

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

FEBRUARY 25, 2005

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

FEBRUARY 25, 2005

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, February 25, 2005, in the State Room, Tirey Hall.

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

President Benjamin, Vice Presidents Bouse, Floyd, Maynard, Ramey and Schafer were present. Also attending were Dr. Harriet Hudson, Chairperson, University Faculty Senate, Ms. Kelly Hall, Vice Chairperson, Support Staff Council and Ms. Megan McManama, President of the Student Government Association.

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

SECTION I

A. APPROVAL OF THE JANUARY 13, 2005 MINUTES AND CERTIFICATION OF EXECUTIVE SESSION (Mr. Shagley)

On a motion by Mr. Alley, seconded by Mr. Carpenter, the minutes of January 13, 2005 and the Certification of Executive Session were approved as presented.

B. DATES OF NEXT MEETING (Mr. Shagley)

The dates for the next meeting are April 28-29, 2005.

C. REPORT OF THE BOARD VICE PRESIDENT (Mr. Shagley)

Mr. Shagley commented on the Student Services Seminar conducted on Thursday afternoon. The Trustees had an opportunity to tour the Student Services areas and see firsthand the staff interacting with students. He also noted the Statesman is sent to the Board in the mail and yesterday the Board had an opportunity to meet the staff.

The recognition banquet held Thursday night was another special occasion. He congratulated all those who were honored for their services to the University.

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

President Benjamin acknowledged Vice President Ramey and his staff for presenting the Student Services seminar on Thursday. He also congratulated Hobart Scales on being elected President of the Student Government Association.

Recognition Banquet

The Human Resources staff was commended on the service recognition banquet for EAP and support staff. Medallion winners were:

- Trina Langley, Administrative Assistant III, College of Arts & Sciences
- Dom Nepote, Assistant Treasurer and University Bursar
- Al Perone, Director, Student Activities and Organizations
- Tonia Tucker, Dispatch Coordinator, Public Service
- Robert Williams, Dean, College of Education

Tsunami

Various fundraising projects for the International Red Cross related to the tsunami disaster are being conducted. Faculty interested in connecting the recent tsunami tragedy to issues in their classrooms, were invited to a panel discussion in the Hulman Memorial Student Union. The discussion, entitled "Tsunami Disaster: Understanding the Impact" provided information on the geological and environmental factors related to the disaster and its long-term cultural, political, economic, social and medical effects. The panel was sponsored by the Center for the Study of Health, Religion and Spirituality, the International Affairs Center, the Office of Academic Affairs and the Office of the President.

Budget, 2005-06

Budget hearings were conducted Monday through Wednesday this week. Monday was spent hearing presentations by Vice Presidents Bouse, Floyd, Ramey, Schafer and other executive staff. Tuesday began with an Academic Affairs overview by Provost Maynard and Wednesday was devoted to presentations by the academic deans.

March 7 and 8 the President's Executive Cabinet and the Budget Officer will discuss and summarize budget material and setting priorities.

With a 4 per cent tuition increase and the possibility of a flat line budget, it is anticipated that the University must go through another redirection of funds. The budget scenarios were to include 3 and 5 per cent decreases. Scenarios have been put forth that would accommodate such changes.

Greg Goode reported that ISU has been working hard this year at the State House making the case that the public institutions for higher learning are critical to enhancing the state's economic development opportunities.

The Governor's budget proposal and the House budget bill are on the table for discussion. Legislative support is being urged for (1) maintaining the investment in university operating budgets, (2) university construction funding that creates job opportunities throughout Indiana, (3) building repair and rehabilitation funding that preserves the state's investment in the buildings on campuses across the state, (4) funding for research campuses to help leverage external funding from federal government sources, and (5) continued funding for the College Cooperative Southeast and the South-Central Indiana Education Alliance, which partners all of the public universities to provide higher education through community learning centers.

Indiana State University's construction project (University Hall) has been highlighted effectively through a DVD project, which was produced by ISU's public affairs department. Mr. Goode showed the DVD emphasizing the importance of the University Hall project. University studies and research have determined that renovation of the existing University Hall, once the Laboratory School for teacher preparation, would both improve the educational facilities of the College of Education and save the University and the State of Indiana money.

Mr. Goode concluded noting there is still much work ahead prior to a conference committee's consideration of the budget.

Washington DC Update

The Second Annual Regulatory Summit will be held in Washington, D.C. on March 3. This annual event is sponsored by ISU's Networks Financial Institute.

Florida Trip

President Benjamin commented briefly on the ISU Foundation Board meeting in Florida and then called on Trustee Alley.

Mr. Alley reported that the ISU Foundation Board retreat held in Florida was a success. He has been involved with the Foundation for about 15 years, and this was the best attended retreat in all those years. Members actively participated and the group exhibited support for the University in its fund raising efforts. The Foundation Board especially recognized that its role is important to the financial success of the University. Enthusiasm was expressed to move the Foundation to the next level. He noted the leadership of Larry Boulet and Gary Bouse. He truly

felt it was an outstanding event and he walked away recognizing that the surface of what the Foundation can do for the University has only been touched. Trustee House attended a portion of the retreat. Barbara and John House and others provided hospitality.

President Benjamin expressed appreciation to Trustees House and Alley for their support during the Foundation meeting.

Athletics Director Search

Four candidates have been invited to campus for interviews and there will be opportunity for the local community and campus community to interact with the candidates. Dr. Benjamin thanked Reed Kidder and the Search Committee for their work.

Alliance for Excellence, Engagement, and Experience

We are moving forward to implement the strategic initiatives that will help establish ISU's place as a pre-eminent university. The initiatives are now in the hands of the Provost and Academic Affairs.

- Dr. Nancy Rogers, has assumed the role of Director of the Center for Public Service and Engagement. She is a key component in efforts to link students and faculty with the community.
- Dr. Joe Tenerelli, an ISU veteran having served in the Communication Department for 25 years, has agreed to work as the Director of the Alliance for Excellence, Engagement and Experience. This position is charged with helping to coordinate on campus activities.

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

The University Faculty Senate has approved a Graduate School policy on satisfactory academic progress for assistantship and scholarship eligibility and Handbook language for the deans' review procedure.

The Executive Committee has responded to a draft of a proposal for performance based compensation. This comprehensive policy would apply to all ISU employees and supercede the faculty pay-for-performance policy which has been the cause of much vexation. The proposed plan is very general, as befits its preliminary status, but it has promise. The Committee called for a financial plan that can consistently, meaningfully reward faculty achievement from year to year and across units, and an implementation plan that is not unduly time consuming

for the evaluators or the evaluated. The Senate anticipates receiving a more developed proposal for consideration before performance-based salary increments are implemented (when budgets permit). Faculty are relieved to have been informed of the compensation procedure to be followed this year, though the notification could certainly have been more timely.

Dr. Hudson noted elections for next year's Senate are underway. The Senate is soliciting applications (and contributions) for the faculty scholarship, which will be awarded for the first time this spring. The Senate's Student Affairs Committee has worked hard to bring this about, and Dr. Hudson was pleased that faculty government will be able to recognize and support student academic achievements in this way.

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

Kelly Hall presented Ms. Langley's report in which Ms. Langley acknowledged progress made in starting salaries which now exceed \$17,000. Four years ago the entry level salary for a new support staff member was under \$13,000. Meaningful salary adjustments for ISU employees are a testament to the commitment from the Board and President Benjamin to address salary issues at ISU.

During 2004 the Support Staff Scholarship Fund had a net increase of nearly \$2,500. Next summer the Scholarship Selection Committee will request applications from active support staff employees, and the Committee will award up to seven scholarships of \$300 each for 2005-06. The ongoing generosity and support for the scholarship fund has been outstanding.

On Thursday evening ISU staff gathered to celebrate service anniversaries and University Medallion awardees. Celebrating milestones is important, and acknowledging a milestone at your place of employment is especially significant. Ms. Langley expressed appreciation on behalf of the support staff for celebrating such achievements.

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

Ms. McManama reported that SGA elections were held and Hobart Scales was elected President. The SGA inauguration will be held at a dinner on March 31.

SGA is working with the Terre Haute Symphony on the College Concert Series. The purpose is to encourage students to attend and compete with the other local colleges. The USA Today survey is online through the SGA web site and will be

online until next week. Meetings are scheduled to inform students of the feasibility study for the Recreation Center. A referendum will be held in April.

Megan noted this is her last Board meeting as SGA President. Hobart Scales will be attending in April. She extended her appreciation to all for welcoming her into the University and an atmosphere of friendship. She commented that she will promote the University when she graduates. She considers it a privilege to represent ISU.

H. HIGH SCHOOL SUMMER HONORS PROGRAM FEES
(Dr. Maynard/Mr. Floyd)

The High School Summer Honors Program is a two-week intensive program designed for academically talented high school students to explore specific areas of academic interest under the teaching guidance of Indiana State University faculty. The fees charged are designed to assist in offsetting the cost of the program.

