

MINUTES
Friday, December 16, 2011, 3:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

I. Call to order

II. Remarks:

- a. President of the ISU Board of Trustees (Mr. Alley)
- b. Faculty Senate Chairperson (Dr. Lamb)
- c. Staff Council Chairperson (Ms. Hall)
- d. Student Government Association President (Mr. Utterback)
- e. President of the University (Dr. Bradley)

III. Approval of the Minutes of the Last Meeting and Executive Session Certification

(Mr. Alley)(Page 7)

IV. New Business

- a. Action Items
 - i. Candidates for Degrees (Dr. Maynard)(Pages 7-15)
 - ii. Handbook Clarifications Concerning Faculty Terminology (Ms. Sacopulos)(Pages 16-18)
 - iii. Voluntary Vision Insurance for 2012 (Ms. McKee)(Page 18)
 - iv. University Health Benefits Plan for 2012 (Ms. McKee)(Pages 18-20)
 - v. Moving/Relocation Expense Policy (Ms. McKee)(Pages 20-23)
 - vi. Modification of Hospitality Policy, Handbook Section 641.9.1 (Ms. McKee)(Pages 23-26)
 - vii. Construction of In-Fill Student Housing (Ms. McKee)(Pages 26-27)
 - viii. VEBA Trust Contributions (Ms. McKee)(Page 27)
 - ix. Parking System Revenue Bond Resolution (Ms. McKee)(Pages 27-31)
 - x. Course Fee (Dr. Maynard)(Pages 31-32)
 - xi. MOU – ISU Foundation (Ms. McKee)(Pages 32-41)
 - xii. Items for the Information of the Trustees (Page 42)
 - xiii. Modification of Deans List Threshold (Ms. Sacopulos)(Page 43)
 - xiv. Modification of Discretionary Threshold for Academic Dismissal (Ms. Sacopulos)(Page 43)
 - xv. Staff Salary Schedule (Ms. McKee)(Page 44)
- b. Items for the Information of the Trustees
 - i. Financial and Purchasing Reports
 1. University Investments (Pages 45-54)
 2. Purchasing Report (Page 54)
 3. Vendor Report (Page 55)
 - ii. Personnel Items
 1. Faculty (Pages 56-57)
 2. Non-exempt and Exempt Staff (Pages 58-61)
 - iii. Grants and Contracts (Pages 62-64)
 - iv. Internship Relationships (Pages 64-65)
- c. Memorial Resolutions (Board President) (Pages 65)

V. Old Business

VI. Adjournment

Call To Order

The Indiana State University Board of Trustees met in regular session at 3:30 p.m. on Friday, December 16, 2011 in the State Room, Tirey Hall.

Trustees Present: Mr. Alley, Mr. Baesler, Ms. Bell, Mr. Campbell, Mr. Lowery, Mr. Minas, Mr. Pease, Mr. Pillow and Ms. Tucker.

President Bradley, Vice Presidents Beacon, Maynard, McKee and Tillery and Ms. Sacopulos, General Counsel and Secretary of the University were present. Also attending were Dr. Steve Lamb, Chairperson of the University Faculty Senate, Ms. Kelly Hall, Chairperson of the Staff Council and Mr. Nick Utterback, President of the Student Government Association.

There being a quorum present, Mr. Alley called the meeting to order at 3:35 p.m.

Remarks

Report of the President of the Board of Trustees (Mr. Alley) (Mr. Alley made the following comments)

Welcome to our December Board of Trustees meeting. We wish you all happy holidays.

We look forward to commencement tomorrow and to dinner this evening with our Alumni Commencement Speaker, Dean Hirsch. He is the former President of World Vision International. We are very pleased to have him here to celebrate commencement with us. Mr. Hirsch received his master's degree from ISU.

We are continuing to listen to the Commission for Higher Education. They came out with their performance measures for funding and we are looking to get further clarification on those to be sure we are consistent with theirs.

I was pleased to participate in the Strategic Planning Review in November. It was very informational for me and for the Trustees participating. We are very pleased with the progress made on the campus and really appreciate the commitment.

Trustees had an opportunity to hear several seminars earlier this afternoon. We heard discussion on Unbounded Possibilities and the projects being developed as a result of that. We are excited about all of those.

The Board of Trustees and members of the community attended the Indiana Society of Chicago on December 3. It was a great opportunity to celebrate and congratulate ISU and the Terre Haute community. I appreciate all those involved.

Trustee Bob Baesler recently received the North Star Award from the Boy Scouts in recognition of his distinguished service to youth. This is a new award for Boy Scouts and Bob is the first person in Crossroads of America Council to receive the award.

ISU athletics has received recognition on many fronts. We can be proud of our coaches and athletes. All of the athletic programs are doing great work. Congratulations to our athletes and the recognition they are bringing to the University.

In President Bradley's recent update letter he recognized many people in the University community for their accomplishments.

I am proud to be a Sycamore.

Report of the Chairperson of the Faculty Senate (Dr. Lamb) (Dr. Lamb submitted the following report)

Since the last Board meeting, the Faculty Senate has had two additional meetings. The retention rate has been the primary concern.

