,863
Machine Sales and Vending	46,850		46,850
Room Rental	13,500		13,500
Miscellaneous Income	127,955	1,800	129,755
Amusement Games	4,418		4,418
Parking Fees	87,000	2,000	89,000
<b>Total</b>	<b>\$1,366,368</b>	<b>\$40,018</b>	<b>\$1,406,386</b>
<b>Expenditures</b>			
Compensation	\$1,133,983	\$35,718	\$1,169,701
Supplies and Expense	156,464	4,300	160,764
Repairs and Maintenance	55,921		55,921
Capital	20,000		20,000
<b>Total</b>	<b>\$1,366,368</b>	<b>\$40,018</b>	<b>\$1,406,386</b>
<b>Athletics</b>			
<b>Income</b>			
Student Service Fee Allocation	\$3,398,802	\$613,000	\$4,011,802
Contributions - Sycamore			
Varsity Club	400,000		400,000
Contributions - Scholarship	100,000		100,000
Admission Sales	530,000	10,000	540,000
Commissions and Other Income	445,000	115,000	560,000
Guarantees	295,000	(45,000)	250,000
Transfer In	450,000	(300,000)	150,000
<b>Total</b>	<b>\$5,618,802</b>	<b>\$393,000</b>	<b>\$6,011,802</b>
<b>Expenditures</b>			
Compensation	\$1,862,963	\$144,776	\$2,007,739 <sup>A</sup>
Supplies and Expense	3,689,162	249,374	3,938,536
Repairs and Maintenance	66,677	(1,150)	65,527
Capital	0		0
<b>Total</b>	<b>\$5,618,802</b>	<b>\$393,000</b>	<b>\$6,011,802</b>
<sup>A</sup> Does not include the one-half of coaches compensation (\$793,465) contained within the Student Affairs budget.			
<b>Division of Printing</b>			
Printing Income	\$570,899	(\$30,899)	\$540,000
<b>Expenditures</b>			
Compensation	\$352,889	(\$11,408)	\$341,481
Supplies and Expense	203,010	(17,800)	185,210
Repairs and Maintenance	15,000	(5,000)	10,000
Capital	0	2,000	2,000
<b>Total</b>	<b>\$570,899</b>	<b>(\$32,208)</b>	<b>\$538,691</b>

	2003-04 Budget	Increment	Recommended 2004-05 Budget
<b>Telecommunications</b>			
Income			
Local Service Charges	\$1,560,000	\$20,000	\$1,580,000
Long Distance Charges	45,000	(13,000)	32,000
Administrative Usage	70,000	(5,000)	65,000
Miscellaneous Reimbursement	46,000	7,500	53,500
Other	89,250	(10,950)	78,300
Transfer In	535,000	(70,000)	465,000
Total	<u>\$2,345,250</u>	<u>(\$71,450)</u>	<u>\$2,273,800</u>
Expenditures			
Compensation	\$500,544	\$134,606	\$635,150
Supplies and Expense	942,654	(139,975)	802,679
Repairs and Maintenance	857,000	(36,400)	820,600
Capital	45,000	(30,000)	15,000
Total	<u>\$2,345,198</u>	<u>(\$71,769)</u>	<u>\$2,273,429</u>
<b>Library Automation</b>			
Income			
State Appropriations	\$420,961	\$0	\$420,961
Expenditures			
Compensation	\$208,934	\$6,305	\$215,239
Supplies and Expense	36,800	(20,305)	16,495
Repairs and Maintenance	150,000	14,000	164,000
Capital	25,227		25,227
Total	<u>\$420,961</u>	<u>\$0</u>	<u>\$420,961</u>
<b>Early Childhood Education Center</b>			
Income			
Child Care Fees	\$419,185	(\$25,333)	\$393,852
Other Income	23,000		23,000
Transfer In	116,322		116,322
Total	<u>\$558,507</u>	<u>(\$25,333)</u>	<u>\$533,174</u>
Expenditures			
Compensation	\$489,530	(\$21,974)	\$467,556
Supplies and Expense	63,567	(1,949)	61,618
Repairs and Maintenance	1,000		1,000
Capital	3,000		3,000
Total	<u>\$557,097</u>	<u>(\$23,923)</u>	<u>\$533,174</u>

	2003-04 Budget	Increment	Recommended 2004-05 Budget
<b>Le Club Program</b>			
<b>Income</b>			
Membership Fees and Other Contributions	\$138,500	\$5,950	\$144,450
<b>Expenditures</b>			
Compensation	\$63,800	\$8,500	\$72,300
Supplies and Expense	51,900	3,550	55,450
Repairs and Maintenance	7,200	(500)	6,700
Capital	15,500	(5,500)	10,000
Total	<u>\$138,400</u>	<u>\$6,050</u>	<u>\$144,450</u>
<b>Other Auxiliary and Other Operations</b>			
<b>Income</b>			
Advertising Sales	\$215,700	\$5,500	\$221,200
Student Service Fee Allocation	145,597		145,597
Other Income	110,180	(25,005)	85,175
Total	<u>\$471,477</u>	<u>(\$19,505)</u>	<u>\$451,972</u>
<b>Expenditures</b>			
Compensation	\$228,813	\$22,815	\$251,628
Supplies and Expense	193,887	(5,944)	187,943
Repairs and Maintenance	10,725	50	10,775
Capital	33,500	(33,500)	0
Total	<u>\$466,925</u>	<u>(\$16,579)</u>	<u>\$450,346</u>

Includes: ID Card System, IQ Magazine, Statesman Newspaper.

**INDIANA STATE UNIVERSITY  
 DegreeLink Budget**

	<u>2003-04 Budget</u>	<u>Increment</u>	<u>Recommended 2004-05 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$500,375		\$500,375
Student Fees	395,973		395,973
Total Source of Funds	<u>\$896,348</u>	<u>\$0</u>	<u>\$896,348</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$499,335	\$7,842	\$507,177
Fringe Benefits	131,598	13,173	144,771
Student Wages	0	80,000	80,000
Supplies and Related Expenses	260,415	(101,015)	159,400
Equipment	5,000		5,000
Total Use of Funds	<u>\$896,348</u>	<u>\$0</u>	<u>\$896,348</u>

**INDIANA STATE UNIVERSITY**  
**South Central Indiana Education Association Budget**

	<u>2003-04 Budget</u>	<u>Increment</u>	<u>Recommended 2004-05 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$280,710		\$280,710
Total Source of Funds	<u>\$280,710</u>	<u>\$0</u>	<u>\$280,710</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$188,834		\$188,834
Fringe Benefits	30,250		30,250
Marketing	16,000		16,000
Supplies and Related Expenses	16,175		16,175
Equipment	<u>1,380</u>		<u>1,380</u>
Sub-Total Operating Expenses	\$252,639	\$0	\$252,639
Overhead	28,071		28,071
Total Use of Funds	<u>\$280,710</u>	<u>\$0</u>	<u>\$280,710</u>

**INDIANA STATE UNIVERSITY  
 College Cooperative Southeast Budget**

	<u>2003-04 Budget</u>	<u>Increment</u>	<u>Recommended 2004-05 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$742,468		\$742,468
Total Source of Funds	<u>\$742,468</u>	<u>\$0</u>	<u>\$742,468</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$337,752		\$337,752
Fringe Benefits	103,215		103,215
Marketing	30,000		30,000
Supplies and Related Expenses	184,011		184,011
Equipment	<u>20,000</u>		<u>20,000</u>
Sub-Total Operating Expenses	\$674,978	\$0	\$674,978
Overhead	67,490		67,490
Total Use of Funds	<u>\$742,468</u>	<u>\$0</u>	<u>\$742,468</u>



RESOLUTION OF THE BOARD OF TRUSTEES FOR THE  
INDIANA STATE UNIVERSITY BOARD OF TRUSTEES  
APPROVING AND AUTHORIZING THE SALE OF THE  
INDIANA STATE UNIVERSITY STUDENT FEE BONDS

WHEREAS, the Board of Trustees (the "Board") of the Indiana State University Board of Trustees (the "University") has determined that a necessity exists to consider financing (i) the acquisition, construction, expansion, renovation and equipping of certain facilities on the University's campus in Terre Haute, Indiana, as described in Exhibit A attached hereto (the "Projects"), and (ii) the current refunding of the University's outstanding Indiana State University Student Fee Bonds, Series H (the "Series H Bonds"); and

WHEREAS, the Board has full power and authority under and by virtue of the laws of the State of Indiana, including, more particularly, the provisions of Indiana Code 20-12-6 and 5-1-5, to issue bonds secured by Student Fees to finance and refinance academic and building facilities on its Terre Haute campus; and

WHEREAS, the University has heretofore executed and delivered to First Financial Bank, N.A. (formerly known as Terre Haute First National Bank), as trustee (the "Trustee"), a certain Trust Indenture dated as of November 1, 1985, as heretofore supplemented and amended (the "Indenture"), for the purpose of securing its Indiana State University Student Fee Bonds (hereinafter sometimes referred to as the "Bonds"), issued from time to time thereunder; and

WHEREAS, the Treasurer of the University (the "Treasurer") has investigated, developed and evaluated a Plan of Financing (the "Plan of Financing") for the financing of (i) the costs of the Projects, and (ii) the current refunding of the Series H Bonds, and has presented that Plan of Financing for approval to the Board; and

WHEREAS, the Board now desires to approve the Plan of Financing presented by the Treasurer for the financing of (i) the costs of the Projects, and (ii) the current refunding of the Series H Bonds; and

WHEREAS, Article IV of the Indenture authorizes the issuance of additional series of Bonds by the University and the authentication and delivery of those additional series of Bonds by the Trustee under the conditions set forth in Article IV, which conditions have been complied with so as to authorize the issuance, authentication and delivery of an additional series of Bonds by the Trustee under the conditions set forth in Article IV, to provide the funds required to finance (i) the costs of the Projects, and (ii) the current refunding of the Series H Bonds, as well as certain related costs incidental to the financing; and

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Student Fee Bonds, Series K (the "Series K Bonds"), and an Eighth Supplemental Indenture (the "Eighth Supplemental Indenture"), a Construction and Rebate Agreement (the "Rebate Agreement"), a Preliminary Official Statement (the "Official

Statement”), a final Official Statement, a Bond Purchase Agreement (the “Bond Purchase Agreement”), a Second Supplement to Continuing Disclosure Undertaking Agreement (the “Undertaking Agreement”), forms of the Series K Bonds, and any further documents required to complete the execution and delivery of the Series K Bonds; and

WHEREAS, there has now been submitted to the Board a form of Eighth Supplemental Indenture, a form of Rebate Agreement, a form of Official Statement, a form of Bond Purchase Agreement and a form of Undertaking Agreement in connection with the issuance of the Series K Bonds in an aggregate principal amount not to exceed the sum of \$35,000,000, including underwriters’ discount as described below and any original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance, which financing has been approved by the State Budget Agency of the State of Indiana; and

WHEREAS, the Board now desires to authorize and direct the President of the University (the “President”) and the Treasurer to do any and all acts and things, and to make and approve all changes in form or substance to the Eighth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Undertaking Agreement or the Official Statement, necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana; and

WHEREAS, the Board further desires to authorize and direct the President and the Treasurer to make a determination regarding (A) the desirability of expanding the scope of the Series K Bonds to include (i) the advance refunding of all or a portion of the University’s outstanding Indiana State University Student Fee Bonds, Series I (the “Series I Bonds”), and/or (ii) the advance refunding of all or a portion of the University’s outstanding Indiana State University Student Fee Bonds, Series J (the “Series J Bonds”), or (B) the desirability of the University issuing a subsequent series of additional Bonds under the Indenture (the “Refunding Bonds”) to finance (i) the advance refunding of all or a portion of the Series I Bonds, and/or (ii) the advance refunding of all or a portion of the Series J Bonds, in an incremental aggregate principal amount for the Series K Bonds (or an aggregate principal amount for the Refunding Bonds) not to exceed the sum of \$35,000,000, including underwriters’ discount as described below and any original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance, which financing has been approved by the State Budget Agency of the State of Indiana; and

WHEREAS, in the event the President and the Treasurer determine to expand the scope of the Series K Bonds to include the advance refunding of all or a portion of the Series I Bonds and/or the Series J Bonds, the Board further desires to authorize the execution and delivery of an Escrow Deposit Agreement (the “Escrow Agreement”); and

WHEREAS, in the event the President and the Treasurer determine to issue a subsequent series of Refunding Bonds under the Indenture to finance the advance refunding of all or a

portion of the Series I Bonds and/or the Series J Bonds, the Board further desires to authorize the execution and delivery of the next applicable series of Indiana State University Student Fee Bonds, an applicable Supplemental Indenture, and applicable Preliminary Official Statement, an applicable Final Official Statement, an applicable Bond Purchase Agreement, an applicable Supplement to Continuing Disclosure Undertaking Agreement, an applicable Escrow Deposit Agreement, forms of the applicable series of Bonds, and any further documents required to complete the execution and delivery of any such Refunding Bonds (collectively, the "Refunding Bond Documents"); and

WHEREAS, the University intends to acquire, construct, equip, renovate and/or rehabilitate the Projects, and reasonably expects to reimburse certain costs of the Projects with proceeds of debt to be incurred by the University; and

WHEREAS, the University expects to issue debt not exceeding \$7,500,000 in aggregate principal amount for purposes of reimbursing costs of the Projects; and

NOW, THEREFORE, BE IT RESOLVED by the Board as follows:

Section 1. The University hereby declares and affirms its official intent to acquire, construct, equip and/or rehabilitate the Projects described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Projects with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$7,500,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing costs of the Projects.