The fees recommended for Summer 2005 are as follows:

	<u>In-State and Out-of-State</u>	
	<u>2004</u>	<u>2005</u>
Room and Board	\$298.00	\$367.00
Summer Honors	\$281.00	\$267.00
General Fund	\$ 15.00	\$ 15.00
Tuition	-0-	-0-
	<hr/>	<hr/>
Total	\$594.00	\$649.00

Recommendation: Approval of the High School Summer Honors Program Fees for Summer 2005.

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

I. ACADEMIC LABORATORY/COURSE SPECIFIC FEES
(Dr. Maynard/Mr. Floyd)

Recommendation: Approval of the proposed changes in academic laboratory/course specific fees effective Fall 2005 as presented in Exhibit A.

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

J. CREDIT BY EXAMINATION AND ASSESSMENT OF PRIOR LEARNING
CREDIT HOUR RATE (Dr. Maynard/Mr. Floyd)

In the past the fee for undergraduate credit by departmental examination and assessment of prior learning has been applied inconsistently. In some cases no fees were assessed for undergraduate credit, but in other cases \$10 per credit hour or more was charged. There has been no set fee for graduate credit by examination and assessment of prior learning. All University credit is valuable and a reasonable charge is appropriate. It is proposed to have a standardized fee structure that is set as a percentage of academic fees. Assessment of prior learning is an appropriate academic activity to continue and a fee assessment, along with clarified procedures, will better serve students and faculty.

A nonrefundable credit by examination and assessment for prior learning per credit hour fee is proposed that is equal to one-fourth of the per credit hour instate academic fee in effect for the semester the credit is granted. Students would pay one-half of the fee before taking the exam and/or the work is evaluated, with the remaining one-half of the fee being payable at the time credit is granted. The academic fee upon which the charge will be based will be the one associated with students that were admitted/readmitted Summer I 2003 or after, rounded up to whole dollars, and will apply regardless of residency classification. For example, using the schedule of 2005-06 academic semester fees, the current credit by examination and assessment of prior learning fee per credit hour granted will be \$52 for undergraduates and \$66 for graduate students.

Recommendation: Approval of the credit by examination and assessment of prior learning credit hour rate to be effective July 1, 2005.

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

K. BURFORD/PICKERL HALL RENOVATION (Dr. Ramey/Mr. Floyd)

Residential Life is proceeding with the systematic renovation of its facilities. In recent years this effort has resulted in the renovation of Hines Hall, Jones Hall, and the Lincoln Quad complex. In the Sycamore Towers complex Rhoads, Cromwell, and Mills Halls have also undergone renovation. As a part of the continuing upgrade of residential life facilities, renovation of Burford Hall is proposed during the 2005-06 year. The renovation will feature double rooms with private baths and individual heat and air conditioning control. Also included will be a new west entrance, fire sprinkler system, elevator upgrade, exterior façade modifications, new windows, and remodeling of areas to support the academic and residential theme housing program. The project also includes a new roof for Pickerl Hall. Authorization to begin work on this project is needed to retain

architectural and engineering services and receive construction bids. The work is scheduled to begin in the summer of 2005. Project cost is not to exceed \$8,500,000. Funding for this project will be from residence hall operating budgets, reserve funds, and interim borrowing.

Recommendation: Authorization of the Treasurer and appropriate University officials to initiate the Burford Hall and Pickerl Hall projects as described and to take the following action:

- a. To obtain all necessary State approvals; and
- b. To engage Snapp & Associates, an architectural and engineering firm, to prepare construction documents; and
- c. To enter into contracts to renovate and equip Burford Hall and to replace the Pickerl Hall roof once State approval has been obtained.

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

L. SPECTERA VOLUNTARY VISION INSURANCE PROGRAM (Mr. Sanders)

The biennial contract for vision insurance is recommended for renewal for a two year period beginning April 1, 2005, through March 31, 2007. Enhancements to the plan include the retail frame allowance being increased to \$130 from \$120. The plan will include the HydraClear contact lens by Johnson and Johnson.

The annual open enrollment period for Spectera is March. Employees who wish to participate are locked into the contract for one year. Those wishing not to participate may not enroll until the next open enrollment period. The premium for this coverage is paid in full by the employee.

Monthly premium rates for this two year contract have increased by two (2) percent as follows:

	<u>Current 2003-05 Rates</u>	<u>Proposed 2005-07 Rates</u>
Single Coverage	\$ 9.20	\$ 9.40
Family Coverage	\$21.26	\$21.70

Recommendation: Approval of the two year contract renewal with Spectera as outlined above, effective April 1, 2005.

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

M. IN MEMORIAM (Mr. Schafer)

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

Sylvia Flora Ames, Housekeeper (retired), Residential Life, died on January 14, 2005.

Ray S. Baggett, Assistant Professor Emeritus of Physical Education, died on January 22, 2005.

Alfred L. Harding, Associate Professor Emeritus of Education, died on January 13, 2005.

Mildred Seeman, Food Service (retired), Tirey Memorial Union, died on December 26, 2004.

Samuel W. Smith, Professor Emeritus of Geography, died on January 2, 2005.

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

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

INDIANA STATE UNIVERSITY
Proposed Changes in Laboratory/Course Fees
Effective for the Fall Semester 2005

Department	Rationale and Recommendation
Curriculum, Instruction, and Media Technology	<p>The student teaching fee should be associated with the Student Teaching course rather than the course in Teaching an Integrated Unit.</p> <p>Recommended New Fee: CIMT 401 course fee of \$100. Recommended Fee Elimination: CIMT 402 course fee of \$100.</p>
Elementary, Early and Special Education	<p>Costs for student teaching have increased due to changed requirements from the Indiana Professional Standards Board and the National Council for Accreditation of Teacher Education (NCATE). Last year a similar fee was approved for elementary and secondary student teaching. The fee requested this year is for Early Childhood.</p> <p>Recommended New Fee: ELED 450 course fee of \$100.</p>
Counseling	<p>To train psychologists for professional practice, giving and taking formal psychological evaluation instruments is necessary. The fees cover consumable booklets, scoring, profiles, and interpretive materials. Inventories include Learning Style Inventory, Myer-Briggs Type Indicator, Strong Interest Inventory, and MMPI.</p> <p>Recommended New Fee: SAHE 638 course fee of \$30, COUN 666 course fee of \$15, COUN 728 course fee of \$108.</p>
Physical Education	<p>Consumable supplies such as clay targets and groceries for Dutch oven cooking, and facilitators for the high ropes course and the climbing tower for a course entitled "Lifetime Recreational Activities in Educational Settings."</p> <p>Recommended New Fee: PE 216 course fee of \$30.</p>

Laboratory/course fees are assessed only in conjunction with courses associated with the automated fee assessment process. An exception exists for study abroad courses IS 396, 397, and 398.

SECTION I
Exhibit B
February 25, 2005

IN MEMORIAM

Sylvia Flora Ames

Ray S. Baggett

Alfred L. Harding

Mildred Seeman

Samuel W. Smith

IN MEMORIAM

Sylvia F. Ames

WHEREAS, Sylvia F. Ames, Housekeeper (retired) in Parsons Hall, died on the fourteenth day of January two thousand and five; and

WHEREAS, Sylvia F. Ames had given loyal and devoted service to Indiana State University for ten years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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 respect for the 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

Mr. Ray S. Baggett

WHEREAS, Mr. Ray S. Baggett, Professor Emeritus of Physical Education of Indiana State University, died on the twenty second day of January two thousand and five; and

WHEREAS, Mr. Baggett had given loyal and devoted service to Indiana State University for twenty-seven years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

Dr. Alfred L. Harding

WHEREAS, Dr. Alfred L. Harding, Professor Emeritus of Education of Indiana State University, died on the thirteenth day of January two thousand and five; and

WHEREAS, Dr. Harding had given loyal and devoted service to Indiana State University for eighteen years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

Mildred P. Seemann

WHEREAS, Mildred P. Seemann, retired from Food Service in Tirey Memorial Union, died on the twenty sixth day of December two thousand and four; and

WHEREAS, Mildred P. Seemann had given loyal and devoted service to Indiana State University for twelve years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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 respect for the 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

Dr. Samuel W. Smith

WHEREAS, Dr. Samuel W. Smith, Professor Emeritus of Geography of Indiana State University, died on the second day of January two thousand and five; and

WHEREAS, Dr. Smith had given loyal and devoted service to Indiana State University for seventeen years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to his family deep sympathy and condolence and further expresses gratitude and respect for the dedicated 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.

SECTION II
February 25, 2005

A. UNIVERSITY INVESTMENTS (Mr. Floyd)

In accordance with the Board of Trustees approved investment policy, the University Treasurer was given authority to manage the short and long-term investments of the University.