As I am sure the Board is aware, the institution changed its grading system a couple years ago. Under our old system, we had the grades A, B+, B, C+, C, D+, D and F. The pluses were quite unusual in that they counted a full half letter grade. That is; an A was worth 4 points, a B+ was worth 3.5 and B was worth 3. Now, under the new system a plus is only worth .3 more than the host grade. And under the new system we introduced the existence of the minus grades all the way from A- to D-. Minuses are .3 less than the host grade. Since many faculty reduced the range of the host grade, and gave minus rather than the host grade, and since pluses were worth less than they were before; grade deflation occurred. It has been estimated that the average reduction in grades that occurred as a sole by-product of the new grading system was 0.15 points. The Faculty Senate begrudgingly accepted this argument. As a consequence, the Faculty Senate changed the 1.0 rule which dismissed Freshmen who had achieved less than a 1.0 in their first semester to a rule which dismissed students who had achieved less than an 0.85. We also encouraged Deans to exercise their discretionary powers, and make exceptions to that rule to those below 0.85, that they judged had a reasonable chance of redeeming themselves without having to take some time off from the University.

We also are wrestling with possible changes to our grading system itself. We did reduce the GPA necessary to achieve the Dean's list down from a 3.75 to a 3.5 which is consistent with nearly all institutions in Indiana.

The faculty, however, are very concerned about the recent behaviors of too many of our new students. Their poor class attendance and their study habits are troubling. Great efforts are being made by both the administration under Jennifer Schriver's leadership as well as by the faculty to understand and alter this behavior. Linda Maule, who is the director of Foundation Studies held a faculty forum where this issue was discussed and suggestions were offered. Apparently the attendance was wonderful, (about 80 faculty). Both Jennifer Schriver and Linda Maule will be making reports to the Faculty Senate at its next meeting. We have also been pleased with the range of suggestions and the effort that the President is putting forth concerning this issue ranging from the possibility of a Freshman College to requiring card (ID) swiping in class rooms and/or developing contracts with AOP students. I am confident that our retention issue will continue to be examined and alternatives tried until we determine that which works. This set of students has been most challenging. I am also pleased that the President is most interested in attempting to reverse the downward trend in the Average Freshmen SAT score. This score has slipped 40 points from its high. With the increase in our number of applications, hopefully, we can begin to be more selective and identify markets that have improved success ratios.

On other matters, the Graduate Council developed an Academic Renewal Policy. This policy provides Academic Renewal as an option to returning student applicants who have been out of school for a significant period of time and whose previous academic performance may not be indicative of the academic work of which they are now capable.

Graduate Council also developed policies for acceptance of prior learning. Graduate programs may provide students with an opportunity to receive a limited amount of graduate credit as a result of an appropriate assessment of prior

learning which would ordinarily include the submission of evidence such as a professional portfolio or a comprehensive examination.

We passed a motion approving the revised University's EEO and Non-Discrimination Policy Statement. The phrase 'including gender identity or expression' was inserted into the following statement:

“Indiana State University does not discriminate on the basis of sex, race, age, national origin, sexual orientation, including gender identity or expression, religion, disability, or veteran status. In line with its commitment to equal opportunity, the University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications meeting established criteria.”

Of course, this change is contingent upon Board approval.

We also had to pass a number of alterations in the handbook that stemmed from the handbook change in the definition of Regular Faculty. That term used to mean tenured and tenure track faculty. The new Board approved definition makes the term more inclusive. As you may recall it now includes contract Faculty who have two or more year contracts. We did not examine the handbook carefully enough to determine the impact that this change in definition brought about. Given the change, the handbook left open the possibility of giving tenure to contract faculty as well as sabbaticals. This was never intended. Therefore changes are before you in handbook language, which will successfully address the situation.

In our domain of primary authority we approved a new concentration in Health Psychology which will be available in the major of Health Sciences. This concentration is a collaboration between the departments of Applied Health Sciences and Psychology. We also approved a minor in Massage Therapy in the Department of Applied Medicine and Rehabilitation. And again, this is dependent upon Board approval.

REPORT OF THE STAFF COUNCIL PRESIDENT (Ms. Hall) **(Ms. Hall submitted the following report)**

The Staff Council has had a change in officers in the last month. I am happy to announce that Christie Jacob is now the Vice-Chair and Jayme Payne is our new Secretary. Both of them are great additions to the Executive Committee.

I would like to take the time today to recognize the Staff Choir members and their Choir Director Karen Buchholz. The choir this year has done an amazing job and if you have not heard them sing yet, I encourage you to do so.

The Staff Council at our December meeting collected toys for the children at Ryves Hall and I am happy to report that we collected over \$350.00 worth of toys and gift cards. Also, the Council helped out a family in need because of a fire at their home by donating toys and a gift card. I am really proud of the donations that each representative gave at this time of year and I commend them for their efforts.

For the New Year, the Staff Council is working on changes to our By-Laws. The By-Law Committee has met and made suggested changes, the Council has voted once to approve those changes and we will vote again in January and have them ready for Board approval at the February meeting. The changes will be in the Election process and Grievance process.

I would like to wish everyone Happy Holidays and have a great break.

REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT (Mr. Utterback) **(Mr. Utterback submitted the following report)**

While the last bit of students are finishing their finals as we speak, it marks the end of a great fall semester. The final event to take place will be Winter Commencement tomorrow in Hulman Center, and I would like to congratulate all of those students who will be ending their academic careers here at Indiana State University. I hope all of you plan on being in attendance for this memorable event. I would also like to commend you for your efforts this semester in helping make ISU a remarkable place to attend school. Please continue these efforts as Indiana State persists to grow and become an even better place for students to pursue their academic dreams.

SGA has been very busy since we have last convened. One of the biggest accomplishments would be passing through the Faculty Senate a change in the Dean's List requirement. To better align with fellow Indiana institutions and also sister schools within the Missouri Valley Conference, SGA and the Student Affairs Committee worked diligently to propose a change to the current Dean's List requirement. With the passing of this proposal, students can now be rewarded for their efforts and be honored with Dean's List recognition by earning a 3.5 cumulative GPA for the semester. I would like to take this time to thank all of those individuals who worked hard to accomplish this and the Faculty Senate for passing it quickly. Continuing on the academic side of things, SGA has been hearing and addressing student concerns about study week violations. It is our duty and obligation to students to voice their concern and also ensure their student rights are not being violated. This process has been proceeding adequately, and we believe all student concerns that have been voiced have been addressed appropriately.