Section 2. The Plan of Financing is hereby approved with respect to the financing of (i) the costs of the Projects, and (ii) the current refunding of the Series H Bonds. Further, the use of bond insurance is hereby approved in connection with the Series K Bonds or any Refunding Bonds.

Section 3. The issuance of the Series K Bonds by the University on the terms and conditions set forth in the Eighth Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$35,000,000, including underwriters' discount as described below and original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. The Series K Bonds shall be designated the "Indiana State University Board of Trustees, Indiana State University Student Fee Bonds, Series K". The true interest cost of the Series K Bonds shall not exceed 6%, with a maximum underwriters' discount of 1.0%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series K Bonds shall not extend beyond 30 years from the first interest payment date. The Series K Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to Piper Jaffray & Co. and City Securities Corporation, as the underwriters listed in the Bond Purchase Agreement.

Section 4. The President and the Treasurer are hereby authorized and directed to do any and all acts and things, and to make and approve all changes in form or substance to the Eighth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Undertaking Agreement or the Official Statement necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana.

Section 5. The Eighth Supplemental Indenture is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The President and the Vice President of the University (the "Vice President"), or either of them, are hereby authorized to execute and deliver, and the Secretary and the Assistant Secretary of the University (the "Secretary" and the "Assistant Secretary", respectively), or either of them, are hereby authorized to attest the signature of and to imprint the corporate seal of the University on the Eighth Supplemental Indenture in substantially the form presented to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Eighth Supplemental Indenture, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 6. The Official Statement is approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Treasurer is hereby authorized and directed to make those changes in form or substance as are necessary or appropriate, to authorize the distribution of the Official Statement, to deem an Official Statement to be final or nearly final for purposes of applicable Securities and Exchange Commission rules, to execute and deliver the form of any final Official Statement with those changes in form or substance that the Treasurer shall approve, and to cause printed copies of the Preliminary and final Official Statements to be provided to those prospective purchasers, investors and other persons as he may deem advisable in order to market the Series K Bonds, and any such prior actions are hereby ratified and confirmed.

Section 7. The Bond Purchase Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The President, Vice President and Treasurer, or any of them, are hereby authorized to execute and deliver the Bond Purchase Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Bond Purchase Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 8. The Rebate Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The President, Vice President and Treasurer, or any of them, are hereby authorized to execute and deliver, and the Secretary or Assistant Secretary, or either of them, is hereby authorized to attest the signature of and to imprint the corporate seal of the University on, the Rebate Agreement in substantially the form submitted to the Board, with those changes in form or substance that the

President and Treasurer, and the officers executing the Rebate Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 9. The Undertaking Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The President, Vice President, and Treasurer, or any of them, are hereby authorized to execute and deliver the Undertaking Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Undertaking Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 10. The Treasurer is hereby authorized to prepare the bond forms required for use in the issuance of the Series K Bonds, on the terms and conditions set forth in the Eighth Supplemental Indenture, and to cause the same to be executed manually or by facsimile by the proper officers of the University as provided in the Eighth Supplemental Indenture and the Indenture. Upon execution of the Series K Bonds, the Treasurer shall deliver the Series K Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to deliver the Series K Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriters' discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

Section 11. The President and the Treasurer are hereby authorized and directed to make a determination regarding (A) the desirability of expanding the scope of the Series K Bonds to include the advance refunding of all or a portion of the Series I Bonds and/or the Series J Bonds, or (B) the desirability of the University issuing a subsequent series of Refunding Bonds under the Indenture to finance the advance refunding of all or a portion of the Series I Bonds and/or the Series J Bonds.

Section 12. In the event of an affirmative determination to expand the scope of the Series K Bonds to include the advance refunding of all or a portion of the Series I Bonds and/or for the Series J Bonds, the total principal amount of Series K Bonds authorized in Section 3 hereof is hereby increased by the incremental principal amount of \$35,000,000, including underwriters' discount as described above and original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. In the event of an affirmative determination to expand the scope of the Series K Bonds, the President and the Treasurer are further hereby authorized (i) to make and approve all changes in form or substance to the Eighth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Undertaking Agreement, the Official Statement or the bond forms for the Series K Bonds which may be necessary to incorporate such refunding(s), such changes in form or substance, and the approval thereof, to be conclusively evidenced by the execution and delivery of all such documents; and (ii) to approve, execute and deliver an Escrow Agreement in

connection with such refunding(s) in such form and substance as the President and the Treasurer shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 13. In the event of an affirmative determination for the University to issue a subsequent series of Refunding Bonds under the Indenture to finance the advance refunding of all or a portion of the Series I Bonds and/or the Series J Bonds, the issuance of any such Refunding Bonds is hereby authorized in the total principal amount not to exceed \$35,000,000, including underwriters' discount as described above and original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. In the event of an affirmative determination for the University to issue a subsequent series of Refunding Bonds, the President and the Treasurer are hereby further authorized to approve, execute and deliver the Refunding Bond Documents in such form and substance as the President and the Treasurer shall approve, such approval to be conclusively evidenced by the execution and delivery of all such Refunding Bond Documents.

Section 14. The President, Vice President, Treasurer, Secretary and Assistant Secretary, or any of them acting singly or jointly, are hereby authorized and directed to do any and all further acts and things necessary underlying the execution and delivery of such additional or supporting agreements, documents or certificates as may be requested or necessary in order to complete the transactions contemplated by (A) the Bond Purchase Agreement, the Eighth Supplemental Indenture, the Rebate Agreement, the Undertaking Agreement and the Official Statement hereby authorized (as well as any additional refunding(s) which may be incorporated in the transaction, as described in Section 12 hereof and as contemplated in the Escrow Agreement referenced therein); or (B) the Refunding Bond Documents hereby authorized.

Section 15. The Board hereby approves the calculations made by the Treasurer with respect to the coverage factor of Student Fees to Maximum Annual Debt Service after the issuance of the Series K Bonds or after the issuance of any Refunding Bonds, all as shown in the Official Statement for the Series K Bonds or the Official Statement for any Refunding Bonds.

Section 16. The Board hereby ratifies the selection of, and appoints, (i) Piper Jaffray & Co. and City Securities Corporation as underwriters for the Series K Bonds and any Refunding Bonds, (ii) Ice Miller as bond counsel for the Series K Bonds and any Refunding Bonds, and (iii) Freeman-Wilson & Lewis-Shannon, L.L.C. as co-bond counsel for the Series K Bonds and any Refunding Bonds.

Section 17. The President, Vice President and Treasurer, or any of them, are hereby authorized to select a bond insurer, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with bond insurance, for the Series K Bonds and for any Refunding Bonds.

Dated June 18, 2004

## EXHIBIT A

### The Projects

#### (1) Stalker Hall Renovation

The Stalker Hall renovation includes (i) an upgrade of the heating, cooling, ventilation, and electrical systems, (ii) installation of an elevator to meet ADA standards, (iii) renovation of space to allow for ADA accessible restrooms, and (iv) construction of a new façade on the south side of the facility adding approximately 1,534 gross square feet. The Indiana General Assembly approved bonding authority of \$4,500,000 for the Stalker Hall renovation. The total expected cost of the Stalker Hall renovation is approximately \$5,067,600, of which approximately \$567,600 will be funded with University reserves. Work on the Stalker Hall renovation began in the Spring of 2004, and it is anticipated that the Stalker Hall renovation will be completed by July, 2005.

#### (2) Architectural and Engineering Services – University Hall/College of Business

The architectural and engineering services include (i) the renovation of an existing campus structure, University Hall, to provide an updated facility to house the College of Education, and (ii) facility planning and design for a separate facility to house the College of Business. The Indiana General Assembly approved bonding authority of \$2,240,000 for the architectural and engineering services. Work on the architectural and engineering design began in the Fall of 2001, and it is anticipated to be completed by July, 2005.

Indiana State University  
Academic Year Calendar, 2006-07

Fall Semester 2006

August 17, Thursday	Opening Day for Returning Faculty and 9-month Staff
August 19, Saturday	Residence Halls Open
August 20, Sunday	New Student Orientation
August 21-22, Monday-Tuesday	Advisement/Late Registration
August 23, Wednesday	Classes Begin
September 4, Monday	Labor Day, University Closed
September 5, Tuesday	Classes Resume
October 6, Friday	Fall Break, No Classes
October 9, Monday	Classes Resume
November 22-24, Wednesday-Friday	Thanksgiving Break, No Classes
November 23-24, Thursday-Friday	University Closed
November 27, Monday	Classes Resume
December 4-8, Monday-Friday	Study Week
December 8, Friday	Last Day of Classes
December 11-15, Monday-Friday	Final Examinations
December 16, Saturday	Commencement
December 19, Tuesday	Final Grades Due in the Office of Registration and Records
December 24-January 1, Sunday-Monday	Winter Recess, University Closed

Spring Semester 2007

January 2, Tuesday	University Open
January 3, Wednesday	Residence Halls Open
January 4-5, Thursday-Friday	Advising and Registration for New Students
January 6, Saturday	New Student Orientation
January 8, Monday	Classes Begin
January 15, Monday	Martin Luther King, Jr. Day, University Closed
January 16, Tuesday	Classes Resume



Indiana State University - Academic Year Calendar, 2006-07

Page Two

March 5-9, Monday-Friday

March 12, Monday

Spring Break

Classes Resume

April 23-27, Monday-Friday

April 27, Friday

Study Week

Last Day of Classes

April 30-May 4, Monday-Friday

May 5, Saturday

May 8, Tuesday

Final Examinations

Commencement

Final Grades Due in the Office of  
Registration and Records

Summer I 2007

May 14, Monday

May 28, Monday

May 29, Tuesday

Advisement and Registration/  
Classes Begin (3Week/8Week)

Memorial Day, University Closed

Classes Resume

June 1, Friday

June 4, Monday

End Three Week Session

Classes Begin (5 Week)

July 4, Wednesday

July 5, Thursday

July 6, Friday

July 10, Tuesday

Independence Day, University Closed

Classes Resume

Summer I Ends

Final Grades Due in the Office of  
Registration and Records

Summer II 2007

July 9, Monday

Advisement/Late Registration

Classes Begin (5 Week)

August 9, Thursday

August 14, Tuesday

Summer II Ends

Final Grades Due in the Office of  
Registration and Records




# INDIANA STATE UNIVERSITY

*Administration*

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TO: Tom Ramey, Vice President  
Student Affairs

FROM: Andrea Myers 

DATE: June 1, 2004

RE: 2004-2005 Athletics Event Ticket Price Changes

The attached changes (shown **in yellow**) are recommendations for 2004-2005.