The following comparative presentation has been modified to a year-to-date reporting basis for the period from July 1, 2004 to December 31, 2004.

	6-Month Rolling Average Investment	6-Month Rolling Average Rate of Return
<u>Internal Invested Funds</u>		
1. Short-Term Bond Proceeds Invested	\$5,212,500	2.10%
2. Cash (Sweep)	\$ 4,883,505	0.76%
3. Common Fund	\$34,547,705	1.78 %
4. Short-Term Investment (1) month	\$ 4,000,000	2.59%
<u>Comparative Index</u>		
Avg Yield on 90-Day T-Bill		2.20%
 <u>External Invested Funds</u>		
1. Medium Term (exceeds two years)	\$48,087,527	4.16%
<u>Comparative Index</u>		
Avg Yield on 2 year T-Notes		3.07%

B. FINANCIAL PERFORMANCE REPORT (Mr. Floyd)

The Financial Performance Reports for the periods ending December 2004 and January 2005 are presented in Attachment 1 as an information item.

C. VENDORS REPORT (Mr. Floyd)

The Vendors Report is presented in Attachment 2 as an information item.

- D. PURCHASING REPORT - Information Only (Mr. Floyd)
(purchase order activity for the period January 3, 2005 through February 10, 2005)

Purchases Over \$25,000.00

One Bid Received, Four Bids Solicited

Adept Technology -- P0051788 -- \$27,883.40
Cobra s600 CX Robot System for College of Technology

One Bid Received, Seven Bids Solicited

Otis Elevator -- P0052051 -- \$40,700.00
Labor and Maintenance to Repair Unit III Elevator

Sole Source

Digital Measures -- P0051858 -- \$30,000.00
Digital Measures Software for Institutional Research

Lowest Bid to Meet Specifications

David R. Snapp and Associates, Inc. -- P0051996 -- \$492,800.00
Architectural Services for Burford Hall

**Indiana State University
Internal Management Report
Financial Performance Analysis
Current Fund Operation
End of December 2004**

INDIANA STATE UNIVERSITY
 CURRENT OPERATING REVENUE SUMMARY
 Comparisons of Budget by Month and YTD
 As of December 2004

	For the Month of December			Year to Date			
	Revenue 12/31/03	Budget 12/31/04	Revenue 12/31/04	Variance	Accumulated Budget through Dec-04	YTD Actual through Dec-04	Accumulated Variance
<u>Revenues</u>							
State of Indiana							
Operational	\$ 6,490,770	\$ 6,577,456	\$ 6,577,456	\$ -	\$ 39,464,737	\$ 39,464,737	\$ -
Fee Replacement	\$ 5,189,653	\$ 5,189,798	\$ 5,189,798	\$ -	\$ 5,189,798	\$ 5,189,798	\$ -
DegreeLink	\$ 41,698	\$ 41,698	\$ 41,698	\$ -	\$ 250,188	\$ 250,188	\$ -
Gross Student Fees	\$ (32,769)	\$ (39,014)	\$ (56,118)	\$ (17,104)	\$ 22,091,877	\$ 21,621,751	\$ (470,126)
Other Fees and Charges	\$ 18,049	\$ 11,783	\$ 7,217	\$ (4,566)	\$ 570,832	\$ 578,851	\$ 8,019
Sales and Services	\$ 26,532	\$ 64,000	\$ 40,939	\$ (23,061)	\$ 365,168	\$ 266,019	\$ (99,149)
Rent, Interest, Dividends, and Gifts	\$ 146,495	\$ 147,999	\$ 147,427	\$ (572)	\$ 906,111	\$ 899,607	\$ (6,504)
Miscellaneous Income	\$ 182,179	\$ 115,614	\$ 109,625	\$ (5,989)	\$ 1,092,570	\$ 1,182,439	\$ 89,869
Total Budgeted Revenue	\$ 12,062,607	\$ 12,109,334	\$ 12,058,043	\$ (51,291)	\$ 69,931,281	\$ 69,453,390	\$ (477,891)
Encumbrances and Carryforward	\$ 6,784,171	\$ 7,745,205	\$ 7,745,205	\$ -	\$ 7,745,205	\$ 7,745,205	\$ -
Revenue from other accounts	\$ 1,288,840	\$ 684,948	\$ 684,948	\$ -	\$ 4,813,267	\$ 4,813,267	\$ -
Total Revenues	\$ 20,135,619	\$ 20,539,487	\$ 20,488,195	\$ (51,291)	\$ 82,489,753	\$ 81,680,008	\$ (809,745)

INDIANA STATE UNIVERSITY
 CURRENT OPERATING EXPENSE SUMMARY
 Comparisons of Budget by Month and YTD
 As of December 2004

	For the Month of December			Year to Date			
	Expense Dec-03 (incl commit)	Budget Dec-04	Expense Dec-04 (incl commit)	Variance	Accumulated Budget through Dec-04	Accumulated YTD Actual through Dec-04 (incl commit)	Accumulated Variance
Salaries and Wages	\$ 6,415,586	\$ 6,830,740	\$ 6,988,701	\$ (157,961)	\$ 34,524,370	\$ 34,524,370	\$ -
Fringe Benefits	\$ 2,399,732	\$ 2,629,299	\$ 2,638,618	\$ (9,319)	\$ 12,144,573	\$ 12,144,573	\$ -
Student Wages	\$ 227,566	\$ 257,612	\$ 266,099	\$ (8,487)	\$ 1,453,884	\$ 1,461,515	\$ (7,631)
Utilities	\$ 1,917,114	\$ 1,923,801	\$ 1,942,023	\$ (18,222)	\$ 4,743,934	\$ 4,532,444	\$ 211,490
Training, Representation, and Travel	\$ 550,026	\$ 448,387	\$ 435,200	\$ 13,187	\$ 900,161	\$ 872,120	\$ 28,041
Student Aid	\$ 64,961	\$ (6,279)	\$ 23,386	\$ (29,665)	\$ 4,367,453	\$ 4,469,319	\$ (101,866)
Bond and Interest	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supplies and Expense	\$ 1,571,047	\$ 1,802,653	\$ 1,856,145	\$ (53,492)	\$ 8,294,914	\$ 8,435,017	\$ (140,103)
Repairs and Maintenance	\$ 515,836	\$ 797,941	\$ 834,457	\$ (36,516)	\$ 2,054,677	\$ 2,046,003	\$ 8,674
Capital Equipment	\$ 1,253,343	\$ 1,283,705	\$ 1,245,228	\$ 38,477	\$ 3,223,068	\$ 3,144,785	\$ 78,283
Transfer Repair & Replacement	\$ -	\$ -	\$ -	\$ -	\$ 698,331	\$ -	\$ 698,331
Enrollment Reallocation	\$ -	\$ -	\$ -	\$ -	\$ 820,716	\$ -	\$ 820,716
Total Expenditures	\$ 14,915,211	\$ 15,967,859	\$ 16,229,856	\$ (261,997)	\$ 72,405,365	\$ 71,630,145	\$ 1,595,936
Net Performance	\$ 5,220,408	\$ 4,571,628	\$ 4,258,339	\$ 210,706	\$ 10,084,388	\$ (9,950,137)	\$ (2,073,827)

December 2004

Management Discussion and Analysis

Revenues

Student Fees

Fall tuition shows a \$17,104 unfavorable variance for December due to the processing of student withdrawals and adjustments. For the year, tuition income is below the expected budget by \$470,126 due to the decline in full-time undergraduate students.

Other Fees and Charges

Other Fees and Charges shows an unfavorable variance for December of \$4,566 as collection fees were running slightly behind budget. For the year, these revenues are up by \$8,019. This is the result of the College Challenge program being up by \$6,940 and change of course fees being up by \$84,954, while deferment fees, collection fees, independent study and continuing education fees declined by \$6,297, \$7,417, \$37,171, and \$43,462, respectively.

Sales and Services

Sales and Services had a \$23,061 unfavorable variance for December. The year-to-date income is below budget by \$99,149. This is due to parking violations being below budget by \$54,196 and Facilities Management work orders down by \$30,373.

Rent, Interest, Dividends & Gifts

Rent and Interest shows a small unfavorable variance of \$572 for December and a year-to-date unfavorable variance of \$6,504. This is the result of motor vehicle rental income being down by \$5,890 for the year.

Miscellaneous Income

Miscellaneous Income was down by \$5,989 for December due to indirect cost recovery income being below budget by \$5,657. For the year, miscellaneous income is up by \$75,374 due to indirect cost recovery above budget by \$76,050.

Expenses

Salaries and Wages

Salaries and Wages shows an unfavorable variance for December of \$157,961; this is the result of the retirement incentive program payouts of \$641,024 in December that was budgeted at \$350,000. December had support staff positive savings of \$67,223. The year-to-date negative variance of \$162,675 will be covered by a transfer from the Repair and Replacement funds that is done on a quarterly basis. The net amount transferred to Repair and Replacement from salaries and wages for the year is \$68,635.