Blue Crew has been moving along nicely as we are entering into basketball season. It is our job to provide a winning atmosphere for our sports teams, and with the way they are playing it shouldn't be difficult. If you ever feel the need to get a more in depth experience with school spirit, please join us in the student section where you will be warmly welcomed.

Lastly we have just finished providing funding to student organizations for the spring semester. With the help of the President we have provided \$22,496 of the budgeted \$22,500 to 68 various and diverse organizations. We couldn't be more pleased with how this process went and, we hope all of the organizations who received funding will be able to carry out their functions as planned. This is something we take pride in and will continue to do as long as the proper funding is provided. After all we are here to serve our fellow student peers. Thank you for all your hard work you put into this university and have a very happy holiday.

REPORT OF THE UNIVERSITY PRESIDENT (Dr. Bradley) (Dr. Bradley submitted the following report)

Winter Commencement weekend is here, and I am looking forward to celebrating our students' achievements at tomorrow's ceremony.

This class of graduates will have the opportunity to hear from an ISU alumnus who is an international humanitarian. Dean Hirsch, former president of World Vision International, will provide the alumni address. Dean oversaw a period of significant growth in his organization's ability to respond to large-scale disasters. Globally, World Vision benefits more than 3.6 million children and their families.

The student speaker, Judy Branham, is earning her bachelor's degree at the age of 53. A Parke County resident, Judy was a Hoosier Scholar when she graduated from high school in 1976. Life circumstances prevented her from taking advantage of a full-ride scholarship she had received. She entered ISU in 2009 after having completed an associate's degree at IVY Tech Community College. She is currently writing a book about the research she conducted while at ISU and hopes to build a career as a freelance writer of human interest stories.

Shelley Mitchell, from Batesville, is the recipient of the President's Medal for Leadership, Scholarship and Service. She will graduate tomorrow with degrees in music education and vocal performance.

Three students, Alissa Miller, Rachel Posey and Shawn Sills, have earned the Hines Medal for their academic achievements.

Another student who has recently earned recognition as Miss Indiana State University 2012, Ayanna Sykes is here with us today. Congratulations Ayanna.

The Indiana Commission for Higher Education has released its revised metrics for performance- based funding for the 2013-2015 biennium. We are currently doing an analysis of these metrics to understand what it means to Indiana State and to identify areas where we can improve.

On the enrollment front, admits for 2012 are running ahead of this time last year, currently 614 admits ahead. This puts us in an excellent position to work on improving the yield of admitted students to enrolled students. The enrollment management area has several new initiatives planned to stay better connected with prospects during the critical decision-making time. One strategy is to begin sending financial aid and scholarship packages to students on March 15, which is two weeks earlier than last year. The Admissions Office will need assistance from everyone on campus to improve our yield. Increasing our personal contacts with students can make a difference in a student's decision.

I would like to provide an update on our efforts to address affordability. The Task Force on Affordability and its four subcommittees has been meeting regularly since October.

The subcommittees are:

1. Books and Supplies chaired by Professor Robert Guell
2. Facilities, Services and Administrative Structure chaired by Vice President Diann McKee
3. Housing and Dining chaired by Vice President John Beacon
4. Instruction chaired by Dean John Murray

Provost Jack Maynard is chairing the Steering Committee which includes the subcommittee chairs along with Vice President Carmen Tillery, Faculty Senate Chair Steve Lamb, Staff Council Chair Kelly Hall, and Student Government President Nick Utterback.

I have asked the task force and its subcommittees to consider any possible means of controlling costs while maintaining quality. Most of our efforts will need to be long-term and systemic in nature. Consistent, incremental changes will make a difference over time, and the compounding effect can be dramatic.

The reports and recommendations from the subcommittees are due to the Task Force Steering Committee by mid-January. I am planning to have a seminar to share the results of this work at the Board's February meeting. This will not be an easy challenge, but I am confident that the task force will uncover some options that will have a meaningful impact.

I would like to wish everyone a wonderful holiday season.

Item (III): Approval of the Minutes of the Last Meeting and Executive Session Certification

The Indiana State University Board of Trustees met in Executive Session at 1:00 p.m. on Friday, October 14, 2011 in the State Room, Tirey Hall. Trustees present: Mr. Alley, Mr. Baesler, Ms. Bell, Mr. Campbell, Mr. Lowery, Mr. Minas, Mr. Pease, Mr. Pillow and Ms. Tucker.

5-14-1.5-6.1 (b) (2) (D)

5-14-1.5-6.1 (b) (2) (B)

5-14-1.5-6.1 (b) (6)

The Indiana State University Board of Trustees hereby certifies that no subject matter was discussed in the Executive Session other than the subject matter specified in the public notice.

On a motion by Mr. Pease, seconded by Mr. Pillow, the Minutes of the last meeting and Executive Session Certification were approved as presented.

Item (IV)(a)(i): Candidates for Degrees

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

On a motion by Mr. Campbell, seconded by Ms. Bell, the recommendation was approved.