## **Football**

From 6 home games in 2003 to 5 in 2004  
New family ticket plan  
\$1 increase in Homecoming ticket price  
\$1 increase in group ticket price

## **Men's Basketball**

From 15 home games in 2003-2004 to 16 home games in 2004-2005

## **Women's Basketball**

Reserved seating is now available on both the east and the west side of the lower concourse of Hulman Center.

## 2004-2005 Athletics Event Ticket Prices

### All Single Admission Tickets (Except Men's Basketball and Football)

Adults	\$5.00
Senior Citizens	\$4.00
Youth	\$3.00

### Season Tickets or Coupon Books

Baseball Coupon Books (25 admissions)	\$70.00
Soccer/Volleyball Coupon Books (20 Admissions)	\$50.00

### Football (5 Games)

#### Season Tickets

Reserved Seating	\$35.00	
Faculty/Staff, Senior Citizen	\$30.00	(Max. 4 tickets)
Family (4 tickets: 2 adult, 2 youth)	\$60.00	
Youth (ages 6-18 years)	\$10.00	

#### Single Game Tickets

Adult	\$7.00	Homecoming	\$10.00
Youth (ages 6-18 yrs)	\$3.00	Homecoming	\$5.00

#### Group Sales (General Admission Seating Only)

Minimum of 25 tickets \$3.00 per ticket

NOTE: No group sales for Homecoming

### Men's Basketball (16 games)

#### Season Tickets

Lower Concourse	\$192.00	
Lower Concourse (Faculty/Staff)	\$154.00	(Max. 4 tickets)
Floor Seats	\$240.00	
Upper Concourse/All Handicapped	\$128.00	
Upper Concourse/All Handicapped (Fac/Staff, Sr. Citizens-65yrs+)	\$102.00	
Family Plan (Upper Concourse, Sect. 207) (4 tickets-2 adult, 2 youth)	\$200.00	(limited number available)
Rafter Rats (top 3 rows only)	\$ 50.00	

#### Single Game Tickets

Lower Concourse	\$12.00
Floor Seats	\$15.00
Upper Concourse & All Handicapped	\$ 8.00

NOTE: \$2.00 Youth Discount (ages 2-18 yrs) Upper Concourse Seating Only

#### Group Rates

Half-Price tickets may be purchased for groups of 25 or more.

Ticket location based upon availability.

### Women's Basketball

#### Season Tickets

General Admission (East Side/End Zone)	\$40.00
Reserved Seating (Lower Level)	\$50.00
Floor Seats Reserved (West Side)	\$100.00
Faculty/Staff, Senior Citizen (Gen. Adm)	\$35.00
Sycamore Squad (Children Through 8 <sup>th</sup> grade)	\$10.00

SECTION I  
Exhibit H  
June 18, 2004

IN MEMORIAM

John Charles Alter

Samuel E. Ruddock

Lorene M. Smith

Charles H. Stroot

Anna Elizabeth Weller

IN MEMORIAM

JOHN C. ALTER

WHEREAS, John C. Alter, Accountant (retired) in the Controller's Office, died on the second day of June two thousand four and;

WHEREAS, John C. Alter had given loyal and devoted service to Indiana State University for seventeen years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM

SAMUEL E. RUDDOCK

WHEREAS, Samuel E. Ruddock, Electrician (retired) in Facilities Management, died on the twenty-seventh day of May two thousand four and;

WHEREAS, Samuel E. Ruddock had given loyal and devoted service to Indiana State University for thirty years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM

LORENE M. SMITH

WHEREAS, Loren M. Smith, Professor Emerita of Family and Consumer Science, died on the twentieth day of May two thousand four and;

WHEREAS, Lorene M. Smith had given loyal and devoted service to Indiana State University for twenty years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM

CHARLES H. STROOT

WHEREAS, Charles H. Stroot, Printer (retired) in Division of Printing, died on the sixteenth day of April two thousand four and;

WHEREAS, Charles H. Stroot had given loyal and devoted service to Indiana State University for thirty-one years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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



IN MEMORIAM

ANNA E. WELLER

WHEREAS, Anna E. Weller, Professor Emerita of Library Science, died on the ninth day of May two thousand four and;

WHEREAS, Anna E. Weller had given loyal and devoted service to Indiana State University for thirty-seven years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

## SECTION II

June 18, 2004

### A. YEAR-END CLOSINGS (Mr. Floyd)

The State Board of Accounts has asked that the Treasurer of Indiana State University obtain approval from the ISU Board of Trustees to make year-end closing entries. These entries normally consist of making transfers and additional appropriations/adjustments necessary to insure the elimination of minor budgetary overdrafts. The funding for these transfers and budgetary overdrafts comes initially from within the same department and if sufficient funds are not available, then from other departments within the same vice presidential area. The closing of the financial records is conducted in June and July and is guided by GASB accounting and reporting standards and best business practices.

Recommendation: Authorization of the Treasurer or designee to make all necessary year-end closing entries and distributions.

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

### B. REVENUE REPORT (Mr. Floyd)

The Revenue Report for the period ending May 31, 2004 is presented as an information item in Attachment 1.

### C. EXPENDITURES REPORT (Mr. Floyd)

The Expenditure Report for the period ending May 31, 2004 is presented as an information item in Attachment 2.

### D. REAL ESTATE (Mr. Floyd)

Property Owner:	Toney Petroleum
Location:	531 North Third Street (U.S. 41)
Lot Size:	37,572 square feet (Approximately .796 acre)
Appraisal Price:	\$225,500

Purchase Price: \$225,500 contingent on complete remediation of all environmental site issues (e.g. soil clean-up and tank clean-up) by seller prior to transfer of property. If University purchases property subject to environmental contamination purchase price will be reduced by cost of environmental remediation.

Recommendation: Approval for the purchase of real estate as described above.

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

**Indiana State University**  
**Revenue**  
**May 31, 2004**

	<b>Current Budget</b>	<b>YTD Revenue May 04</b>	<b>YTD Revenue May 03</b>	<b>Revenue FY 02-03</b>
State Of Indiana	\$ 84,938,941	\$ 78,413,256	\$ 78,474,619	\$ 85,013,881
Student Fees	41,790,934	42,166,239	37,215,991	37,289,203
Sales and Services	1,214,335	1,137,247	1,398,807	1,605,263
Rent, Interest, Dividends and Gifts	1,817,011	1,657,212	1,655,621	1,809,850
Miscellaneous Income	<u>7,062,689</u>	<u>6,916,864</u>	<u>4,793,205</u>	<u>5,858,549</u>
Subtotal	\$ 136,823,910	\$ 130,290,818	\$ 123,538,243	\$ 131,576,746
Carryforwards	<u>6,784,171</u>	<u>6,820,171</u>	<u>6,540,001</u>	<u>6,540,001</u>
<b>Total</b>	<b>\$ 143,608,081</b>	<b>\$ 137,110,989</b>	<b>\$ 130,078,244</b>	<b>\$ 138,116,747</b>

**Indiana State University**  
**Expenditures**  
**May 31, 2004**

	FY 2004 Revised Budget	FY 2004 May 04 Total	FY 2003 May 03 YTD	FY 2003 Total Year
<b>President</b>				
Wage Expense	1,994,195	1,546,912	1,464,836	1,597,496
Benefits	451,908	426,653	355,450	392,225
Student Wage	168,452	98,540	82,829	96,329
Supplies Expense	623,191	357,545	289,612	306,220
Travel	44,007	49,458	58,349	48,366
Repair and Maintenance	22,326	31,568	10,253	10,253
Capital Equipment	59,974	32,898	42,616	42,616
	<u>\$ 3,364,053</u>	<u>\$ 2,543,574</u>	<u>\$ 2,303,945</u>	<u>\$ 2,493,505</u>
<b>Provost-Instruction</b>				
Wage Expense	51,884,330	49,510,480	47,294,832	49,143,175
Benefits	13,540,386	12,108,964	11,263,741	12,698,871
Student Wage	1,869,527	1,707,460	1,675,441	1,929,853
Supplies Expense	7,990,133	4,764,568	4,289,379	4,643,336
Travel	1,183,315	1,344,539	1,283,456	1,190,979
Repair and Maintenance	505,940	712,735	632,311	677,269
Sp Academic Computing	223,178	153,336	273,404	308,406
Capital Equipment	5,613,173	4,820,900	3,826,383	3,932,041
	<u>\$ 82,809,982</u>	<u>\$ 75,122,982</u>	<u>\$ 70,538,947</u>	<u>\$ 74,523,930</u>
<b>Business Affairs</b>				
Wage Expense	2,774,379	2,466,646	2,275,693	2,476,355
Benefits	826,757	768,591	665,387	731,156
Student Wage	107,647	84,253	69,433	79,623
Supplies Expense	1,458,262	1,386,919	1,057,933	1,137,228
Travel	66,444	66,148	38,031	38,245
Repair and Maintenance	121,606	77,946	39,325	48,125
Capital Equipment	358,345	120,332	81,795	80,757
	<u>\$ 5,713,440</u>	<u>\$ 4,970,835</u>	<u>\$ 4,227,597</u>	<u>\$ 4,591,489</u>
<b>Facilities Mgmt &amp; Power Plant</b>				
Wage Expense	5,283,240	4,666,388	4,449,112	4,830,545
Benefits	1,614,522	1,548,550	1,398,677	1,519,907
Student Wage	165,593	130,810	120,081	141,926
Utilities	1,000	2,000	7,927	7,140
Supplies Expense	523,342	1,326,517	1,266,772	1,064,787
Travel	30,980	15,037	12,731	12,222
Repair and Maintenance	1,629,072	1,163,597	1,243,962	1,224,397
Capital Equipment	614,933	548,621	339,258	369,885
	<u>\$ 9,862,682</u>	<u>\$ 9,401,520</u>	<u>\$ 8,838,520</u>	<u>\$ 9,170,809</u>

**Indiana State University**  
**Expenditures**  
**May 31, 2004**

	FY 2004 Revised Budget	FY 2004 May 04 Total	FY 2003 May 03 YTD	FY 2003 Total Year
<b>Administrative Affairs</b>				
Wage Expense	352,715	329,792	339,205	365,230
Benefits	117,976	101,393	118,826	124,439
Student Wage	27,003	15,773	27,867	31,918
Supplies Expense	113,100	95,638	128,859	134,079
Travel	29,873	21,314	24,610	16,128
Repair and Maintenance	5,864	1,706	236	236
Capital Equipment	28,463	5,547	4,503	4,490
	<u>\$ 674,994</u>	<u>\$ 571,163</u>	<u>\$ 644,106</u>	<u>\$ 676,520</u>
<b>Advancement</b>				
Wage Expense	1,417,790	1,541,235	1,391,202	1,518,442
Benefits	629,712	595,642	487,744	530,249
Student Wage	85,023	87,769	81,411	90,061
Supplies Expense	1,600,173	1,193,161	880,490	896,529
Travel	83,011	96,878	79,409	81,195
Repair and Maintenance	2,330	(3,638)	3,710	3,710
Capital Equipment	40,601	31,895	35,269	46,621
	<u>\$ 3,858,640</u>	<u>\$ 3,542,942</u>	<u>\$ 2,959,235</u>	<u>\$ 3,166,807</u>
<b>Student Affairs</b>				
Wage Expense	4,658,213	4,168,283	3,945,996	4,270,011
Benefits	1,330,511	1,385,699	1,133,951	1,231,891
Student Wage	258,706	224,861	196,418	216,932
Supplies Expense	762,692	486,866	416,631	432,596
Travel	70,532	72,129	34,044	36,142
Repair and Maintenance	65,179	44,149	55,360	54,928
Capital Equipment	112,265	60,811	86,098	95,883
	<u>\$ 7,258,098</u>	<u>\$ 6,442,798</u>	<u>\$ 5,868,498</u>	<u>\$ 6,338,383</u>
<b>University Wide</b>				
Wage Expense	381,849	381,849	258,253	279,347
Benefits	6,629,442	5,871,633	5,167,022	5,663,081
Student Wage	5,213	6,113	5,918	7,107
Utilities	6,359,762	5,939,148	6,113,041	6,253,077
Supplies Expense	5,546,768	4,931,417	5,565,069	12,928,388
Travel	86	357	334	334
Bond & Interest	553,820	-	-	-
Student Aid	8,787,604	7,205,955	6,273,207	6,355,824
Capital Equipment	2,380	2,380	-	-
	<u>\$ 28,266,924</u>	<u>\$ 24,338,852</u>	<u>\$ 23,382,844</u>	<u>\$ 31,487,158</u>
<b>TOTAL</b>	<b>\$ 141,808,813</b>	<b>\$ 126,934,666</b>	<b>\$ 118,763,692</b>	<b>\$ 132,448,601</b>

SECTION III

JUNE 18, 2004

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

Full-Time Tenure-Track Appointments  
(Effective August 18, 2004, unless otherwise stated)

Dennis L. Ballard; Assistant Professor, Department of Music; M.M., University of Oregon; salary \$43,800.