Fringe Benefits

Fringe Benefits had a \$9,319 unfavorable variance for December, as FICA and Medicaid was over budget \$40,028 and \$8,552. This was offset by savings in

the PERF contribution of \$17,705 and \$30,804 in medical insurance. The accumulated variance through December of \$204,997 is a result of PERF savings of \$104,831 and \$134,525 savings in retiree medical insurance for the quarter. The balance at December 31 of \$204,997 was transferred to Repair and Replacement. The total amount transferred year to date into the Repair and Replacement fund is \$665,912.

Student Wages

Student Wages shows an unfavorable variance of \$8,487 for the month and a negative variance of \$7,631 for the year. Expenditures are still below last year's to date amount by \$57,857.

Utilities

Utilities had a negative variance of \$18,222 for the month of December due to electricity expenditures above budget by \$12,920. The accumulative variance of \$211,490 is the result of natural gas savings due to favorable weather conditions.

Training, Representation, and Travel

Training, Representation, and Travel expenditures show a favorable variance of \$13,187 for December and \$28,041 year to date. Expenditures for fiscal 2005 are running behind fiscal year 2004 by \$96,238.

Student Aid

Institutional Student Aid shows an unfavorable variance of \$29,665 for December and a \$101,866 unfavorable year-to-date variance. Expenditures for the fiscal year 2005 are up \$760,067 from the prior year due to increases in tuition rates and additional student aid for need-based students.

Supplies and Expenses

Supplies and Expenses had an unfavorable variance of \$53,492 for the month of December and an accumulative unfavorable variance of \$140,103. The unfavorable variance for December has to do with the pattern of spending that occurred with the beginning of the spring semester and will slow during the subsequent months.

Repairs and Maintenance

Repairs and Maintenance shows an unfavorable variance of \$36,516 for the month of December and an accumulative favorable variance of \$8,674. Expenditure levels for fiscal year 2005 have increased over fiscal year 2004 by \$754,247 due to Information Technology maintenance agreements.

Capital Equipment

Capital Equipment shows a favorable variance of \$38,477 for December and an accumulative favorable variance of \$78,283. The current year expenses are ahead of last year by \$302,569 due to a large number of purchase orders carried forward into the new year.

Indiana State University
Internal Management Report
Financial Performance Analysis
Current Fund Operation
End of January 2005

INDIANA STATE UNIVERSITY
 CURRENT OPERATING REVENUE SUMMARY
 Comparisons of Budget by Month and YTD
 As of January 2005

	For the Month of January			Year to Date			
	Revenue 1/31/04	Budget 1/31/05	Revenue 1/31/05	Variance	Accumulated Budget through Jan 05	Accumulated YTD Actual through Jan 05	Accumulated Variance
<u>Revenues</u>							
State of Indiana							
Operational	\$ 6,490,770	\$ 6,577,456	\$ 6,577,456	\$ -	\$ 46,042,193	\$ 46,042,193	\$ -
Fee Replacement	\$ -	\$ -	\$ -	\$ -	\$ 5,189,798	\$ 5,189,798	\$ -
DegreeLink	\$ 41,698	\$ 41,698	\$ 41,698	\$ -	\$ 291,886	\$ 291,886	\$ -
Gross Student Fees	\$ 16,948,015	\$ 19,185,618	\$ 18,424,816	\$ (760,802)	\$ 41,277,495	\$ 40,045,850	\$ (1,231,645)
Other Fees and Charges	\$ 333,886	\$ 328,616	\$ 325,686	\$ (2,930)	\$ 899,448	\$ 904,537	\$ 5,089
Sales and Services	\$ 60,600	\$ 35,667	\$ 30,856	\$ (4,811)	\$ 400,835	\$ 296,875	\$ (103,960)
Rent, Interest, Dividends, and Gifts	\$ 146,037	\$ 147,499	\$ 147,925	\$ 426	\$ 1,053,610	\$ 1,047,532	\$ (6,078)
Miscellaneous Income	\$ 100,617	\$ 115,614	\$ 121,732	\$ 6,118	\$ 1,208,184	\$ 1,303,901	\$ 95,717
Total Budgeted Revenue	\$ 24,121,623	\$ 26,432,168	\$ 25,670,170	\$ (761,998)	\$ 96,363,449	\$ 95,122,573	\$ (1,240,876)
Encumbrances and Carryforward	\$ 6,784,171	\$ 7,745,205	\$ 7,745,205	\$ -	\$ 7,745,205	\$ 7,745,205	\$ -
Revenue from other accounts	\$ 430,386	\$ 130,431	\$ 130,431	\$ -	\$ 5,315,648	\$ 5,315,648	\$ -
Total Revenues	\$ 31,336,180	\$ 34,307,804	\$ 33,545,806	\$ (761,998)	\$ 109,424,302	\$ 61,680,008	\$ (1,240,876)

INDIANA STATE UNIVERSITY
CURRENT OPERATING EXPENSE SUMMARY
Comparisons of Budget by Month and YTD
As of January 2005

	For the Month of January				Year to Date		
	Expense Jan-04 (incl commit)	Budget Jan-05	Expense Jan-05 (incl commit)	Variance	Accumulated Budget through Jan 05	Accumulated YTD Actual through Jan 05 (incl commit)	Accumulated Variance
Salaries and Wages	\$ 6,162,679	\$ 6,649,215	\$ 6,504,985	\$ 144,230	\$ 41,173,583	\$ 41,029,353	\$ 144,230
Fringe Benefits	\$ 2,156,768	\$ 2,377,480	\$ 2,346,729	\$ 30,751	\$ 14,522,058	\$ 14,491,307	\$ 30,751
Student Wages	\$ 191,563	\$ 177,178	\$ 149,189	\$ 27,989	\$ 1,631,065	\$ 1,610,707	\$ 20,358
Utilities	\$ 1,639,844	\$ 1,734,114	\$ 1,746,912	\$ (12,798)	\$ 5,173,718	\$ 4,975,026	\$ 198,692
Training, Representation, and Travel	\$ 557,885	\$ 510,626	\$ 502,296	\$ 8,330	\$ 1,037,598	\$ 1,001,227	\$ 36,371
Student Aid	\$ 3,058,585	\$ 3,560,623	\$ 3,687,429	\$ (126,806)	\$ 7,928,076	\$ 8,156,749	\$ (228,673)
Bond and Interest	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supplies and Expense	\$ 3,081,507	\$ 2,799,433	\$ 2,558,770	\$ 240,663	\$ 10,098,603	\$ 9,998,043	\$ 100,560
Repairs and Maintenance	\$ 538,399	\$ 811,205	\$ 829,290	\$ (18,085)	\$ 2,125,338	\$ 2,134,749	\$ (9,411)
Capital Equipment	\$ 822,824	\$ 497,585	\$ 438,624	\$ 58,961	\$ 3,367,586	\$ 3,230,342	\$ 137,244
Transfer Repair & Replacement	\$ -	\$ -	\$ -	\$ -	\$ 698,331	\$ -	\$ 698,331
Enrollment Reallocation	\$ -	\$ -	\$ -	\$ -	\$ 820,716	\$ -	\$ 820,716
Total Expenditures	\$ 18,210,054	\$ 19,117,459	\$ 18,764,224	\$ 353,235	\$ 87,755,956	\$ 86,627,503	\$ 1,949,169
Net Performance	\$ 13,126,126	\$ 15,190,345	\$ 14,781,582	\$ (1,115,233)	\$ 21,668,346	\$ (24,947,495)	\$ (3,190,045)

January 2005

Management Discussion and Analysis

Revenues

Student Fees

The year-to-date student fee income shows a \$1,231,645 shortfall. The breakdown of this loss is as follows: Summer II tuition above budget by \$208,863, while fall and spring tuitions are both below budget by \$485,914 and \$954,594. During the fall semester, the annualized tuition shortfall was estimated to be \$820,716. This amount is listed in the expense reserve for enrollment reallocation. This amount was reallocated out of the base budgets of the university through \$420,716 of departmental budget reductions and \$400,000 of enrollment reserves. The actual spring revenues fell below the expected decline due to larger than normal loss of enrollment between the fall semester to the spring semester. Some reasons for this loss include replacement of larger graduating classes with smaller class sizes and the change in the mix of students from full-time undergraduate students to part-time undergraduate students and distant education graduate students. The estimated annualized tuition shortfall for fiscal year 2004-2005 is \$1,472,841.

Other Fees and Charges

Other Fees and Charges has an unfavorable variance of \$2,930 for January and is above budget \$5,089 for the year. This is a result of change of course fees that were up by \$95,712 while deferment fees, independent study, collection fees, and business lab fees declined by \$16,937, \$39,732, \$5,917, and \$1,819, respectively.