Doctor of Philosophy

AL-JABRI ABDULLAH SALEM
AL-WADI, NOUF IBRAHIM ALI
DAVIS, JODY MICHAEL
GALOVIC, IV, THOMAS A.
GUYTON, COREY DEMOND
HANDY, LORI BETH
KATOWITZ, CAROL ANN
KONTAXAKIS, EVANGELOS
LOUGHMAN, ZACHARY JAMES
McCORMICK, JENNIFER GAIL
MOTYCKA, ERIC DOUGLAS
PHELPS, CHAVAZ M
POLASTRI, PATRICIA
PORTOR, PAUL LAWRENCE
RINEHART, TARA LYNN
STURM, JOHN ANDREW
WEIRICK, JANET
ZUPPO, COLRAIN, M.

Doctor of Psychology

BINDL, STEPHEN V.
DANIELS, JEFFREY *
DAVIES, SALLY WALTER *
JONES KALINDA ROSE *
RAJASEKAR, UMAMAHESHWARAN *
SCHNEIDER, RICHARD ALLEN *
SINK, TODD WARREN *
SOPTLEAN, BRENDA DAWN *
WIKINA, SUANU BLISS *
WILSON, CYRIL OLUYOMI NORWOOD *
MAILEY, CHAZ DORELLE *

Educational Specialist

BENALLA, SOUFIANE
BRINKER, KATRINA
FREEMAN, ANDREW
HARDY, PAMELA SUE
LAUTENSCHLAGER, BRUCE
McCUTCHEON, NEAL
PETTET, KENT

SAMPSON, JOHN
STARKEY, MICHELE
TOBOLSKI, MARK
YOUNKER, BE ANN
UNDERWOOD, OSCAR JAMES, Fort Wayne*

Master of Arts

ALLEN, KYLE
ALMORYE, ABDULATEEF
ARRABAI, ALI
BECKLEY, RYAN
CHENG, MINJUAN
COX, BRIAN
HOOVER, NATALEE
LORENZINI, PIETRO
McCARTHY, WILLIAM
ORTIZ, JOSE
REEVES, DIANNE
SCHATUNG, JOHN
SHALHOM, SUROR
SHOR, SHAWN

Master of Business Administration

BOSE, JONATHAN
JOHNSON, TUCKER
KAPKE, JOHN
KIM, MI JIN
LAFATA, BRIAN
LAMBERMONT, COLTEN
LUBBEHUSEN, ROBBIN
MACK, MACKENZIE
MANGIN, WILLIAM

Master of Education

HARDEN, MATTHEW
HUTCHESON, MIRANDA
KIM, JONG AE
LI, TZUHAN
McNEELY, LESLEE
WARD, ALYSSA

Master of Fine Arts

BAEK, SANG-JUN

BUNDZA, ALAN
JURADO, JUAN
NYENDICK, PETRA
SHEARER, JOHN

Master of Music

DEAN, MICHAEL

Master of Public Administration

AXSOM, DAWN
DAVIS, SHAWN
GAFARIVAM SABINA

Master of Science

AKRAWI, JEHAN
AL-REHAILI, BAKHEET
ALFREY, DANIELLE
AMAZAN, JEAN
ANDERSON, JENNIFER
BALARAMAN, KANIMOZHI
BARNES, JACKQUELINE
BEASLEY, JIMMY LEE, JR.
BEDIDA, ROHIT
BENDER, ABBY, Austin, Texas
BENZOUINE, KAAB
BERZEM, MOHAMMED
BIRD, KRISTEN
BOHNERT, DAVID
BORKOWSKI, STEPHEN
BOUYA, EL AMINE
BRIGHT, ARON
BROWN, ANNQUENETTE
BURGESS, PAMELA
BURKLEY, TERESA
BURTON, MARCIE
BYRINENI, CHANDANA
CARPIO, GISELL
CATERNOR, EUGENIA
CHANG, CHIA-FU
CHANG, CHIH-YU
CHRISTNER, CRYSTAL
COLE, SARA
COLEMAN, LaSHANDA
CONVERY, MELISSA
CRADDOCK, KENNETH

CRESPO, WILLIAM
DAMANTI, FAYE
DAMM, JASON
DePUY, TINA
DISPENNETT
DUNN, GRETA
EDGAR, ANGELA
FISHER, KELLY
FLORENCE, CANDACE
FRANKLIN, MICHELE
FURMAN, PENNY
GIKAS, NICK
GOWANS
GREGORY, LEONARD
GREGORY, TONYA
GRIFFIN, DEBBIE
GUBELMAN, SUSAN
GUPTA, RAGINI
GURRAM, SUJANA
HALL, NICOLE
HAMDAN, SARA
HANSEW, SHEILA
HYNEMAN, MELISSA KAY
HILL, CARLISIA
HOLBROOK, ASHLEY
HUCKLEBERRY, LEYANNA
HUGES, AMY
HULSEY, CHRISTINA
INMAN, JENNIFER
JAO, YU-YU
JONNALA, SUNEEL REDDY
KALSARIA, PRATIK
KEITH, JENNINE
KIDWELL, CHRISTOPHER
KIMBROUGH, SHENENA
LAND, KRISTIN
LANG, SCOTT
LEE, JESSICA
LITWILER, HEIDI
LIU, YU-CHENG

**Candidates for Degree
Associate of Arts
12/17/2011**

Afzal, Harold Owens Jr
Boswell, Charles Allen Jr
Bullock, Larry Bradford
Cantrell, James Lee
Carr, Randy Edward
Carter, Earl G