Dawn K. Batson; Associate Professor, Department of Music; Ph.D., University of Miami; salary \$60,000.

Kathryn L. Bauserman; Assistant Professor, Department of Elementary, Early, and Special Education; Ph.D., Ball State University; salary \$42,000.

Meredith L. Beilfuss; Assistant Professor of Science Education, Department of Geography, Geology, and Anthropology; M.A., Western Michigan University; salary \$47,800.

Kymerley K. Bennett; Assistant Professor, Department of Psychology; Ph.D., University of Nevada; salary \$43,500.

Earl H. Blair; Associate Professor and Chairperson, Department of Health, Safety, and Environmental Health Sciences; Ed.D., University of Kentucky; salary \$81,000.

Paul Kevin Bolinsky; Assistant Professor, Department of Psychology; Ph.D., University of Virginia; salary \$45,000.

Robin D. Burden; Assistant Professor, Department of Elementary, Early, and Special Education; M.S., Barry University; salary \$40,800.

Vannessa L. Coonrod; Assistant Professor, Department of Communication Disorders; M.S., Ball State University; salary \$40,800.

Lisa Cutter; Assistant Professor, Department of Elementary, Early, and Special Education; Ph.D., Indiana University; salary \$43,500.

Neel Das; Assistant Professor of Marketing, Organizational Department; Master of Commerce, University of Calcutta, India; \$82,800.

Kimberly A. Fredericks; Assistant Professor, Department of Political Science; M.P.A., SUNY at Albany; salary \$42,800.

Jennifer K. Inlow; Assistant Professor, Department of Chemistry; Ph.D., Texas A&M University; salary \$47,500.

Jill Jameson-Black; Assistant Professor, Department of Counseling; Ph.D., Oregon State University; salary \$42,000.

Michael C. Jarrell; Assistant Librarian and Head of Library Systems, Library Services; M.L.S., Indiana University; salary \$54,000 per fiscal year, prorated from the effective date of September 1, 2004.

Anthony S. Kaiser; Assistant Librarian, Library Services; M.A., Eastern Missouri State University; salary \$38,800 per fiscal year; effective July 1, 2004.

William C. LaFief; Assistant Professor of Marketing, Organizational Department; D.B.A., Southern Illinois University; salary \$84,000.

Myung-Ah Lee; Assistant Professor, Department of Physical Education; M.Ed., Korea National University; salary \$46,300.

Andrea C. McAtee; Assistant Professor, Department of Political Science; M.A., University of North Carolina; salary \$44,300.

Nancy Nichols-Pethick; Assistant Professor of Painting, Department of Art; M.F.A., Indiana State University; salary \$43,000.

Theodore J. Piechocinski; Associate Professor and Director of the Music Business Program, Department of Music; J.D., Cleveland State University; salary \$56,000.

Gerald Z. Slaughter; Assistant Professor, Department of Communication; Ph.D., University of Nebraska at Lincoln; salary \$44,000.

Mary Beth Slebodnik; Assistant Librarian, Library Services; M.L.S., Indiana University; salary \$44,000, prorated from the effective date of September 1, 2004.



Bassam Y. Yousif; Assistant Professor, Department of Economics; Ph.D., University of California; salary \$52,000.

Guo Ping Zhang; Assistant Professor, Department of Physics; Ph.D., Fudan University, China; salary \$50,000.

Temporary Part-time Faculty Appointment, 2004 Spring Semester  
(Effective January 12, 2004, unless otherwise indicated)

Vincent R. Neff; Lecturer I, Department of Physical Education; special credentials on file; two hours; salary \$100; effective March 29, 2004.

2. Changes of Status and/or Rate

Christopher L. Berchild; Department of Theater; \$1,200 added to 2003-04 academic year base for completion of the doctorate; Ph.D., University of California, San Diego; salary \$43,000, prorated from the effective date of May 1, 2004.

Susan M. Berta; from Associate Professor, Department of Geography, Geology, and Anthropology, to Chairperson and Associate Professor, Department of Geography, Geology, and Anthropology; salary \$80,186; effective August 19, 2004.

Robert C. Larson; change in title from Associate Professor of Geography and Geology, Department of Geography, Geology, and Anthropology, and Director of the Center for Urban and Regional Studies to Associate Professor of Geography and Geology; effective May 8, 2004.

Richard Lotspeich; Department of Economics; change in approved leave of absence from the 2004-05 academic year, at 60 percent pay, to the 2005-06 academic year, at 60 percent pay.

Gregory L. Schwab; Department of Aerospace Technology; \$1,200 added to 2003-04 academic year base for completion of the doctorate; Ed.D., Nova Southeastern University; salary \$63,384, prorated from the effective date of April 1, 2004.

3. Tenure  
(Effective August 19, 2004)

James Scott, Department of Political Science

4. Promotions

Faculty Promotions to Professor  
(Effective August 19, 2004)

Boris Blyukher, Department of Health, Safety, and Environmental Health Sciences

Aimin Chen, Department of Economics

Susan M. Powers, Department of Curriculum, Instruction, and Media Technology

Virgil L. Sheets; Department of Psychology

Beverley Simms, Department of Music

Faculty Promotion to Librarian  
(Effective July 1, 2004)

Elizabeth Lorenzen, Library Services

5. Tenure and Promotions

Faculty Tenure and Promotion to Associate Professor  
(Effective August 19, 2004)

S. L. Brian Ceh, Department of Geography, Geology, and Anthropology

Jing Chen, Department of Life Sciences (posthumously)

Christy L. Coleman, Department of Educational and School Psychology

Amy Craddock, Department of Criminology

Kurt Fowler, Department of Music

Joseph T. Harder, Organizational Department

Susan J. Kiger, Department of Curriculum, Instruction, and Media Technology

Brian Kilp, Department of Music

Nancy McEntire, Department of English

Yasenska Peterson, Department of Health, Safety, and Environmental Health Sciences

Gregory L. Schwab, Department of Aerospace Technology

Faculty Tenure and Promotion to Associate Librarian  
(Effective July 1, 2004)

Valentine Muyumba, Library Services

6. Leaves of Absence

Leave of Absence With Pay – Fall 2004 Semester

Suzy Fletcher, Baccalaureate and Higher Degree Nursing Department

Leaves of Absence Without Pay

Sharon V. Andrews; Department of Elementary, Early, and Special Education; for the 2004-05 academic year.

Todd C. Whitaker, Department of Educational Leadership, Administration, and Foundations; for the 2004-05 and 2005-06 academic years.

7. Nonreappointments

Randy Cooper; Assistant Professor, Department of Health, Safety, and Environmental Health Sciences; effective May 7, 2005.

M. Kevin Gray; Assistant Professor, Department of Criminology; effective May 7, 2005.

M.C. Greenfield; Associate Professor, Department of Electronics and Computer Technology; effective May 7, 2005.

Robert Nora; Assistant Professor, Department of Industrial Technology Education; effective May 7, 2005.

8. Resignations

Kveta E. Benes; Department of History; effective May 8, 2004.

Lucien G. Conway, III; Department of Psychology; effective May 8, 2004.

Jennifer Drake; Department of English; effective May 8, 2004.

Lori A. Guevara; Department of Criminology; effective May 8, 2004.

Georgia Hambrecht; Department of Communication Disorders and Special Education; effective May 8, 2004.

Beth Hatt-Echeverria; Department of Educational and School Psychology; effective May 8, 2004.

Marthann B. Markle; Department of Physical Education; March 29, 2004.

Douglas K. Peterson; Organizational Department; effective May 8, 2004.

9. Retirements

Margaret L. Engelbach; Assistant Professor, Department of Family and Consumer Sciences; retirement leave during the 2005 spring semester; retirement effective May 7, 2005.

Douglas J. Herrmann; Professor, Department of Psychology; retirement effective May 7, 2005.

B. ADMINISTRATION

1. Appointments

Steven Briggs; Assistant Director for Student Development, Residential Life; M.A., Western Kentucky University; salary \$37,000 per fiscal year, prorated from the effective date of June 14, 2004.

Valarie Eversole; Assistant Director, Career Center; M.S., Indiana State University; salary \$29,000 per fiscal year, prorated from the effective date of June 1, 2004.

Julie A. Lockett; Director of Information Technology, School of Education; M.S., Southern Illinois University; salary \$42,000 per fiscal year; effective July 1, 2004.

C. Jack Maynard; Provost and Vice President for Academic Affairs and Professor of Educational Leadership; salary \$165,000 per fiscal year; effective July 1, 2004.

Sean McKittrick; Assessment and Accreditation Coordinator, Office of the Provost and Vice President for Academic Affairs; Ph.D., Claremont Graduate University; salary \$46,000 per fiscal year, prorated from the effective date of May 1, 2004.

Michael G. Moore; Graphic Designer, Center for Teaching and Learning; A.A.S., Ivy Tech State College; salary \$28,500 per fiscal year, prorated from the effective date of May 17, 2004.

Judith G. Sheese; Director, Education Student Services; Ph.D., Indiana State University; salary \$60,000 per fiscal year; effective July 1, 2004.

Soontira Sutanont; Graphic Designer, University Publications; M.F.A., Indiana University; salary \$30,000 per fiscal year, prorated from the effective date of May 17, 2004.

#### Temporary Appointments

Duane Brodt; Publications Manager, Networks; B.S., Indiana University; salary \$50,000 per fiscal year, prorated for the period of May 24, 2004, through June 30, 2004.

Kenneth L. Coleman; Academic Advisor, School of Education; M.S., Indiana State University; salary \$28,500 per fiscal year, prorated for the period of May 17, 2004, through June 30, 2004.

Carol L. Erickson; Community Learning Center Coordinator-Lawrenceburg, Division of Enrollment Management; M.A., University of Cincinnati; salary \$32,500 per fiscal year, prorated for the period of May 17, 2004, through June 30, 2004.

David Godsted; Director of Outreach, Networks; M.A., University of New Mexico; salary \$83,500 per fiscal year, prorated for the period of June 1, 2004, through June 30, 2004.

Martha H. McCormick; Research Coordinator, Networks; M.L.S., Indiana University; salary \$60,000 per fiscal year; effective July 1, 2004, through June 30, 2005.

#### 2. Changes of Status and/or Rate

Susan R. Dolle; from Senior Research Associate, Office of Sponsored Programs, to IT Grant Specialist, Office of Information Technology; salary \$35,000 per fiscal year, prorated from the effective date of June 1, 2004.

Pamela Dwenger; Data Systems Manager, Residential Life; salary market adjustment to \$60,000 per fiscal year, effective July 1, 2004.

Achim O'Neal Hunt; Assistant Director, Athletics Media Relations; change in salary effective July 1, 2004; salary \$23,660 per fiscal year.