Sales and Services

Sales and Services had a small unfavorable variance of \$4,811 for January due to parking violations being down \$3,815. For the year, income is down \$103,960 due to parking violations income reduction of \$58,010 and the timing of Facilities Management work orders of \$61,566.

Rent, Interest, Dividends & Gifts

Rent and Interest had a small favorable variance for January of \$426 and a year-to-date unfavorable variance of \$6,078 due to outside rentals being down.

Miscellaneous Income

Miscellaneous Income shows a favorable variance for January of \$6,118 as a result of indirect cost recovery on grants and contracts. For the year, miscellaneous income is up \$95,717. Indirect cost recovery is up \$83,780, while all other miscellaneous income is up \$11,937.

Expenses

Salaries and Wages

Salaries and Wages shows a \$144,230 favorable variance for January due to administrative staff savings of \$83,089, support staff savings of \$48,887, and

instructional salaries savings of \$28,740, while overtime was over budget by \$29,177.

Fringe Benefits

Fringe Benefits had a \$30,751 positive variance for the month of January. This was the result of positive variances in retired medical insurance of \$20,940 and PERF contributions of \$17,393, while retired TIAA contributions and FICA were over budget by \$4,586 and \$5,913.

Student Wages

Student Wages shows a favorable variance of \$27,989 for the month of January and a positive variance of \$20,358 for the year. Expenditures are running \$100,235 behind last year's amount.

Utilities

Utilities had a negative variance of \$12,798 for January due to water expenditures above budget by \$26,500, while having savings in electricity of \$10,862. The accumulative positive variance of \$198,692 is due to natural gas savings.

Training, Representation, and Travel

Training, Representation, and Travel expenditures shows a favorable variance of \$8,330 for January and \$36,371 for the year. Expenditures for fiscal year 2005 are running behind fiscal year 2004 by \$73,528.

Student Aid

Institutional Student Aid shows an unfavorable variance of \$126,806 for January and a \$228,673 unfavorable year-to-date variance. Expenditures for the fiscal year 2005 are up \$1,323,951 from the prior year due to the increase in tuition rates and additional fee remissions based on need-based aid.

Supplies and Expenses

Supplies and Expenses had a favorable variance of \$240,663 for January and an accumulative favorable variance of \$100,560. January's favorable variance offsets December's negative variance of \$53,492 due to the timing of supply purchases at the beginning the spring semester.

Repairs and Maintenance

Repairs and Maintenance shows an unfavorable variance of \$18,085 for January and an accumulative unfavorable variance of \$9,411. Expenditure levels for fiscal year 2005 have increased over fiscal year 2004 by \$728,775 due to increases in Information Technology maintenance agreements.

Capital Equipment

Capital Equipment shows a favorable variance of \$58,961 for January and an accumulative positive variance of \$137,244. The current year expenses are behind last year by \$26,555 as these expenditures have slowed during the last half of this fiscal year.

The following vendors have accumulated purchases from the University for the time period July 1, 2004 through January 31, 2005 (Fiscal Year) in excess of \$250,000:

**Vendors with Purchases Exceeding \$250,000
December 1, 2004 through January 31, 2005**

<u>Vendor Name</u>	<u>Current YTD Paid</u>	<u>Services Rendered</u>
Manpower Incorporated	\$ 253,334	Temporary Employee Services
Postmaster	260,177	Postage Purchases
RJE Business Interiors	267,297	Registrar's, Hulman Mem Student Union, and Career Center Remodel
Vectren Energy Delivery	267,251	Gas Utility Payments
IBM Corporation	267,344	Upgrade Lan Network Equipment and Software
Associated Roofing	270,958	Re-Roof University Apartments Unit 2
Indiana-American Water Company	311,498	Water Utility Payments
IT Travel	319,075	Travel Expenses
Ebsco Subscription Services	669,986	Library Subscription Services

**Previously Reported Vendors with Purchases
Exceeding \$250,000**

Wabash Valley Asphalt Co Inc	\$ 321,043	Parking Lot D for Drivers Education Use and and Parking Lot A Repaving
Staples	348,199	Office Supplies and Other Supplies
SMC Inc	388,993	Holmstedt Hall HVAC Upgrade Phase II and Phase III
ST Construction Inc	394,128	Parking Lot M Renovation, Island G and Miscellaneous Concrete Repairs
Educational Marketing Group Inc	426,053	University Advertising
Hannig Construction Inc	429,854	Science Lab #13 Upgrade and Parsons Hall Lobby Remodel
NRK Inc	502,662	Sycamore Complex Switchgear Repl and Family and Consumer Science Emergency Power System
Delta Dental Plan of Indiana	537,202	Dental Payment Reimbursements
Life Insurance Company of North America	564,822	Disability Income and Waiver Payments
Frasca International Inc	600,000	Two Flight Simulators
Public Employees Retirement Fund	657,571	Employee Retirement Contributions
Beck Studios Inc	711,942	Hulman Center Motorized Lifting Equipment and Installation
Forrest Sherer Inc	732,612	Insurance Premiums
Indiana Department of Corrections	785,652	Academic Courses
Schmidt Associates Architects	796,975	Architectural Fees for University Hall
Energy USA-TPC	1,113,591	Natural Gas Contract Purchases
Dell Marketing LP	1,166,595	Computer Equipment, Software, and Supplies
First Financial Bank	1,190,000	VEBA Contributions
CDI Inc	1,523,014	Stalker Hall Renovation, Softball Field Renovation, and Dede I Remodeling
PCS Health Systems, Inc	1,739,873	Prescription Drug Coverage
Cinergy Services Inc	2,170,561	Electricity Utility Payments
Sodexo Inc and Affiliates	4,706,861	Dining and Catering Services
J F Molloy and Associates Inc	6,226,998	University Medical Payments

SECTION III

FEBRUARY 25, 2005

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

Temporary Appointment

Nandini Krishnaswamy Rao; Visiting Scholar, Terre Haute Center for Medical Education; Ph.D., Manipal Academy of Higher Education, Manipal, India; salary \$35,000 per fiscal year, prorated for the period of January 15, 2005, through March 16, 2006.

Part-Time Temporary Faculty Appointments
(Effective January 10, 2005)

Beatrice Abernathy; Lecturer II, Organizational Department; M.S., Indiana State University; three hours; salary \$2,775.

Blaine Akers; Lecturer III, Department of English; J.D., Indiana University; three hours; salary \$2,775.

Seneca M. Allen; Lecturer III, Department of Elementary, Early, and Special Education; M.S., Indiana State University; three hours; salary \$3,000.

Taiwo A. Ande; Lecturer III, Analytical Department; M.B.A., Devry at Chicago; three hours; salary \$3,000.

Eric Anderson; Lecturer III, Department of Psychology; M.A., University of Waterloo, Ontario, Canada; nine hours; salary \$8,325.

Leonard S. Arnold; Lecturer I, Department of Family and Consumer Sciences; B.S., Ball State University (special credentials on file); three hours; salary \$2,025.

Gloria Artigue; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; two hours; salary \$3,885.

John A. Benton; Lecturer II, Department of History; M.S., Indiana State University; three hours; salary \$2,400.

Joseph R. Biggs; Lecturer III, Department of Counseling; Ph.D., Indiana State University; three hours; salary \$3,000.

William Brett; Professor Emeritus, Department of Life Sciences; Ph.D., Northwestern University; six hours; salary \$5,550.

Chester Burton; Lecturer II, Department of Art; M.F.A., Indiana State University; six hours; salary \$4,800.

Christopher Hoyt Butler; Lecturer II, Department of Music; M.M., Indiana University; six hours; salary \$4,800.

James M. Carty; Lecturer II, Department of History; M.S., Indiana State University; six hours; salary \$4,800.

Terry Clark; Lecturer II, Department of African and African American Studies; B.S., Xavier University (special credentials on file); three hours; salary \$2,400.

Daniel J. Cleveland; Lecturer III, Department of Psychology; Pharm. D., Purdue University; three hours; salary \$2,775.

Robert G. Clouse; Professor Emeritus, Department of History; Ph.D., State University of Iowa; six hours; salary \$5,550.

Peggy Conklin; Lecturer III, Department of English; M.S., Indiana State University; nine hours; salary \$8,325.

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

Breanna Cooper; Lecturer I, Departments of Life Sciences and Criminology; B.S., Southern Illinois University; nine hours; salary \$6,075.

Brittany M. Cottrell; Lecturer II, Department of Life Sciences; M.S., Indiana State University; eight hours; salary \$6,400.

Jennifer Cox; Lecturer III, Department of Communication; M.A., Indiana State University; six hours; salary \$5,550.

Donna Crawford; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana University; five hours; salary \$9,710.