LOFTUS, KATELYN
MARRI, ASHWIN
MC CALISTER, AMY
MONTGOMERY, TRAVIS
MOYER, LISA
MUELLER, KARINA
NUTHALAPATI, RAMA CHANDRA RAO
OEHLER, NICHOLE
PADAL, NIHAR
PATIL, SHRIRANG
PENDYALA, SUBRAHMANYAM
PENMETCHA, VARMA
PERRY, BRENDA
PERSAUD, DEORAM
PESCE, CHRISTINA
PETTY, FALON
PHILLIPS, TERRI
PINO, SIERRA
ROBINSON, ALYSSA
ROYALTY, KRISTINA
RUSSELL, TABITHA
SHANNON, CHRISTOPHER
SHIH, YIN-CHU
SMITH, GRANT
SOUTH, ANNA
TAYLOR, MICHAEL
THOMPSON, NATASHA
THOTAKURA, SRI RAMA KOTESWARA
WALTERS, ALISA
WASHINGTON, STEVEN
WEIKER, PAMELA
WILKERSON, BRUCE
WILLIAMS, CONNIE
WOODASON, SETH
ZWERNER, RANDI

* Conferred in August 2011

**Candidates for Degree
Bachelor of Arts
12/17/2011**

Blystone, Sara Ann
Brewer, Benjamin Miachael
DuBois, Amy Marie
McKamey, James Ryan
McKay, Kelley Nicole
Moczygemba, Amos Edward

Carter, Faren Lee
Decker, Rick Joseph
Eaton, Willie Gene
Edmondson, Christopher Lee
Ferguson, Robert Denton
Foster, Ronald Lorenzo
Gellinger, Ryan Neil
Harrell, Raveon Verdel
Jackson, Gaylen Maurice
Johnson, Theodore Terrell
Jones, Mario Terrell
Key, Jeremy Daniel
Lewins, Marquis Deron
Lloyd, Bruce Anthony
Maiden, Shane Edward
Marshall, Victor Charles
Moyer, Shannon Dion
Pelley, Robert Jeff
Robinson, Dale Tyler
Robinson, Richard Durrand
Smith, James Lamont
Stacy, Kyle Lee
Stallworth, Tiffany Nicole
Todd, Steven Ross
Torres, Rafael Ruben
Waggoner, John David
Wilson, Thomas Scott
Zetterberg, Buzz

Candidates for Degree
Associate of Science
12/17/2011

Deck, Jordan Lee
Hazel, Richard Earl
Maes, Shawn Edward
Malavolti, Ethan James
Ramsey, Shaun Michael
Stanfield, Joseph Carroll

Candidates for Degree
Bachelor of Science
12/17/2011

Abrams, Michelle Marie
Adamson, Joseph Daniel
Al Naimi, Jabor O
Al Saleem, Salman
Al-malki, Essa Abdulla

Oliver, John Kaunisto
Stillwell, Michael Shawn
Thies, Megan M
Vitz, Ashlee Anne

Candidates for Degree
Bachelor of Fine Arts
12/17/2011

Bridgewater, Trevor Martin
Callaway, Cassandra Crystal
Hickey, Amanda Elaine
Jackson, Sarah Kathleen
Lowery, Devon James
Shull, Laura Katherine

Candidates for Degree
Bachelor of Music
12/17/2011

Mitchell, Shelley Linda

Candidates for Degree
Bachelor of Music Education
12/17/2011

David, Jason Jerome
DeJarlais, Nicholas Edward
Hanchett, Jenny Rose
Mitchell, Shelley Linda

Beeman, Audrey Nicole
Bernard, Timothy D
Berry, William Donald
Bigbee, Nigel D
Biggs, Stacy Marie Capps

AlDosari, Saad
Alanazi, Meshal M
Alanazi, Waleed K
Albuainain, Ibrahim A
Aldkeel, Abdullah
Aldosary, Sultan
Alfraid, Husain
Aljuwaiber, Deemah M
Aljuwaiber, Moath M
Allen, James Maurice Lagrone
Alsip, Jennifer Nicole
Altaha, Ali Hassan
Andal, Walter
Andrews, Ryan Patrick
Arnold, Brett William
Artz, George Keith
Awino, Ruth S
Bailey, Roger Blackwell, III
Baird, Brittany Leighan
Balgeman, Taylor
Ballinger, Jessica L
Barnhill, Ariel Janay
Barton, Miranda Ariel
Beasley, Christine Mae
Becerra, Sandra
Becker, Holly Ann

Bird, Kevin Andrew
Black, Jacqueline Anne
Boruff, Nathan Scott
Bowman, Zachary Parker
Branham, Judith Ann
Brannon, Brent Clifford
Bridges, Courtney Ellen
Britton, Alyssa Eva
Brown, Dustin Michael
Brown, Jaden Matthew
Brown, Mallory Nichole
Browning, Corrine Elizabeth Randall
Buck, Jessica Arlene
Bullard, Peter Allen
Bunch, Eric Anthony
Buss, Deborah Anne
Butler, Leslie Ann Smith
Callaway, Wade Allan
Camaing, Shannon Eileen
Camus, Samantha Joann
Carr, Kylie Jo
Carrethers, Ryan Otis
Carver, Abigail Cross
Catt, Karisa Ann
Chapman, Victoria Lynn
Chesshir, Shane Allen

**Candidates for Degree
Bachelor of Science
12/17/2011**

Chronister, Candace Warfel
Clark, Amy Sue Broadstreet
Clark, Derrick Allen
Clifford, Joshua Raibourne
Collins, Amy Christina
Colucci, Anthony Joseph
Conrad, Jessica Ann
Cook, Cedric Kerry
Cooper, Jonathan Ray
Cortez, Renae Debra Crist
Cottrell, Craig R
Cottrell, Jennifer Lynn
Cox, Abigail Elaine
Cox, Angela Michele
Crane, Kaylie Lynn
Crooks, Benjamin Wayne