C. Reed Kidder; change in title from Assistant Vice President for Student Affairs to Associate Vice President for Student Affairs; effective July 1, 2004.

Domenic Nepote; from Assistant Controller for Bursar Operations, Office of the Controller to Assistant Treasurer and University Bursar; salary \$80,000 per fiscal year plus the annual increase; effective July 1, 2004.

Jeffrey Jacso; from Assistant Controller for Financial Accounting, Office of the Controller to Assistant to the Vice President and Controller; salary \$80,000 per fiscal year plus the annual increase, effective July 1, 2004.

John D. Truelove; Office of Information Technology; \$1,000 added to the 2003-04 fiscal year base for completion of training; salary \$54,000 per fiscal year, prorated from the effective date of April 1, 2004.

Heather Whitmill; Director of University Apartments, Residential Life; change in salary effective July 1, 2004; salary \$20,434 per fiscal year.

3. Resignations

Faye M. Bradshaw; Center for Teaching and Learning; effective May 14, 2004.

Traci Haton; Residential Life; effective May 11, 2004.

Jacqueline F. O'Dell; Office of Information Technology; effective April 30, 2004.

Adam Rouse; Athletics Media Relations; effective June 11, 2004.

4. Retirement

Bobetta Wooden; Assistant Director, Career Center; retirement leave July 1, 2004 through December 31, 2004; retirement effective December 31, 2004.

5. Termination

Jeff L. Steinmiller; Telecommunications; effective October 1, 2003.

C. INTERCOLLEGIATE ATHLETICS1. Reappointments

Paul Arndorfer; Head Strength and Conditioning Coach; salary \$27,876; employment period July 1, 2004 through June 30, 2005.

John Gartland; Head Women's Track and Cross Country Coach; salary \$40,980; employment period July 1, 2004 through June 30, 2005.

Christiaan Jason Keating; Assistant Baseball Coach; salary \$26,898; employment period July 1, 2004 through June 30, 2005.

Angela Martin; Assistant Track and Cross Country Coach; salary \$23,660; employment period July 1, 2004 through June 30, 2005.

John McNichols; Coordinator/Head Men's Track and Cross Country Coach salary \$59,557; employment period July 1, 2004 through June 30, 2005.

Andrea Myers; Director of Intercollegiate Athletics; salary \$102,908 per fiscal year, prorated for the employment period of July 1, 2004 through March 31, 2005.

Ryan Lee Ray; Head Men's Tennis Coach; salary \$27,442; employment period July 1, 2004 through June 30, 2005.

Mark Rodriguez; Assistant Track and Cross Country Coach; salary \$26,364; employment period July 1, 2004 through June 30, 2005.

Malik Tabet; Women's Tennis Coach; salary \$28,557; employment period July 1, 2004 through June 30, 2005.

Robert Warn; Head Baseball Coach; salary \$93,639; employment period July 1, 2004 through June 30, 2005.

Joe Yegge; Assistant Softball Coach; salary \$24,300; employment period July 1, 2004 through June 30, 2005.

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending June 3, 2004 is presented in Exhibit A.

E. SUPPORT STAFF SALARY SCHEDULE, 2004-05

The Support Staff Salary Schedule for the 2004-05 fiscal year is presented in Exhibit B.

F. EXECUTIVE/ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE, 2004-05

The Executive/Administrative/Professional (EAP) Salary Schedule for the 2004-05 fiscal year is presented in Exhibit C.



INDIANA STATE UNIVERSITY  
MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES  
FOR THE PERIOD ENDING JUNE 03, 2004

**A. APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Allison, Pamela	Arts & Sciences	Academic Svcs Spec	\$22,308	05-24-04
Beal, Jon	Facilities Management	Maint Mech II	\$18,525	05-03-04
Bennett, Deborah	NetWorks	Admin/Research Assoc	\$40,619	05-24-04
Blake, Jaclyn	Controller's	Acct Analyst	\$18,525	06-01-04
Blakely, Melvin	Public Safety	Public Safety Officer	\$26,894	05-17-04
Cheatham, Lori	VP and Provost Office	Curriculum Coord	\$21,255	04-26-04
Cooper, Barbara	Admissions	Admissions Asst	\$18,038	05-17-04
Covert, Melissa	Student Health Center	Staff Nurse	\$31,200	04-26-04
Dewey, Rebecca	Facilities Management	Cust Wrkr	\$15,698	05-17-04
Dicus, Derrin	Information Technology	Comp Spec II	\$27,905	05-10-04
Dye, Marybeth	Student Health Center	Staff Nurse	\$31,200	04-19-04
Farrell, Lance	Library	Library Assoc II	\$20,280	05-10-04
Hale, Samantha	Physical Education	Ofc Asst III	\$17,648	05-17-04
Hensley, David	Facilities Management	Painter	\$21,938	04-19-04
Kearns, Daniel	Hulman Center	Tech Svcs Asst	\$21,255	06-01-04
McNeely, Susan	Sandison Housing	Cust Wrkr II	\$16,868	06-01-04
Priest, Natalya	THCME	Research Assoc	\$25,350	05-17-04
Scott, Stacey	Student Health Center	Staff Nurse	\$31,200	04-12-04
Sears, Justin	Public Safety	Public Safety Officer	\$22,672	06-14-04
Smith, Angela	Student Health Center	Ofc Asst II	\$16,868	05-17-04
Snyder, Julie	Registrar	Ofc Asst III	\$17,648	04-12-04
Stamper, Richard	Facilities Management	Maint Mech II	\$18,525	05-03-04
Sweeting, Michael	Facilities Management	Electrician	\$23,498	04-19-04
Tomes, Christopher	Facilities Management	Cust Wrkr	\$15,698	05-24-04
Vidrine, Teresa	Psychology	Ofc Asst II	\$8,996*	05-10-04
Wallace, Jeanetta	Student Health Center	Ofc Asst III	\$17,658	04-19-04
Willis, John	Sycamore Housing	Maint Mech II	\$18,525	05-24-04

\* Part Time Position

**B. LEAVING UNIVERSITY EMPLOYMENT**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Adams, Adrienne	Arts & Sciences	05-21-04
Brewer, Matthew	Hulman Center	04-08-04
Dennis, MacKenzie	Permanent Art Collection	05-05-04
Dickson, Angela	Controllers	06-01-04
Hancock, Charles	Facilities Management	04-15-04
Hendrickson, Meghann	First Year Experience Program	05-21-04
O'Neal, Erin	Early Childhood Education Center	05-07-04
Schimmel, Charles	Hulman Center	04-21-04
Stamper, Richard	Facilities Management	05-07-04
Thompson, Amanda	Arts & Sciences	04-30-04
Tryon, Lisa	Student Health Center	05-07-04
Walden, Donna	Lincoln Quad	04-16-04
Walden, Mary	Sycamore Housing	05-10-04

**C. Retirement**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YRS OF SERVICE</u>	<u>EFFECTIVE DATE</u>
Drake, Rex	Facilities Management	15	05-21-04
Harbour, Eugenia	Facilities Management	15	05-20-04
Harrison, Gloria	Facilities Management	15	04-30-04
Templeton, Catherine	Student Health Ctr	30	04-16-04

**D. CHANGE IN STATUS OR RATE**

**1. Promotion**

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Boyd, Ralph	Facilities Management Cust Wrkr II \$20,631	Facilities Management Cust Wrkr III \$22,698	05-24-04
Bridgewater, Steve	Sycamore Housing Maint Mech II \$25,799	Burford Housing Maint Mech III \$28,373	04-12-04
Eislager, Judy	Teaching & Learning Admin Asst I \$24,122	Student Academic Advisement Admin Asst II \$26,540	06-07-04
Gaddis, Ruth	Student Health Center Staff Nurse \$32,526	Student Health Center Clinic Nurse Supv \$40,658	04-12-04

D. CHANGE IN STATUS OR RATE (CONTINUED)

Neese, Kelly	Student Academic Advisement Admin Asst II \$24,063	School of Nursing Admin Asst III \$26,462	05-10-04
Smith, Neilly	Controller Acct Analyst \$19,734	Admissions Admissions Spec \$21,704	05-03-04
Stinnett, Alvin	Facilities Management Cust Wrkr III \$18,818	Facilities Management Cust Srvc Supv \$20,709	05-10-04

2. Transfer

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Boles, Geneva	Sandison Housing Cust Wrkr II \$18,779	Sandison Housing Cust Wrkr I \$16,907	04-21-04
Gay, Brian	Graduate Studies Student Services Asst \$18,038	International Affairs Student Services Asst \$18,038	05-10-04
Griffy, Mary	Enrollment Services Student Services Supv \$24,219	Arts & Sciences Student Services Spec \$21,801	05-17-04

3. Other

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Cole, Phillip	Facilities Management Cust Wrkr \$15,698	Facilities Management Cust Wrkr \$16,088	05-16-04*
Gregg, Jeffrey	Grounds Grounds Wrkr I \$16,555	Grounds Grounds Wrkr II \$17,238	05-24-03*
Maffioli, Ronald	Grounds Grounds Wrkr I \$16,458	Grounds Grounds Wrkr II \$17,141	04-29-04*

\* Skill Assessment

**Indiana State University  
 Support Staff  
 Salary Schedule  
 July 1, 2004**

<u>Pay Grade</u>		<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Pay Grade</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
101	Hourly Annual	\$ 8.15 15,893	\$ 10.18 19,851	\$ 12.20 23,790	109	\$ 10.10 19,695	\$ 13.08 25,506	\$ 16.05 31,298
102		\$ 8.35 16,283	\$ 10.43 20,339	\$ 12.50 24,375	110	\$ 10.50 20,475	\$ 13.60 26,520	\$ 16.70 32,565
103		\$ 8.55 16,673	\$ 10.68 20,826	\$ 12.80 24,960	111	\$ 11.00 21,450	\$ 14.25 27,788	\$ 17.50 34,125
104		\$ 8.75 17,063	\$ 11.15 21,743	\$ 13.55 26,423	112	\$ 11.35 22,133	\$ 14.70 28,665	\$ 18.05 35,198
105		\$ 8.95 17,453	\$ 11.40 22,230	\$ 13.85 27,008	113	\$ 12.10 23,595	\$ 15.70 30,615	\$ 19.30 37,635
106		\$ 9.15 17,843	\$ 11.65 22,718	\$ 14.15 27,593	114	\$ 13.10 25,545	\$ 17.00 33,150	\$ 20.90 40,755
107		\$ 9.35 18,233	\$ 11.90 23,205	\$ 14.45 28,178	115	\$ 14.10 27,495	\$ 18.30 35,685	\$ 22.50 43,875
108		\$ 9.60 18,720	\$ 12.23 23,849	\$ 14.85 28,958				

**Executive/Administrative/Professional  
Salary Schedule  
Effective July 1, 2004**

<b><u>GRADE</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
22	\$15,557	\$20,224	\$24,891
23	\$17,891	\$23,258	\$28,625
24	\$20,574	\$26,746	\$32,919
25	\$23,660	\$31,941	\$40,222
26	\$27,209	\$36,733	\$46,256
27	\$31,835	\$42,977	\$54,119
28	\$37,883	\$51,143	\$64,402
29	\$45,839	\$64,175	\$82,510
30	\$55,465	\$77,651	\$99,837
31	\$67,113	\$93,958	\$120,803
32	\$81,207	\$113,689	\$146,172

## SECTION IV

June 18, 2004

### INFORMATION/DISCUSSION ITEMS

A. Compensation Study – Information Only (Mr. Floyd/John Lee, Compensation Consultant)

Vice President Floyd introduced John Lee, J.B. Associates, who served as the consultant for the compensation study. Mr. Floyd also acknowledged fellow committee members for their dedicated work.

Mr. Lee used a power point presentation with copies distributed to those present. A copy of his presentation and the draft of the compensation study report are included as Attachment 3.