Jeanne M. Dano; Lecturer III, Department of Counseling; M.S., Governors State University; 1.5 hours; salary \$1,500.

Patty K. Daugherty; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,800.

Katrina R. Davis; Lecturer II, Department of Economics; M.S., Purdue University; twelve hours; salary \$9,600.

F. Peter Dean; Lecturer III, Organizational Department; M.B.A., Indiana State University; six hours; salary \$5,550.

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

Karen Duffy; Lecturer III, Department of English; Ph.D., Indiana University; six hours; salary \$5,550.

Richard Dunfee; Lecturer II, Organizational Department; Ph.D., Ohio State University; three hours; salary \$2,400.

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

Julie B. Edwards; Lecturer II, Department of Music; M.M., University of North Carolina; twelve hours; salary \$9,600.

Julie Estell; Lecturer III, Department of Criminology; M.S., Indiana State University; six hours; salary \$5,550.

Rachel Fairbanks; Lecturer II, Department of English; M.A., Indiana State University; three hours; salary \$2,400.

Robert Fazekas; Lecturer III, Department of Psychology; Psy.D., Indiana State University; three hours; salary \$2,775.

Jianmin Feng; Visiting Scholar, Department of Industrial Mechanical Technology; Ph.D., Wuhan Science and Technology University, China; performs research equivalent to twelve hours; salary \$4,500; effective January 16, 2005, through May 30, 2005.

John R. Fish; Lecturer II, Department of History; Ph.D, University of Hawaii; nine hours; salary \$7,200.

Keely M. Fitzgerald; Lecturer III, Department of Physical Education; M.S., Indiana State University; twelve hours; salary \$12,000.

John A. Ford; Lecturer III, Department of Communication; M.S., Indiana State University; three hours; salary \$2,775.

Aric S. Frazier; Lecturer II, Department of Criminology; M.S., University of Evansville; three hours; salary \$2,400.

Jennifer N. Grimes; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,800.

Cathryn A. Gross; Lecturer II, Department of Music; M.M., Indiana University; seven hours; salary \$5,600.

Laura Guest; Lecturer II, Department of Curriculum, Instruction, and Media Technology; M.B.Ed., Eastern Michigan University; three hours; salary \$2,700.

Barry Hand; Lecturer III, Organizational Department; M.B.A., Xavier University; seven hours; salary \$6,550.

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

Rob Hausladen; Lecturer III, Department of English; Master of Divinity, Saint Meinrad School of Theology; three hours; salary \$2,775.

Bryan T. Hayden; Lecturer III, Department of Communication; M.S., Indiana State University; six hours; salary \$5,550.

Mervin Hendricks; Lecturer II, Department of Communication; B.A., Indiana State University (special credentials on file); three hours; salary \$2,400.

David B. Hoffa; Lecturer I, Department of Physical Education; M.S., Indiana State University; three hours; salary \$2,025.

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

Priscilla Hutton; Lecturer II, Department of Music; M.S., California State University; three hours; salary \$2,400.

John B. Ibberson; Associate Professor Emeritus, Department of Music; Ph.D., Indiana University; three hours; salary \$2,775.

Paula Jarnecke; Lecturer II, Department of Criminology; M.P.A., University of New Haven; three hours; salary \$2,400.

Richard Jinbo; Lecturer III, Department of Electronics and Computer Technology; M.Ed., Bowling Green State University; six hours; salary \$7,200.

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

Saundra Kassis; Lecturer III, Department of Elementary, Early, and Special Education; M.S., Indiana State University; six hours; salary \$6,000.

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

Richard P. R. Kelley; Lecturer II, Department of Music; M.M., Indiana State University; two hours; salary \$1,600.

Leslie A. King; Lecturer III, Department of Electronics and Computer Technology; M.S., Indiana State University; three hours; salary \$3,600.

Brian D. Kiser; Lecturer II, Department of Music; M.M., University of Illinois; twelve hours; salary \$9,600.

Kimberly Klink; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; two hours; salary \$3,885.

Kent Koerner; Lecturer II, Department of Life Sciences; M.A., Sangamon State University; nine hours; salary \$7,200.

Rebecca Kuehn; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; two hours; salary \$3,885.

Nancy R. Latta; Lecturer III, Department of History; Ph.D., Purdue University; six hours; salary \$5,550.

Jami Lehman; Lecturer II, Department of Recreation and Sport Management; M.S., Indiana State University; three hours; salary \$2,400.

Bronson W. Long; Lecturer II, Department of History; M.A., The University of Georgia; three hours; salary \$2,400.

William X. Malloy; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Butler University; three hours; salary \$5,000.

David B. Mannell; Lecturer III, Department of Music; M.S., Indiana University; twelve hours; salary \$11,100.

Marthann B. Markle; Assistant Professor Emerita, Department of Physical Education; M.S., Indiana State University; one hour; salary \$675.

Douglas Martin; Lecturer III, Department of English; Ph.D., Oklahoma State University; nine hours; salary \$8,325.

Katherine Mays; Lecturer I, Department of Family and Consumer Sciences; B.S., Indiana State University (special credentials on file); six hours; salary \$4,050.

David H. McCarter; Lecturer III, Department of History; M.A., Northeast Missouri State University; six hours; salary \$5,550.

Rachel McClelland; Lecturer II, Department of Communication; B.S., Indiana State University (special credentials on file); five hours; salary \$4,000.

Brent McPike; Lecturer II, Department of Music; M.M., Indiana University; twelve hours; salary \$9,600.

Floyd McWilliams; Lecturer III, Department of Mathematics and Computer Science; Ph.D., Indiana State University; twelve hours; salary \$11,100.

Lisa Miller; Lecturer II, Department of Music; M.M., Indiana State University; three hours; salary \$2,400.

Dorothy Mimms; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; 6.60 hours; salary \$7,854.

Thomas A. Minckley; Lecturer III, Department of Geography, Geology, and Anthropology; Ph.D., University of Oregon; six hours; salary \$8,000.

Linda Minty; Lecturer II, Department of English; M.A., Indiana State University; six hours; salary \$4,800.

Michele K. Morahn; Lecturer II, Department of History; M.A., Indiana State University; fifteen hours; salary \$12,000.

Sharon Morgan; Lecturer III, Analytical Department; M.B.A., California State Polytechnic University; three hours; salary \$3,000.

Michael Morris; Lecturer II, Department of Sociology; M.S., Indiana State University; nine hours; salary \$7,200.

Dennis P. Morrison; Lecturer III, Department of Aerospace Technology; Ph.D., Ball State University; two hours; salary \$2,500.

Mary Beth Mullen; Lecturer III, Department of Educational and School Psychology; M.P.T., Saint Mary-of-the-Woods College; three hours; salary \$2,800.

Robert Murphy; Lecturer III, Department of Electronics and Computer Technology; M.S., Purdue University; three hours; salary \$3,600.

Margaret E. Myers; Lecturer III, Organizational Department; M.B.A., Indiana State University; one hour; salary \$1,000.

William Nardini; Professor Emeritus, Department of Criminology; Ph.D., State University of Iowa; six hours; salary \$5,550.

Michael Neary; Lecturer II, Department of Art; M.F.A., Indiana University; three hours; salary \$2,400.

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

Judith Pate; Lecturer II, Department of Economics; M.A., University of Delaware; six hours; salary \$4,800.

Kenneth Pell; Lecturer II, Department of English; M.A., Indiana State University; twelve hours; salary \$9,600.

Tanya R. Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; two hours; salary \$3,885.

Daniel Powers; Lecturer II, Department of Music; B.M., Indiana University; four hours; salary \$3,200.

Kelly Renteria; Lecturer II, Department of Political Science; M.P.A., Indiana State University; twelve hours; salary \$9,600.

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

Lee Ann Riesenbeck; Lecturer II, Department of Criminology; Indiana State University; three hours; salary \$2,400.

Virginia Riesenbeck; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; four hours; salary \$7,770.

Dottie Rigsby; Lecturer II, Department of Sociology; M.S., Indiana State University; twelve hours; salary \$9,600.

Marvin Brent Roark; Lecturer III, Department of English; M.S., Indiana State University; six hours; salary \$5,550.

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

Chad Roseland; Lecturer II, Department of Music; M.M., University of Arizona; twelve hours; salary \$9,600.

Rick Sabolick; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,800.

Kerri Salamanca; Lecturer III, Department of Psychology; Ph.D., University of Illinois at Chicago; one hour; salary \$925.

Lori Scott; Lecturer III, Department of Elementary, Early and Special Education; B.A., Wheaton College (special credentials on file); six hours; salary \$6,000.

Michael A. Scott; Lecturer III, Department of Industrial and Mechanical Technology; M.S., Indiana State University; three hours; salary \$3,000.

Richard C. Setliff; Lecturer II, Department of Economics and Lecturer III, Analytical Department; M.B.A., Indiana State University; nine hours; salary \$8,400.