Eads, Derek Wayne
Eads, Rachel Marie
Ealy, Jonisha Cherelle
Eddy, Jessica Jean
Eiser, Brittany Yvonne
Erenli, Seyma
Evans, Dustin
Evans, Scott Thomas
Fagg, Matthew Scott
Farha, Odeh Mureed
Faulkner, Brittany Ann
Filipovic, Nadan
Fitzek, Catherine Lynn
Foltz, D Paul, Jr
Foster, Samantha Jean
Freeman, Michael G

Cruse, Kaylin Lee
Cummins, William Joseph
Davis, Santino Papania
DeKeyser, Stacia Marie
DeLisle, Christopher Conrad
DiRuzza, Lew Michael
Dick, Brenna Ranae
Dickerson, Zachary Fitzgerald
Domenico, Sara Jo
Dondlinger, Jessica Ellen
Dossett, Robert Brian
Downs, Jason Oliver
Duffy, Danielle Nicole
Dunning, Ashley Diane
Dyer, Amy Lynne

Fuqua, Kyle Gregory
Gagnon, Christopher James Larry
Garrett, Tifinie Candice-Marie
Garrison, Hogan Wade
Gebert, Jeffery Raymond
Gentry, Brandy Dawn
Gibbens, Justin Wayne
Gilbert, Kristi Marie
Gilmore, Jason Michael
Glair, Joseph Paul
Goodman, Dayne Harold
Goss, Maggie
Graham, Zachary Dean
Graig, Kyla Jo

Candidates for Degree
Bachelor of Science
12/17/2011

Graves, Alicia Dawn
Graves, Sarah Jane
Gray, Chase Michael
Gray, Kathy Lynn Bell
Green, Vernard Louis, Jr
Gremore, Emily Morghan
Guevara, Rebecca Ann
Guider-McNear, Ti'Gre Shenaye
Guo, Qiao
Hackney, Jaycee Lauren
Halsmer, Nathan Paul
Hamilton, Alex
Hamilton, Brittany K
Hancock, Ashley Elizabeth
Harbit, David J
Hart, Kelly Lynn
Hartleroad, Ryan Allen
Haworth, Ashley Rose
Headley, Dustin Craig
Helms, Holly Jo Berry
Henry, John Howard
Herron, Nicole Marie
Hewitt, James Allen
Hickman, Ashley Renee
Holmes, Robbin Mae
Holt, Holly Kathleen
Honeycutt, Kari Renee
Hopkins, Tiffany Lynn
Hornaday, Stacey Rochelle
Horoho, Kelly Joann

Howard, Jason A
Howie, Kalie Anne
Hubbell, Wanda Sue Julius
Huber, Joshua Ben
Huddleston, Gary Wayne
Hurt, Cedric
Huss, Terrie Tidd
Ignatowski, Kevin
Jackman, Christopher Orlando, II
Jackson, Cynthia Lynn
Jacobs, Sena Ann
James, Alan Vincent
James, Robert Preston
Johnson, Briana Elyse
Jones, Amanda Rae
Jones, Ann Elizabeth
Jones, Steven Lee
Jonson, Stephanie Christine
Jordan, Jonathon David
Kalani, Rupal
Kang, Ho Jong
Keegan, Kelsey Lynn
Keith, Kara Lee
Kelley, Jonathan Joseph
Kennedy, Patricia Ann
Kirby, Cathy
Kirchner, Madison Leigh
Kirchoff, Jonathan Edwin
Knoblett, Danielle Elizabeth
Kovach, Kristine Marie

**Candidates for Degree
Bachelor of Science
12/17/2011**

Larrowe, Ronald M
Leavell, Nichelle Marie
Ledbetter, Martin Anthony
Lee, Amanda Marie
Lehman, Erich
Lemieux, Mallory Marie
Leverenz, Scott Alan
Lewandowski, Jacob Patrick
Lim, Tae Hoon
Linder, Harmony Raye
Lloyd, Brenton Alan
Lockett, Warren Londero
Lodl, James Phillip
Lofton, Jamie Susan Mays
Louden, Connie Jo
Lutz, Ashley Kristin
Maes, Shawn Edward
Malavolti, Ethan James
Malone, Allison Ann
Malone, Ami Deann
Manes, Zachary James
Martin, Deana Nicole
Martin, Nathan Edward
Martinez, Kristen Marie
Martis, Vanessa
Maurer, Lauren Renee
Maxwell, Hollie Beatrice
McCullough, Leslie Dawn
McDonald Jr, James V
McDonald, Christopher S
McGowan, Eric M

McGowan, Katrina Marie
McGree, Leah Caitlin
McManigal, Allison Vera
McMasters, April Lynn
McMillan, Stephanie Ann
Medcalf, Sean M
Medina, Heather Marie
Meeker, Dawn M
Mesward, Brooklyn J
Metzinger, Deidre Alyse
Miklozek, Elizabeth Harding
Miller, Alissa Michele
Miller, Amy Denise
Miller, Cassandra Deanne
Miller, Chelsey Nicole
Minor, Dyana
Mitman, Matthias J
Monnett, Kathleen T
Montgomery, Ashley Lauren
Moore, Clinton Z
Moore, Sidney
Morgan, Tobias C
Morrison, Amanda Jane
Morrow, Elizabeth Singh
Mott, Laura Catherine
Mulligan, Janell Nicole
Munns, Michele Lynn
Murphy, Stephen
Murray, Jasmine Denise
Murrell, Ryan Kraig