Several trustees joined in the discussion regarding concerns of ISU's position in the employment marketplace including training and retention of employees and benefits and related costs/flexibility.

B. Agreements – Information Only (Dr. Maynard)  
(copies of the agreement forms are on file in the Office of the Secretary of the University)

1. Rose Hulman Institute of Technology

The purpose of this Institutional Review Board Agreement is to provide IRB services to Rose Hulman Institute of Technology.

2. Internships for Doctor of Psychology Students

Agreements have been reached with the following facilities to provide internships for students in the Doctor of Psychology Program.

Central Arkansas Veterans Healthcare System, Little Rock, AR  
Eastern Colorado Health Care System, Denver, CO  
North Florida/South Georgia Veterans Health System, Gainesville, FL  
VA Medical and Regional Office Center, White River Junction, VT

3. Community Health Internships

Agreements have been reached with the following facilities to provide community health internships.

Bloomington Hospital, Bloomington, IN  
Healthy Beginning, Hamilton Center, Terre Haute, IN  
Tolson Community Center, Elkhart, IN  
Vital Bridges, Chicago, IL

4. Safety Management Internships

Agreements have been reached with the following facilities to provide safety management internships.

Honey Creek Machine, Terre Haute, IN  
Lippert Components, Inc. (LCI), Goshen, IN

5. Missouri Rehabilitation Center, Mt. Vernon, MO

The purpose of this agreement is to provide internships for students in the Department of Recreation and Sport Management.

6. Munroe Regional Medical Center, Ocala, Fl

The purpose of this agreement is to provide internships for exercise science/fitness majors in the Department of Physical Education.

7. Reid Hospital and Health Care Services, Richmond, IN

The purpose of this agreement is to provide an occupational internship for students in the Department of Industrial Technology Education.

8. American Legion – Department of Indiana – Hoosier Boys State, Inc.

This is a renewal of a previous contract for the Hoosier Boys State Program.

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

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

Purchases Over \$25,000

Sole Source

Dell Computer -- P0048736 -- \$28,673.12  
(Computers for Student Labs)

Apple Computer, Inc. -- P0048746 -- \$87,815.00  
(Computers for Student Labs)

SCT Software Corporation -- P0048615 -- \$195,102.00  
(Renewal of Technical Currency Program Maintenance for Information  
Technology)

One Bid Received, Four Bids Solicited

Fryer Company, Inc. -- P0048724 -- \$26,610.65  
(21 Nikon Microscopes for Life Sciences)

Lowest Bid to Meet Specifications

Graphic Arts Center, Indianapolis -- P0048777 -- \$28,772.00  
(Indiana State University Magazine)

Jackson Group -- P0048959 -- \$33,850.00  
(Undergraduate Viewbook for University Publications)

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

Mrs. House adjourned the meeting at 11:50 a.m.



SECTION IV

JUNE 17-18, 2004

1. National Science Foundation, Fund No. 547633, Proposal No. 04-187  
An agreement for additional appropriations in the amount of \$36,858 has been received from the National Science Foundation for the project entitled, "Collaborative Research: A Climatological Analysis of the Variability of Southerly Low-Level Jets and Their Relationship to Synoptic Scale Disturbances," under the direction of Gregory Bierly, Geography, Geology, and Anthropology, for the period April 1, 2004 through March 31, 2005.
2. Indiana Academy of Science, Fund No. 547877, Proposal No. 04-131  
An agreement in the amount of \$400 has been received from the Indiana Academy of Science for the project entitled, "Changes in Plant Diversity For Three Vigo County Forested Areas," under the direction of Jodi Sparks, Geography, Geology, and Anthropology for the period March 31, 2004 through March 30, 2005.
3. USDA Forest Service-Southern Research Station, Fund No. 547876, Proposal No. 04-140  
An agreement in the amount of \$1,285.82 has been received from the USDA Forest Service-Southern Research Station for the project entitled, "Climate Analysis of Oak Cores for the Southern Global Change Program," under the direction of James Speer, Geography, Geology, and Anthropology for the period February 23, 2004 through February 27, 2004.
4. Indiana State Library, Fund No. 547872, Proposal No. 04-145  
An agreement in the amount of \$5,499 has been received from Indiana State Library for the project entitled, "Indiana State Library LSTA 04," under the direction of Alberta Comer, Library, for the period March 1, 2004 through February 28, 2005.
5. Association of Environmental Health Academic Programs, Fund No. 547588, Proposal No. 02-044  
An agreement for additional appropriations in the amount of \$3,000 has been received from the Association of Environmental Health Academic Programs for the project entitled, "An Innovated Method to Recruit Environmental Health Major Students," under the direction of Eliezer Bermudez, Health and Safety, for the period May 1, 2004 through August 31, 2005.

6. Domestic Violence Network of Greater Indianapolis, Fund No. 547797, Proposal No. 04-225  
An agreement for additional appropriations in the amount of \$9,766 has been received from Domestic Violence Network of Greater Indianapolis for the project entitled, "Domestic Violence Network Community Plan Evaluation Project," under the direction of Rhonda Impink, Social Work, for the period May 1, 2004 through December 31, 2004.
7. University of Missouri-Rolla, Fund No. 547759, Proposal No. 04-183  
An agreement for additional appropriations in the amount of \$4,250 has been received from the University of Missouri-Rolla for the project entitled, "Trace Metal Fate and Transport in Big River and Black River, MO: Determination of Trace Metal Concentration," under the direction of Stephen Wolf, Chemistry, for the period July 1, 2002 through May 15, 2004.
8. Indiana Academy of Science, Fund No. 547891, Proposal No. 04-149  
An agreement in the amount of \$1,000 has been received from the Indiana Academy of Science for the project entitled, "Kin Preference in Toad Tadpoles (Bufo Americanus): Do Group Size and Predator Cues Alter Kin Preference Behavior?" under the direction of Travis Kamm, Life Sciences, for the period April 23, 2004 through April 22, 2005.
9. Japan-United States Friendship Commission, Fund No. 547883, Proposal No. 04-019  
An agreement in the amount of \$40,000 has been received from Japan-United States Friendship Commission for the project entitled, "The Current State of African American Studies: Japanese and American Perspectives," under the direction of Keith Byerman, English, for the period May 1, 2004 through December 31, 2004.
10. The Association Liaison Office, U.S. Agency for International Development (ALO-USAID), Fund No. 547878, Proposal No. 04-097  
An agreement in the amount of \$99,946 has been received from ALO-USAID for the project entitled, "Teacher Development in Earth Science at Mzuzu University in Cooperation with Indiana State University," under the direction of Susan Macke, Educational Leadership, Administration, and Foundations, for the period April 1, 2004 through March 31, 2006.
11. U.S. Department of Education, Fund No. 547881, Proposal No. 04-081  
An agreement in the amount of \$66,000 has been received from the U.S. Department of Education for the project entitled, "Sister Curricula - Indiana and China: A Staff and Curriculum Development Linking Project in China - Fulbright-Hayes Group Projects Abroad Program," under the direction of John Conant, Economics, for the period April 1, 2004 through October 1, 2004.

12. Indiana Space Grant Consortium, Fund No. 547889, Proposal No. 04-105  
An agreement in the amount of \$5,000 has been received from Indiana Space Grant Consortium for the project entitled, "Analysis of the Indianapolis Urban Heat Island: A Landscape Metric Approach to Characterizing Urban Morphology and Thermal Phenomena," under the direction of Daniel Johnson, Geography and Geology, and Anthropology for the period March 1, 2004 through February 28, 2005.
13. Indianapolis, Airport Authority, Fund No. 547888, Proposal No. 04-166  
An agreement in the amount of \$478,000 has been received from the Indianapolis Airport Authority for the project entitled, "Proposal to Monitor the Area Included in a Habitat Conservation Plan for the Indiana Myotis (Myotis Sodalis) Near the Six Points Interchange (2004-2005)," under the direction of John Whitaker, Life Sciences, for the period April 16, 2004 through April 16, 2006.
14. Indiana Department of Education, Fund No. 547874, Proposal No. 04-142  
An agreement in the amount of \$37,250 has been received from the Indiana Department of Education for the project entitled, "ISU and Indiana Department of Education Motorcycle Training Grant 2004" under the direction of Stanley Henderson, Health, Safety, and Environmental Health, for the period March 15, 2004 through December 31, 2004.
15. Indiana Department of Education, Fund No. 547886, Proposal No. 04-186  
An agreement in the amount of \$2,000 has been received from the Indiana Department of Education for the project entitled, "School Bus Seat Availability Study" under the direction of Thomas Steiger, Sociology, for the period July 1, 2004 through March 31, 2005.
16. The College Network, Fund No. 547892, Proposal No. 04-179  
An agreement in the amount of \$24,000 has been received from the College Network for the project entitled, "Customized Study Materials for the College Network" under the direction of Bonnie Saucier, Nursing, for the period March 12, 2004 through June 30, 2005.
17. Vigo County Division of Family and Children, Fund No. 547890, Proposal 04-165  
An agreement for an approximate amount of \$26,000 has been received from the Vigo County Division of Family and Children for the project entitled "Home-Based Family Therapy Initiative" under the direction of Barbara Hernandez, Counseling, for the period February 9, 2004 through May 31, 2005.

18. Indiana Academy of Science, Fund No. 547899, Proposal 04-162  
An agreement in the amount of \$2,036 has been received from the Indiana Academy of Science for the project entitled "Heat Shock Protein in the Design of Anti-Lymphoma Vaccine" under the direction of LavaKumar Karyampudi, Life Sciences, for the period April 23, 2004 through April 22, 2005.
  
19. Indiana Academy of Science, Fund No. 547900, Proposal 04-160  
An agreement in the amount of \$1,090 has been received from the Indiana Academy of Science for the project entitled "A Proposal to Study the Use of Prey-Generated Sounds by Foraging Big Brown Bats, Eptesicus Fuscus" under the direction of Jonathan Storm, Life Sciences, for the period April 24, 2004 through April 23, 2005.
  
20. Hoosier Uplands Economic Development Corporation, Fund No. 547887, Proposal 04-139  
An agreement in the amount of \$7,920 has been received from the Hoosier Uplands Economic Development Corporation for the project entitled "Rural Access to Emergency Devices Grant Project" under the direction of Mary Bennett, Nursing, for the period April 1, 2004 through August 31, 2004.