Jaysinha S. Shinde; Lecturer III, Organizational Department; M.B.A., Indiana State University; six hours; salary \$5,550.

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

Glenna Simons; Lecturer III, Departments of Sociology and Political Science; J.D., Loyola School of Law; twelve hours; salary \$11,100.

Kimberly Simpson; Lecturer III, Baccalaureate and Higher Degree Nursing Department; four hours; M.S.N., Indiana University; salary \$7,770.

Neil Singleton; Lecturer II, Department of Communication; M.A., Indiana State University; six hours; salary \$4,800.

Lynette Smith; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; three hours; salary \$5,000.

Christina Sneddon; Lecturer I, Department of Physical Education; Special credentials on file; two hours; salary \$1,350.

Sharilyn Spicknall; Lecturer II, Department of Music; M.S., Indiana State University; 1.3 hours; salary \$1,040.

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

Maria Staley; Lecturer I, Department of Criminology; B.A., Eastern Illinois University (special credentials on file); three hours; salary \$2,025.

Dorothy Stanfill; Lecturer II, Department of Criminology; M.A., Indiana State University; three hours; salary \$2,400.

Scotty Stepp; Lecturer II, Department of Music; Ph.D., University of Illinois; twelve hours; salary \$9,600.

John Strange; Lecturer II, Department of Criminology; M.S., Indiana State University; six hours; salary \$4,800.

Sherri Streight; Lecturer III, Department of Elementary, Early, and Special Education; M.Ed., East Central University; six hours; salary \$6,000.

Kimberly Sullivan; Lecturer II, Department of Music; B.M., Northwestern University (special credentials on file); 6.6 hours; salary \$5,280.

Constance Thomas; Lecturer III, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana State University (special credentials on file); four hours; salary \$7,770.

Jennifer A. Todd; Lecturer II, Department of Social Work; M.S.W., University of Cincinnati; six hours; salary \$4,800.

Nathaniel Truedell; Lecturer III, Department of African and African American Studies; M.A., Butler University; one hour; salary \$1,050.

Carol Turner; Lecturer III, Department of Family and Consumer Sciences; three hours; salary \$2,775.

Gary Turner; Lecturer II, Department of Music; M.A., Indiana State University; six hours; salary \$4,800.

Libby Maria Vanatta; Lecturer II, Department of Music; M.M., University of Illinois; five hours; salary \$4,000.

Linda Vickers; Lecturer III, Department of Elementary, Early, and Special Education; M.S., Indiana State University; seven hours; salary \$7,000.

Raymond Vrydaghs; Lecturer II, Department of Sociology; M.S., Indiana Wesleyan; six hours; salary \$4,800.

Carole Waltman; Lecturer III, Department of Elementary, Early, and Special Education; B.S., West Chester University (special credentials on file); seven hours; salary \$7,000.

Kevin Ward; Lecturer II, Department of Communication; M.A., Indiana State University; three hours; salary \$2,400.

Beth Waywood; Lecturer III, Department of Communication Disorders; Doctor of Audiology, A.T. Still University of Health Sciences; three hours; salary \$4,500.

Rebecca Williams; Lecturer II, Department of English; M.A.T., DePauw University; nine hours; salary \$7,200.

Donna Lynn Wilson; Lecturer III, Department of Counseling; M. Ed., Indiana State University; 1.5 hours; salary \$1,500.

J.D. Wireman; Lecturer II, Department of English; M.A., University of Wyoming; six hours; salary \$4,800.

Mark Wright; Lecturer II, Department of English; M.S., Indiana State University; three hours; salary \$2,400.

Melanie Zeck; Lecturer II, University Honors Program; M.M., Northwestern University; three hours; salary \$2,400.

2. Changes of Status and/or Rate

Charles Amlaner; from Chairperson and Professor, Department of Life Sciences, to Chairperson and Professor, Department of Ecology and Organismal Biology; effective January 10, 2005.

Robin D. Burden; Assistant Professor, Department of Elementary, Early, and Special Education; \$1,200 added to 2004-05 academic year base salary for the completion of the doctorate; Ph.D. University of South Carolina; salary \$42,000 per academic year; prorated from the effective date of February 1, 2005.

Keith Byerman; from Professor, Department of English, to Interim Director of the University Honors Program and Professor, Department of English; stipend of \$2,500 for this added responsibility; effective for the spring semester of the 2004-05 academic year.

Amy Craddock; continuation as Administrative Fellow, School of Graduate Studies and Associate Professor, Department of Criminology; effective for the spring semester of the 2004-05 academic year.

Swapan Ghosh; from Professor, Department of Life Sciences, to Interim Chairperson and Professor, Department of Life Sciences; stipend of \$3,000 for this added responsibility; effective for the spring semester of the 2004-05 academic year.

Denise D. Gravitt; Assistant Professor, Department of Manufacturing and Construction Technology; \$1,200 added to 2004-05 academic year base salary for the completion of the doctorate; Ph.D. Indiana State University; salary \$54,580 per academic year, prorated from the effective date of February 1, 2005.

Robert Jajcay; from Associate Professor, Department of Mathematics and Computer Science, to Interim Chairperson and Associate Professor, Department of Mathematics and Computer Science; stipend of \$2,000 for this added responsibility; effective for the spring semester of the 2004-05 academic year.

Jeffrey L. Schrink; from Chairperson and Professor, Department of Criminology, to Professor, Department of Criminology; effective August 17, 2005.

3. Leave of Absence without Pay

Paul A. Bro; Department of Music; leave of absence without pay for the spring semester of the 2004-05 academic year.

4. Resignations

Sharon V. Andrews; Department of Elementary, Early, and Special Education; effective May 7, 2005.

Barbara E. Zajac; Department of Sociology; effective May 7, 2005.

5. Retirements

John Lunceford; Associate Librarian, Library Services; retirement leave from March 7, 2005, through September 6, 2005; retirement effective September 6, 2005.

Thomas G. Tobey; Associate Professor, Department of Elementary, Early, and Special Education; retirement leave during the spring semester of the 2005-06 academic year; retirement effective May 6, 2006.

B. ADMINISTRATION1. Appointments

Mark Frederick; Assistant Director, Career Center; Ph.D, Indiana State University; salary \$31,000 per fiscal year, prorated from effective date of January 3, 2005.

Jill Shutt Rupert; Assistant Director, Alumni Affairs; B.S., Indiana State University; salary \$31,242 per fiscal year, prorated from the effective date of January 3, 2005.

Temporary Appointments

Deepti Gupta; Assistant Business Advisor, Small Business Development Center (part-time); M.S., University of Mumbai, Bombay, India; salary \$14,400 per fiscal year, prorated for the period of January 10, 2005, through June 30, 2005.

Roberta J. Feuquay; Coordinator, 21st Century Scholars Program, Student Academic Services Center; M.A., Indiana State University; salary \$41,850 per fiscal year, prorated for the period of January 10, 2005, through August 31, 2005.

Debbie Huckabee; Tutor Coordinator/Counselor, Student Academic Services Center; M.S., Indiana State University; salary \$30,000 per fiscal year, prorated for the period of January 3, 2005, through August 31, 2005.

Linnea L. Rademaker; Director of Evaluation-Project PRE, College of Education; Ph.D., University of Illinois; salary \$56,000 per fiscal year, prorated for the period of January 18, 2005, through September 30, 2005.

Adam Stowe; Community Learning Center Coordinator, South Central Indiana Education Alliance; B.S., University of Southern Indiana; salary \$30,000 per fiscal year, prorated for the period of January 24, 2005, through June 30, 2005.

2. Changes of Status and/or Rate

Tony Lee Campbell; from Photojournalist, to Manager, Photographic Services, Office of Communications and Marketing; salary \$38,234, per fiscal year, prorated from the effective date of January 1, 2005.

Brian M. Coldren; from a temporary position as Interim Associate Director, Education Student Services, to a regular position as Associate Director; salary \$40,000, per fiscal year, prorated from the effective date of January 1, 2005.

Dianna Cooper-Bolinsky; Internship Coordinator, Career Center; change in salary to \$38,561 per fiscal year, effective July 1, 2004.

John R. Lowe; from Academic Coordinator, Upward Bound Program, to Assistant Director/Project Coordinator, Upward Bound Program; salary \$32,000 per fiscal year, prorated for the period of January 3, 2005, through August 31, 2005.

Paula Meyer, from a support staff position as Coordinator of Public Affairs to a monthly position as Coordinator of Media Relations; pay grade 25; salary \$28,377 per fiscal year, prorated from the effective date of January 1, 2005.