**Candidates for Degree
Bachelor of Science
12/17/2011**

Napier, Kasey Lauren
Nelson, Misty Annez
Neves, Nicole Lynn
Newnum, Ethan Craig
Nichols, Nicholas E
Nicoson, Justin Gabriel
Noel, Adam Kristopher
O'Neal, Rachel Elizabeth
O'Rourke, Joseph K
Omundson, Jennifer L
Parker, Azieb
Parr, Amanda Kay
Pearson, Timothy Daniel
Pennington, Laken Dee
Perez, Alyssa Ann
Peterson, Greg
Phegley, Nicholas R
Phillips, Joel Anthony
Pigg, John Warren
Pingsterhaus, Kevin Joseph
Plummer, Clint Thomas
Posey, Rachel Faye
Price, Lauryn Alexis
Rader, Christopher Aaron
Ramseyer, Sherri Lynn
Rapier, Cierra Danielle
Redding, Andre Dwan
Reece, Jarrod Dale
Reeves, Gregory Allen
Rehmel, Robert Matthew
Renick, Nicholas Wayne

Rich, Kadek D
Richards, Rae Lee
Rife, Maggie Jean
Ring, Donna Jean
Ringer, Consuelo Sabrina Jean
Roberts, Branton Charles
Robinson, Latoya Dawn
Robinson, Morgan L
Roe, Kendra Lynn
Rogers, Desiree Mia
Rogers, Kelsey Julane
Rowe, Jeanna
Royer, Jon
SamForay, Kenye Fudia
Savage, Zachary M
Sawtelle, Edward William
Schroer, Stephanie Michelle
Schroering, Leah Ann
Scott, Jordan Alexander
Scruton, Bethany Lauren
Selby, David
Serie, Michael Wayne
Shepherd, Tiffany Renee
Short, Ryan Samuel
Shouse, Tenisha
Sills, Shawn Lynn
Simmons, William Dustin
Slater, Kelsie L
Smith, Jonathan
Smith, Katherine Dodge
Smith, Kenneth Robert

**Candidates for Degree
Bachelor of Science
12/17/2011**

Smith, LaToya V	Tian, Yougui
Smith, Lisa Renee	Tindall, Raychel Beth
Smith, Mario J	Tingley, James, Richard
Smith, Mitchell Hurricane	Tolle, Haley Lynn
Sorsor, Moses Joseph Kanimba	Truax, Stephanie Ann
Southerton, Angela J	Tyrrell, Carol Beltran
Spencer, Shauna Jean	Uzzell, Nateara Trielle
Spiegel, Troy Kendall	Vines, Haylee Dianna
Spoonmore, Rick Lee	Vogler, Sean Patrick
Stamper, Jennifer Joy	Waldbieser, Grant William
Steiner, Jessica Leigh	Walton, Carla Beth
Steiner, Nicholas Ronald	Ward, Ashley Nichole
Stevens, Dustin Matthew	Washington, Kristina LaNae
Stevens, Savannah Marie	Werne, Brady Philip
Stiles, Jasmine Marie	Westerfield, Michael R
Stith, Yolanda P	White, Steven Roy
Stoddard, John Kosta	Whitehurst, Bryttnei Danyel Nicole
Stoelting, Shannon Mary	Whittington, Chelsea Nicole
Stowe, Rodger E	Willage, Ashley Lauren
Strain, Alexis Courtney	Williams, NaToya Mo'nique
Stratigos, George Spyridon	Williamson, Keith Alan
Stroot, Mark Joseph	Wilson, Daniel Hart
Strother, Sherry Ann	Wistrom, Ryan Jeff
Stutsman, Stephanie Michelle	Wojak, Laurie Elizabeth
Summitt, Kayla	Wood, Lisa Marie
Swain, Natasha Dawn	Woolsey, Michael E
Swearingen, Brison Tyler	Wright, Brent Adam
Talwar, Taranjeet K	Wright, Ediza Edna
Tanoos, Daniel Thomas	Wuerzburger, Jared
Tatham, Katina Lauren	Yee, Nelson
Temples, Jay Dee, III	Young, Lauren Ashley
Thatcher, Kasi Leigh	Yowell, Rodney Lee
Thome, Robert Lee, Jr	Yrjanson, Phillip Joel
Thompson, Chelsea Shayne	Zerrusen, Michelle DeeAnn
Thompson, Jacob Nolan	Zhu, Xifeng
Thompson, Trevor David	

Item (IV)(a)(ii): Handbook Clarifications Concerning Faculty Terminology

Description. There have been Handbook modifications over the last several academic years that have changed various items of terminology concerning faculty. Definitions of faculty are generally relevant to determine voting rights at various levels in the institution, tenure, and benefits. The Faculty Senate has worked with Melony Sacopulos to review the Handbook in full and to bring consistency to faculty terminology. Below is part of the clarification process to bring consistency and clarity to this terminology.

Recommendation: Approve this clarification, with the understanding that more clarifications will follow.

On a motion by Mr. Pease, seconded by Mr. Pillow, the recommendation was approved.

Handbook Clarifications concerning Faculty Terminology

1

270.9 University Athletic Committee.

270.9.2 Membership. The Committee consists of 16 voting members appointed by the President of the University, being mindful of maintaining cultural diversity and gender balance. Seven (7) are members of the **regular, full-time teaching tenured or tenure-track faculty**, including the faculty representative to the NCAA; three (3) are administrators (representing the Vice President for Student Affairs, Vice President for University Enrollment Marketing and Communications, University Treasurer); four (4) are students; one (1) is a member of the Support Staff Council; and one (1) is a graduate of the University.