The following vendors have accumulated purchases from the University for the time period July 1, 2003 through May 31, 2004 (Fiscal Year) in excess of \$100,000:

**Vendors with Purchases Exceeding \$100,000  
April 1, 2004 through May 31, 2004**

<u>Vendor Name</u>	Current YTD Paid	<u>Services Rendered</u>
Vincennes University	\$ 108,329	FIPSE & Math & Science Grants, Indiana College Network Courses
Vigo County Clerk's Office	110,951	Payroll Garnishments
Majestic Underwriters Inc	120,103	Re-insurances Premiums
HP Products Corporation	140,886	Janitorial and Household Supplies
Elsevier B V	149,083	Library Book Purchases
Wabash Valley Asphalt Co Inc	181,466	Parking Lot D for Drivers Education Use
SCT Software and Resource Mgmt Corp	246,417	Banner Software Technical Support Maintenance
State Student Assistance Commission	285,395	Financial Aid Repayment

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

CDI Inc	\$ 106,239	Power Plant Construction
Duke University	109,645	HHS37 Subcontractor on Project
Hewlett-Packard Company	117,644	Computer Equipment, Software, and Supplies
Terre Haute Fire Department	117,625	Fire Protection Services
Weddle Brothers Construction Co Inc	118,085	Construction
SimplexGrinnell	118,983	Fire Alarm Upgrade, Fire Alarm Maint and Supplies
Spence Banks Inc	119,397	Gasoline and Lubricants
Daytona Storage	122,594	Backup Licensing Software for Novell
Intelenet Commission	125,570	Internet Charge from the State for Campus and Academic Partnerships
Rixan Association Inc	127,638	Purchase of Robotics
AAA Electric of Terre Haute Inc	127,853	Gillum Hall Fire Alarm Replacement
GovConnection Inc	134,045	Computer Equipment, Software, and Supplies
Technology Integration Group	135,229	Computer Equipment, Software, and Supplies
Indiana Dept of Workforce Development	135,124	Unemployment Payments
Xerox Corporation	137,378	Copier Lease Payments and Copier Supplies
Credit World Services Inc	138,876	Collection Agency Fees
Galileo Group Inc	139,463	AISA + Sensor Head and Inertial Measurement Unit
Markeys Audio Visual Inc	143,643	Audio Visual Equipment and Supplies
Schmidt Associates Architects	144,633	Architectural Fees for Univ Hall and the Federal Building
Otis Elevator	147,376	Elevator Maintenance and Repairs
Terre Haute SMG	148,494	Indiana Statesman Printing and Newspaper Advertising
CDW Government Inc	150,386	Computer Equipment, Software, and Supplies
IBM Corporation	153,849	Network and Server Equipment and Supplies
Union Hospital	156,645	Workman Compensation and Landsbaum Exp Reimb
General Revenue Corporation	168,039	Collection Agency Fees
Suburban Glass Service Inc	169,845	Hulman Center Entrance Door Replacement
MMS A/E Incorporated	169,900	Architectural Fees for Stalker Hall Renovation and Student Activity Center

## Previously Reported Vendors with Purchases

### Exceeding \$100,000

B and S Plumbing	175,529	Hulman Center Steam Line Repairs
Life Insurance Company of North America	178,206	Disability Income and Waiver Payments
INCOLSA Ind Coop Lib Services Authority	179,200	Cataloging Software
JDL Associates Inc	187,871	Blumberg Center Workshops
Factory Mutual Insurance Company	196,697	Insurance Premiums
Verizon North	203,693	Telephone Trunk Lines
IOS Capital	204,434	Copier Lease Agreement on Campus
Pro Quest	207,030	Library Software Access Fees
Sewage Disposal Works	207,410	Sewage Utility Payments
Gateway 2000 Major Accounts Inc	208,230	Computer Equipment, Software, and Supplies
Network Solutions Inc	208,704	SMARTnet Maint & Software Support, Cisco Switch, and Cisco Access Point Bundle
Thomson ISI	209,090	Database and Technology Fee for the Library
John Hancock Life	216,162	Life Insurance Premiums
SMC Inc	217,367	Holmstedt Hall HVAC Upgrade and Phase II HVAC
Swiderski Electronics	219,559	Landsbaum Center Audio Visual System
Apple Computer Inc	232,677	Computer Equipment, Software, and Supplies
Cognos Corp	240,411	Reporting Software Tool and Support
Manpower Incorporated	248,682	Temporary Employee Services
Ikon Office Solutions - IMS - 12845	258,807	Copier Copy Charges and Copier Center Job Charges
Ivy Tech State College	262,725	LAAP and FIPSE Grant Services
Talisma Corporation	333,521	Admissions Software License Fees
RJE Business Interiors	337,544	Student Publications, THCME, and Other Departmental Furniture Purchases
SBC Global Services Inc	348,483	Telephone Maintenance Payments
YBP Library Services	370,066	Library Book Purchases
Novell Incorporated	383,044	Novell Software Upgrades, and Software Licenses and Support
MetLife	389,317	Life Insurance Premiums
NRK Inc	393,099	Science Bldg Generator Phase II, HHP Fire Alarm Replacement, and other Electrical Jobs
Indiana-American Water Company	410,581	Water Utility Payments
Vectren Energy Delivery	450,568	Gas Utility Payments
Sycamore Engineering Inc	455,132	Landsbaum Ctr for Health Educ Construction and Holmstedt Hall Mechanical Renovation
SBC	512,488	Video Conferencing Equip, Voicemail Upgrade, and Parts for Telecommunications Department
Postmaster	517,506	Purchase of Postage
Associated Roofing	546,543	Univ Apt Unit 1 & HMSU Roof and Hex Roof Repl
Ebsco Subscription Services	554,228	Library Subscription Services
Staples Business Advantage	574,956	Office Supplies
Educational Marketing Group Inc	575,731	Integrated Marketing Services and Artwork
IT Travel Agencies	603,242	Travel Expenses for the University
Forrest Sherer Inc	623,466	Insurance Premiums
ST Construction Inc	796,772	Parking Lot M and New Theatre Pull Off Expenses
Delta Dental Plan of Indiana	877,017	Dental Payment Reimbursement
Indiana Department of Corrections	1,112,424	Academic Courses
Public Employees Retirement Fund	1,200,424	Employee and Employer Retirement Contributions
Jungclaus Campbell Company Inc.	1,341,107	Mills Hall Renovation & Holmstedt Hall Room 102 & 103 Renovation
ElectriCom	1,678,789	Fiber Optic Lines to University Apt, Landsbaum and Sullivan Projects
First Financial Bank	1,870,000	VEBA Contributions

**Previously Reported Vendors with Purchases**

**Exceeding \$100,000**

Energy USA-TPC	2,123,376	Natural Gas Contract Purchases
Dell Marketing LP	2,236,133	Computer Equipment, Software, and Supplies, Microsoft License Agreement & PC Maint Agreement
PCS Health Systems, Inc	2,533,261	Prescription Drug Coverage
Cinergy Services Inc	2,737,086	Electricity Utility Payments
J F Molloy and Associates Inc	8,291,375	University Medical Payments
Sodexo Inc and Affiliates	9,266,254	Dining and Catering Services

**DRAFT**

June 13, 2004

President Lloyd W. Benjamin, III  
Condit House

Re: Final Report for the Compensation Committee

**INTRODUCTION**

After several months of intense work with the collaborative assistance of our paid consultant, JBL and Associates, we are pleased to provide the initial draft of our committee report for the study of compensation at Indiana State University. As our previous updates have mentioned, the comprehensive evaluation of all employee groups within one major study represented a unique challenge to this group, but also provided a substantial benefit. This working group was able to evaluate compensation from an institutional perspective rather than from a position vested in only one segment. Accordingly, we believe that our work reflects a perspective committed to equity and fairness across the institution.

Our initial charge directed us to identify a consultant who would evaluate our compensation systems from a structural perspective, from a market perspective relative to our peers, and from an equity perspective within and between the ISU employee groups. In an effort to improve upon the acceptance of the report findings within the University community, this group chose to take a significantly involved role of understanding and guiding the consulting assistance provided by JBL. This is not to suggest that our consultant was asked to compromise any position or standards throughout his evaluative process. Rather, it was an opportunity for our consultant to better understand the ISU culture and to provide meaningful advice in areas that have systemically proven problematic. We believe the output contained in his final report includes helpful insights and recommendations for further consideration.



While all of the documents included in his report warrant consideration, the committee gave special emphasis to the collection of market comparison data. This element has a history of great disagreement within the University family. Representatives from each employment group have historically expressed concerns regarding the appropriateness, or in some cases, adequacy of compensation; particularly when compared to peers and when compared to other members of the University family. Therefore, the committee felt strongly that this particular output should be carefully evaluated in order to provide the most meaningful points of comparison with our market competitors. Though our findings confirm many perspectives, the magnitude of the data was unanticipated by some members of our committee. However, please be assured that no data was accepted without substantial internal challenge within the committee. As a result, all of the data contained in this report has been confirmed by the consensus of all members, and we believe it reflects a fair and reasonable assessment of our compensation system elements.

### **OUR PEERS**

In an earlier update, we reported that fifteen peers were identified by the committee to serve as a point of comparison. Of the fifteen peers identified, five were considered as “aspirational” to reflect certain qualitative attributes consistent with current University planning and visioning. The remaining ten institutions were selected based upon a variety of attributes considered to be similar to Indiana State University. These attributes included enrollment, geographic proximity, programs offered, research status, inclusion in previous salary studies, and reputation of quality. Of the fifteen institutions selected, thirteen responded to our questionnaires. The institutions responding and participating in our compensation analysis are as follows:

Ball State University;  
Bowling Green State University;  
University of North Carolina Greensboro;  
Central Michigan University;  
Cleveland State University;  
Illinois State University;  
Miami University;  
University of Northern Iowa;  
Southern Illinois University at Carbondale;  
University of Missouri – St. Louis;  
Western Kentucky University;  
Wichita State University;  
Wright State University.

The benchmark data collected from our peer institutions reflected 2002/03 academic year salaries. Each institution subsequently provided the average salary adjustments for the 2003/04 calendar year in order to provide the most current points of comparison. Though each of these institutions participated in our study, some reported only portions of our requested data. As our consultant completed their data review, it was recognized that some of our specific positions reflected very few reported comparisons from our “peer group”. In order to provide meaningful comparison, our consultant suggested that we combine the peer and aspirational groups. Significantly, it was noted that when data from the aspirational group was included in the total with our peer groups, there was no significant change in the overall salary market data, even though the averages actually dropped slightly. Since the data suggested our peer group and

aspirational target were not statistically different, the reporting data was combined to one peer category.

### **EMPLOYEE BENEFITS CONSIDERATIONS**

Please be advised that our comparisons discussed above pertain only to salaries and do not include fringe benefits. Our initial intent was to evaluate total compensation, and include our benefit values in the comparison with our market competitors as part of the overall compensation. As we developed our process, we quickly recognized the difficulty of deriving any meaningful conclusion from these data. The disparity in benefits provided between the various ISU employee groups, along with additional differences within the employee groups made establishing an accurate representative ISU benefit value nearly impossible. For example, eligibility for certain post-retirement health care benefits is dependent upon the date of initial ISU employment. In addition, the proportion of employee contributions for identical health care benefits is different between salary levels. Employer funded retirement contributions vary depending upon hiring date and employee classification. As is evident, the great variety of employee benefits and costs within the ISU system provide a formidable barrier to establishing a proper value for meaningful comparison to other institutions. With recognition that these complex ISU issues are compounded by the variety of offerings and variances throughout the peer group, the committee believed an attempt to include the values would erode the reliability and acceptance of our salary comparisons. Further, the committee was concerned that the inclusion of a “benefit value” in the compensation amount would complicate the ability to adjust benefits without revisiting the entire compensation valuation process. For these reasons, benefits have been separated from this analysis. However, the committee also noted that our benefit program is a source of frustration among many employees and should be evaluated from a

qualitative perspective giving consideration to employee and University costs. It is, therefore, the recommendation of the committee that a comprehensive review of the benefit program be undertaken with representation of each employee group, to examine and provide meaningful recommendations that balance the services and costs of our program. Our consultant has compiled some fundamental data from our peers which should be a helpful starting point to this subsequent group.

### **COST OF LIVING ADJUSTMENT CONSIDERATIONS**

Of all issues considered by the committee, the cost of living adjustment represented the most controversial and highly debated component. The Committee recognizes that reviewers of our work might question whether unadjusted data reflects a true comparison, particularly given the perceptions of favorable cost of living attributes associated with the Terre Haute area. In an effort to address this concern, our consultant utilized the ACCRA index, which is most widely utilized for cost of living adjustments in studies of this nature. The benefits provided by this index are its wide acceptability, and its measurement of a representative variety of consumer goods. The drawbacks include a data collection methodology that is somewhat subjective, and its limited number of communities reporting. Because several of our peer communities were not reported in the index, our consultant helped us identify “proxy” communities to represent these peers. We also noticed a sharp change in the reported index for Terre Haute starting in the 4<sup>th</sup> quarter of 2002, which differed dramatically from the data of the 1990’s and early 2000’s. After adjusting for these considerations, we determined that our ACCRA index was substantially equal to the average of our peer group with an index level of approximately 95. This confirms that the cost of living for Terre Haute, as well as the cost of living for our peer institutions, average below the national reported mean of 100. Attempts to identify other cost of living measurement

indexes produced similar results, since they primarily reflected housing costs. For these reasons, the Committee agreed that the use of a cost of living modifier would not increase the validity of the study.