Bonnie Saucier; from Dean, College of Nursing, and Professor, Baccalaureate and Higher Degree Nursing Department, to Professor, Baccalaureate and Higher Degree Nursing Department; salary \$110,942 per fiscal year, effective July 1, 2005; professional leave from July 1, 2005, through December 31, 2005; to assume full-time assignment as Professor, Baccalaureate and Higher Degree Nursing Department; salary \$90,000 per academic year, prorated from the effective date of January 5, 2006.

Dave Taylor, from Assistant Director of Public Affairs to Director of Media Relations, Office of Communications and Marketing; pay grade 28; salary \$41,848 per fiscal year, prorated from the effective date of January 1, 2005.

Derek Thatcher; from Assistant Director of Student Life Programs to Assistant Director of Career Center; salary \$31,803 per fiscal year; effective January 10, 2005.

3. Resignations

Janetta M. Benton; Student Financial Aid; effective February 18, 2005.

Elizabeth Anne Schrader; Gift Management; effective January 13, 2005.

4. Terminations

Ginger L. Moseman; Student Financial Aid; effective February 4, 2005.

Mary Jo Sampson; Corrections Education, Office of Enrollment Services; effective January 10, 2005.

C. INTERCOLLEGIATE ATHLETICS1. Appointments

Jackie Cooper; Assistant Football Coach; M.S., University of Cincinnati; salary \$32,000 per employment period of January 1, 2005 through December 31, 2005.

Aubrey Kelly; Assistant Football Coach; M.A.I.S., Texas State University; salary \$50,000 per employment period of January 1, 2005 through December 31, 2005, prorated from the effective date of January 19, 2005.

Robert Keys; Assistant Football Coach; M.S., West Virginia University, salary \$36,000 per employment period of January 1, 2005 through December 31, 2005.

William Todd Middleton; Assistant Football Coach; B.A., Wake Forest University; salary \$35,000 per employment period of January 1, 2005 through December 31, 2005, prorated from the effective date of January 19, 2005.

Charles Molnar; Associate Football Coach; B.A.; salary \$51,000 per employment period of January 1, 2005 through December 31, 2005, prorated from the effective date of February 1, 2005.

Louis West; Head Football Coach; B.A., University of Cincinnati; five-year contract for period January 1, 2005 through December 31, 2009; salary \$93,000 for employment period January 1, 2005 through December 31, 2005.

2. Reappointment

David Hutchison; Assistant Football Coach; salary \$33,000 per employment period January 1, 2005 through December 31, 2005.

3. Non-Reappointments

Steven Brickey; Football; effective February 28, 2005.

Matthew Egloff; Football; effective January 31, 2005.

Bret Ingalls; Football; effective January 31, 2005.

Shannon Jackson; Football; effective January 31, 2005.

4. Resignation

Nathaniel Seaward; Football; effective December 31, 2004.

D. RESIDENTIAL LIFE

1. Appointment

(Compensation includes maintenance in the form of a furnished apartment and board for the period of August 1, 2004 through May 7, 2005.)

Johnwanna Douglas; Assistant Hall Director; salary \$8,200 per employment period, prorated from the effective date of February 7, 2005.

2. Change of Status and/or Rate

Craig Enyeart; from Assistant Hall Director, Residential Life to Area Director; salary \$24,491 per employment period of August 1, 2004 through May 10, 2005, prorated from the effective date of January 5, 2005.

E. SUPPORT STAFF PERSONNEL REPORT

The Support Staff Personnel Report for the period ending February 14, 2005, is presented in Exhibit A.

**INDIANA STATE UNIVERSITY
 MONTHLY REPORT OF SUPPORT STAFF EMPLOYEES
 FOR THE PERIOD ENDING FEBRUARY 14, 2005**

A. APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>POSITION</u>	<u>RATE</u>	<u>EFFECTIVE DATE</u>
Blackburn, Kaye	Communications & Marketing	Off Asst III	\$20,163	01-03-05
Cummings, Heather	Public Safety	Public Safety Officer	\$24,107	02-07-05
Damron, Jennifer	Controllers	Acct Clerk II	\$18,720	01-03-05
Dierdorf, Michael	Public Safety	Public Safety Officer	\$24,107	02-21-05
Folger, Corrie Ann	Networks	Admin Research Assoc	\$28,509	01-03-05
Harden, Amy Jo	Lang, Lit and Ling	Admin Asst I	\$20,182	01-03-05
Hawkins, James	Public Safety	Public Safety Officer	\$24,107	02-07-05
*Inich, Heather	Upward Bound	Ofc Asst III	\$13,198	01-03-05
Jenkins, Julie	Physical Education	Off Asst III	\$18,330	02-07-05
Kerr, Martin	Recreational Sports	Athletic Equip. Attend. II	\$17,823	01-31-05
Lake, Maria	Library	Library Assoc II	\$20,962	02-14-05
Larimer, Lynn	Office of Information Technology	Off Asst III	\$17,550	02-07-05
Lewis, Crystal	Controllers	Acct Clerk III	\$18,720	01-03-05
Nicholson, Tamiko	Communications	Off Asst III	\$18,330	02-14-05
Nicoson, Kristy	THCME	Admin Asst I	\$20,183	01-03-05
Norton, Tamara	School of Graduate Studies	Student Svcs Asst	\$18,270	01-24-05
Mott, Le Ann	Blumberg Center	Off Asst III	\$18,330	01-03-05
Pierce, Venus	College of Business	Off Asst II	\$17,062	02-07-05
Shinde, Diana	Library	Library Assoc II	\$20,963	01-03-05
Sinclair, Philip	Facilities Management	Utility Wrkr I	\$17,043	01-03-05

*Part Time Position

B. RESIGNATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Adams, Marvin	Facilities Management	01-25-05
Adamson, Ryan	Public Safety	01-17-05
Hale, Samantha Jo	Physical Education	01-04-05

B. RESIGNATIONS CONTINUED

Campbell, Craig	Public Safety	01-08-05
Guess, Patricia	Admissions	02-09-05
Peterson, Charlene	School of Graduate Studies	11-05-04
Rhuebottom, Penny	Facilities Management	01-07-05
Shepperd, Matthew	Hulman Center	01-28-05
Sipes, Paul	Office of Information Technology	12-17-04

C. TERMINATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Hensley, David	Facilities Management	11-30-04
Mauldin, Jack	Anthropology	01-15-05
Pearman, Susan	Anthropology	01-27-05
Reece, Carolyn	School of Graduate Studies	01-10-05
Wehr, Paul	Hulman Center	02-01-05

D. RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YRS OF SERVICE</u>	<u>EFFECTIVE DATE</u>
Kritz, Anita	Languages, Literatures, Linguistics	26	01-03-05

E. CHANGE IN STATUS OR RATE

1. Promotion

<u>NAME</u>	<u>DEPARTMENT/POSITION FROM</u>	<u>DEPARTMENT/POSITION TO</u>	<u>EFFECTIVE DATE</u>
Brown, Candace	Teaching and Learning Academic Svcs Asst \$23,631	Office of Information Technology Admin Asst I \$25,584	02-14-05
-Cooper, Scott	Grounds Grounds Keeper \$16,653	Grounds Grounds Keeper \$17,043	01-11-05
**Creighton, Kara	Early Child. Ed. Cntr Early Child. Specialist \$24,746	Early Child. Ed. Cntr Early Child. Specialist \$18,058	01-31-05

E. CHANGE IN STATUS OR RATE CONTINUED

Edwards, Robert	Recreational Sports Athletic Equip Attend II \$17,823	21 Century Scholarship Student Svcs Asst \$19,597	01-10-05
Edwards, Sandra	Life Sciences Off Asst III \$19,188	Counseling Student Svcs Asst \$21,645	01-03-05
McNeely, Susan	Sandison Housing Cust Wrkr II \$17,832	Central Housing Sr. Cust. Svc. Coord. \$26,033	01-10-05
Newhart, Kathy	Registrar's Office Off Asst III \$18,759	Registrar's Office Admin Asst I \$20,631	01-15-05
Smith, Jacquelyn	Public Safety Public Safety Officer \$30,035	Public Safety Public Safety Corporal \$33,030	01-22-05
Vaughan, Deborah	Enrollment Management Academic Services Specialist \$24,745	Central Housing Computer Specialist II \$27,748	01-31-05

-Skill-based increase

**Change in FTE

SECTION IV

FEBRUARY 25, 2005

INFORMATION/DISCUSSION ITEMS

A. Agreements – Information Only (Dr. Maynard)

1. Terre Haute Air Center, Terre Haute, Indiana

The purpose of this agreement is to provide flight training for students enrolled in the Department of Aerospace Technology.

2. Department of Veterans Affairs, Danville, Illinois

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

3. National Career Development Association, Tulsa, OK

The purpose of this agreement is to offer an undergraduate program leading to the bachelor of arts or bachelor of science degree with a major in criminology and a graduate program leading to the master of arts or master of science degree with a major in criminology.

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

Mr. Shagley adjourned the meeting at 10:30 a.m.