### **MARKET COMPARISON OF SALARIES**

**Support Staff** - The overall market deficiency was determined to be approximately \$4,849,200 for the aggregated pool of support staff employees. This represents an estimated market adjustment of 26.75% for the approximately 800 support staff. Based upon budgeted funding source, the market adjustment for each area is as follows:

General Operating Fund (72%)	\$3,491,400
Auxiliary Fund (20%)	969,800
Other Funds (8%)	<u>388,000</u>
	\$4,849,200

The methodology used by our consultant selected benchmark positions constituting 58% of our employment force at various pay grades, to compare with similar positions in our peer institutions. Job descriptions were shared with each of the reporting institutions, and they were asked to provide the salaries paid for the similar positions at their respective campuses. From the positions sampled, the remaining population was extrapolated on a position by position basis based upon the most similarly structured and compensated position in the benchmark pool. A substantial investment of time was made by the entire committee during this process. Most importantly, the Human Resources compensation specialist and support staff representative were deeply invested in this process. The resulting composite of estimated market deficiency has been unanimously endorsed by the entire committee.

**Faculty** - The faculty salaries were collected in a slightly different manner. Market data was solicited for each major faculty discipline by each academic rank. Average peer data was assembled from the supporting institutions and compared against median salaries from the ISU data. The comparison of the total market compensation for this group, and the targeted market comparison group produced a market deficiency of \$2,439,501. This represents an estimated market differential of 9% for the approximate 500 faculty positions budgeted. However, please be advised that this market comparison includes a small number of ISU disciplines that are higher than market, which mathematically offset those that are below market. If only salaries listed below the market peers are considered, then the estimated amount required to bring these salaries to the market peer level is \$2,546,490. Though a small portion of these salaries are funded from grant and other funds, the preponderance of these salaries are part of the General Operating Fund.

The committee noted that the market comparison process aggregated specific departments and professions within each of the faculty disciplines surveyed. Accordingly, if ISU has departments or professions with salaries above the peer comparators, they would offset against those below market, and an underlying departmental market problem would not be apparent. Therefore, the estimated total amount required to bring departmental salaries currently below the market peers, to their respective market targets could be larger than our aggregated estimate. The Committee believes that this potential should be evaluated during the next phase of specific salary adjustment allocations. As a whole, the Committee carefully reviewed this data and unanimously endorses the identified market differences as the reasonable approximation of our salary needs. Please also know that the three faculty members of our committee spent many hours reviewing, testing, and evaluating the measurement methodology and the resulting

data for all employee group market comparisons. This professional assistance has been greatly appreciated by the committee and our consultant.

**Executive, Administrative, and Professional** - Finally, average compensation levels (this is determined by simple mean) for ISU employee categories were compared with similar categories reported through the CUPA data exchange. CUPA reports were generated for the same peer institution group that was used for other employee groups to determine the appropriate amount of adjustment. However, like our faculty evaluation, some salaries exceeded the CUPA values resulting in a reducing effect on the overall average comparisons. This evaluation suggests that \$1,101,850 is the market difference between ISU salaries in aggregate and the mean salaries for the 13 peer institutions. If only salaries below the CUPA averages are considered \$1,654,200 is the estimate required to adjust ISU salaries to their market peer averages. The impact upon the fund groups is as follows:

Current Operating Fund (78%)	\$1,290,300
Auxiliary Fund (13.5%)	223,300
Other Funds (8.5%)	<u>140,600</u>
	\$1,654,200

This constitutes a market differential of approximately 8% for the approximate 350 EAP employees.

### **SALARY COMPRESSION**

Salary compression and salary inversion is reflected in situations where employees of long durations are disadvantaged relative to more recently hired employees. These problems result when newly hired faculty or staff is paid more than, or close to, senior faculty or staff due

to market forces that are not addressed in the salaries of continuing personnel. Compression occurs when salaries of junior professors or staff are very close to their more experienced colleagues. Inversion occurs when the junior faculty or staff compensation exceeds that of more experienced colleagues. It is an area of recognized sensitivity at Indiana State University and has been studied with respect to the faculty salaries on previous occasions, the most notable in a 2001 study chaired by Dr. Kevin Snider. The fundamental premise underlying compression analysis is seniority should produce a higher compensation level when compared to employees with less employment experience. **As progress is made adjusting salaries to reflect our market comparators, most compression issues should be resolved.**

Our consultant prepared an analysis for each of the three ISU employment groups. The analysis for **Support Staff** was unable to provide meaningful data because our employment data base does not reflect “years in rank” employment history. The committee recognizes the frustration of employees making little progress within the salary grade despite long years in rank. In part, this is exacerbated by salary policy which has sometimes adjusted the “starting rates” and “grade maximums” by an increment at or near the rate of salary adjustment. With all factors moving at close to the same percentages, minimal progress within the rank is achieved, despite an overall salary growth. As noted above, we believe the movement to market adjustments will concurrently address any areas of salary compression for the support staff.

To a slightly lesser extent, the **Executive, Administrative, & Professional** compression analysis was similarly hindered. Like the support staff, unavailable data reflecting years in rank produced a hindrance to meaningful evaluation. Also, it is noted that many of the positions within the EAP area reflected a very small number of employees, and in many cases, only one or two. For example, the Registrar, Bursar, Controller, Assistant Controller, Assistant Registrar, Director of Financial Aid all represent single positions. For the EAP staff, it was recognized that



compression could exist but the market corrections should be tailored in the “next steps” allocation of market salary corrections to distribute the resources equitably.

**Faculty** compression should be mostly corrected through the market adjustments. However, compression within rank may still exist even after the market targets are addressed unless deliberate efforts are made to allocate the resources with consideration to the presence of compression. The consultant reviewed the work performed by the earlier university committee chaired by Dr. Snider, and affirmed the validity of this work. Given the campus acceptance of this work, and the fact that some adjustments to salaries have been previously made in accordance with the identified areas of need, the committee recommends this work continue to guide the balance of the compression considerations during the overall market adjustment process.

### **GENDER AND ETHNICITY BIAS ANALYSIS**

Our consultant evaluated salary trends to identify evidence of systematic gender or ethnicity bias. It was his conclusion that there was no statistically significant evidence of systematic bias in either area.

### **STUDENT EMPLOYEE COMPENSATION**

Student compensation has been gauged to reflect permanent employment wage patterns. Accordingly, the level of under-funding for student wages is expected to be proportional to the patterns in associated full-time employment categories. However, the variety of positions and different recordkeeping procedures did not permit the specific evaluation of positions in a manner similar to the full-time employment categories. Therefore, it is our recommendation that student employment be monitored by Human Resources staff to help ensure that wage patterns

for student employees are correctly proportional to payment to full-time employees, with recognition to specific factors unique to student employment. In addition, with oversight from Human Resources staff, student employment manuals and training for supervisors should be developed and provided to employing departments to help address inconsistencies within student employment across the campus. The committee does not want the general nature of the recommendation to lessen the importance of creating and maintaining equity for our student employees.

### **COMPENSATION PLAN STRUCTURES**

Our consultant has suggested that a “broad-banded” compensation plan be considered for Support Staff and EAP employment categories. The principle benefit from such a restructure is the replacement of multiple, closely related pay categories associated with the various positions on the Campus, with larger wage groupings. The closeness of the current system produces the incentive to frequently revisit “job classification” issues, any time elements of the underlying work are altered. In addition, the degree of compensation overlap between levels is eliminated through broad-banding. Human Resources should conduct further study and forward recommendations for the restructure, if appropriate, in both the Support Staff and EAP areas.

### **PROPOSED NEXT STEPS**

This report is written as our first “draft” of our completed work. We recognize the need to share this work with the University family, and believe that we should withhold final recommendation until time for feedback has been permitted. Further, we recognize the inequity of delivering a final report to you, leaving you to defend any resulting feedback or criticism.

Therefore, we recommend that the report remain in draft status until early in the Fall semester.

At that time, we can deliver our “final” report.

On the assumption that our work is accepted by the administration and Board of Trustees, the committee also discussed an appropriate methodology to be considered on addressing the noted salary deficiency. First of all, as these institutional funds are identified, we recommend that these funds be made available to the individual employee groups in proportion to the identified market need. For example, the support staff deficiency was noted to represent approximately 54% of the total market salary deficiency across all employee groups. Accordingly, as funds are identified to address compensation corrections, this same percentage should be given to the support staff group for distribution. Faculty and EAP employee groups should also receive resources according to their percentage deficiency of the total pool.

Secondly, the committee recognizes that compensation programs for each of the respective employee groups uniquely reflect the managerial needs required for each group. Accordingly, the committee recommended that a working group be appointed to help guide distribution within each of the groups represented. Though some of the members have expressed an interest and willingness to serve in their respective groups, it is recognized that appointment of these teams is beyond the authority of this committee. We would, however, emphasize the importance of the Human Resources staff to support this process, especially in the EAP and support staff areas.

### **CONCLUDING COMMENTS**

The Compensation Committee, with the assistance of JBL & Associates, has completed an important task requested by President Benjamin and the ISU Board of Trustees. In this comprehensive process we have accomplished much more than this final report might suggest.

Importantly, there has been an increase in trust, empathy, and respect among and between the representatives of the Committee. It is our hope that future studies of salary and compensation issues be conducted with the inclusiveness characterized by this committee, so that the collegiality gained may be preserved into the future.

Review of Compensation at ISU,  
2003-04

John Lee  
JBL Associates, Inc.  
June 18, 2004

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Purpose of the Study

- Analysis of employee salaries
- Compare them with salaries paid by other employers
- See if there are systematic problems with salary compression or equity
- Review other compensation policies and practices

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Methods

- Select a set of peer universities and local employers to survey
- Use data from other published sources (College and University Personnel Association [CUPA])
- Review internal data
- Reviewed several options on cost of living adjustments for the Compensation Committee

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### Other Policy Considerations

- Broadbanding of positions
- Student employment policies and practices
- Preliminary overview of benefits
- HR office capacity

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### Considerations

- We provided technical assistance and did not set priorities or make major recommendations
- We did not review individual employee situations
- We did not review legal issues

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### Aspiration Group

- Ball State, Muncie, IN
- Central Michigan, Detroit, MI
- Bowling Green State U., Toledo, OH
- Miami U., Cincinnati, OH
- Illinois State U., Bloomington, IL

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### Peer Group

- Cleveland State U., Cleveland, OH
- Southern Illinois U., Evansville, IN
- UNC, Greensboro, Greensboro, NC
- Western Kentucky, Clarksville, TN
- Wichita State, Wichita, KS
- Wright State, Dayton, OH
- U of Missouri, St. Louis, Evansville, IN
- U. of Northern Iowa, Waterloo, IA

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### General Results

- In general, salaries at ISU are below those of their peers
- There is no consistent indication of salary equity problems for women or minority employees, there may be individual instances
- Salary compression will be addressed if ISU uses the market comparison as a guide

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### Support Staff

- Local peers
  - IVY Tech
  - Pfizer
  - Union Hospital
  - U.S. Penitentiary, Terra Haute
  - Vigo County Schools

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### Support Staff

- Meeting the average salaries of the peer group employers represents \$4,849,200
- Salaries are below both local employers and peer universities

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### Faculty

- Bringing faculty salaries up to peer averages represents \$2,546,490
- Differences among academic departments

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### Executive, Administrative and Professional Staff

- Hardest to evaluate because of the diverse jobs results in very few individuals in each category
- Bringing salaries of those below the average of peer institutions represents \$1,654,200

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### Student Employees

- Student employee handbook
- Annual evaluation
- Simplify the employment process for the student

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### Broadbanding

- ISU has over 850 support staff in 220 position titles
- 400 EAP staff have 200 position titles
- Can reduce the number of position titles and puts more responsibility in the hands of supervisors

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### HR Office

- Should consider adding a compensation specialist
- Develop or purchase a compensation software program

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## Conclusion

- If ISU addresses the market salary issues, many of the compression issues will be addressed
- Need a more detailed analysis of the benefits package
- The largest issue, in terms of aggregate dollars, is that of support staff

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