2

305.2 Faculty Appointment Classifications.

305.2.4 Regular Faculty. **Regular Faculty shall include tenured and tenure-track faculty, and shall also include instructors who perform at least 15 hours of instruction, or equivalent, and who work pursuant to a 2-5 year or a rolling contract. Initial appointments are made at the rank of assistant professor/librarian, associate professor/librarian, or professor/librarian. These ranks are for full-time faculty beginning a probationary period leading to eligibility for tenure.**

3

305.5 Policy Regarding Awarding of Tenure.

305.5.2 General Time Requirements for Consideration of Tenure. ~~Regular-Tenure-track faculty members~~ become eligible for continuous appointment (award of tenure) after satisfactorily completing a probationary period with annual reviews and six (6) years of full-time service in accredited institutions, at least four (4) of which must have been served under a tenure-track appointment at Indiana State University, except as cited below.

305.5.6 Eligibility for Tenure. Individuals beginning their probationary periods at the rank of assistant professor/librarian become eligible to apply for an award of tenure during the sixth year of continuing faculty achievements under a ~~regular Tenure-track faculty~~ appointment in accredited institutions, at least four (4) years of which must have been served under a ~~regular Tenure-track faculty~~ appointment at Indiana State University.

305.8.4.1 Negative Recommendation. If the Committee's recommendation is negative, the candidate may elect to a) terminate the appeal process, or b) prepare a written response, which is forwarded with his/her materials to the University President. In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further **regular tenured or tenure-track faculty** appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the appeal process may later apply for promotion without prejudice.

4

310.1.1.4 Time for Teaching Assignment. **Regular full-time teaching faculty** are expected to be available for assignment at any hour between 8 a.m. (7:30 a.m. during summer sessions) and the close of the academic day and also expected to be available for assignment each of the five (5) days of the academic week (Monday through Friday) and on Saturday when mutually agreed to by the department chairperson and the faculty member involved.

5

335.2.1 Regular Faculty Members. **A tenured or tenure-track faculty member** is eligible for a sabbatical leave after completion of twelve (12) semesters of full-time service subsequent to the date of appointment or since the end of the previous sabbatical leave.

6

350 ACADEMIC DEPARTMENT CHAIRPERSONS

350.5.3 Vacancy. Whenever a vacancy occurs in the position of chairperson of an existing academic department or one which is scheduled to exist as determined by the appropriate academic dean or his/her superior, the appropriate academic dean will so advise the department faculty members.

350.5.3.1 Nominating Committee. The full-time **regular tenured and tenure-track faculty** members of the department should then proceed to elect a nominating committee composed of at least five (5) but not more than seven (7) full-time **regular tenured and tenure-track faculty** members who shall conduct a search for candidates.

350.5.3.1.2 Additional Member. If five (5) department members having full-time appointments are not available, the members of the department may, with approval from the appropriate academic dean, select one (1) or more full-time **regular tenured or tenure-track faculty** members from closely-associated academic disciplines to serve on the committee.

350.5.3.1.4 Candidate Nominations. The nominating committee shall recommend to the appropriate academic dean possible candidates who, if not on campus, should be invited to the University for interview. The dean shall approve or disapprove such visits. The nominating committee shall obtain evaluations from each full-time **regular tenured or tenure-track faculty** member, or as many as interviewed each candidate.

7

350.5.4 Removal.

350.5.4.1 Departmental Faculty Communication. After serving at least one (1) academic year as chairperson, a chairperson may be relieved of his/her administrative post provided at least 50 per cent of the full-time **regular tenured or tenure-track faculty** members of the department endorse a written communication to the appropriate academic dean giving support of such action.

350.5.4.2 Investigation. The academic dean shall conduct an investigation and convey his/her observations and recommendations to the Provost and Vice President for Academic Affairs.

8

350.5.4.4 Acting Chairperson.

350.5.4.4.1 Nominations. The dean of the school or college within which the vacancy occurs shall invite nominations for acting chairperson from all full-time regular members of the department, to which list the dean may add other nominees. The dean shall then determine, by a poll of the fulltime **regular tenured or tenure-track faculty** members of the department, the degree of support for each nominee.

9

380.2 Research/Creativity Awards.

380.2.1 Requirements. Candidates for the award must be **regular tenured or tenure-track** full-time members of the Indiana State University faculty. In addition, their work must meet the following requirements:

- A. Research/creativity other than that completed to satisfy advanced degree requirements.
- B. Research/creativity substantially completed while the candidate was a **regular tenured or tenure-track** full-time member of the Indiana State University faculty.

C. Research/creativity representing a single major contribution completed within the four (4) years immediately prior to application, or outstanding contributions that have characterized one's professional life.

D. Research/creativity which represents a contribution of national significance to a candidate's field of specialization.

380.2.2 Nomination Process. Forms may be obtained from the College of Graduate and Professional Studies. Any ~~regular-tenured or tenure-track~~ full-time faculty member may nominate himself/herself. Faculty, department chairpersons, and deans are encouraged to nominate faculty colleagues.

Item (IV)(a)(iii): Voluntary Vision Insurance for 2012

United Health Care Specialty Benefits has presented the University with a renewal proposal for voluntary vision insurance coverage for the period of January 1, 2012 through December 31, 2013 with no change in coverage or employee premium rates.

Recommendation: Approval of the vision coverage renewal for 2012 thru 2013.

On a motion by Ms. Bell, seconded by Mr. Minas, the recommendation was approved.

Item (IV)(a)(iv): University Health Benefits Plan for 2012

Employee Health Coverage: It is recommended that the University's self-insured medical plan continue to be administered by CIGNA. Retirees who are not yet 65 are retained on this coverage plan until age 65. There are no recommendations for changes in covered items.

Employee Prescription Drug Card: It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP) administered by MEDCO with the following recommended management additions:

- Coverage Management – requires physician review for specific drugs to allow for a specified quantity per evidence based literature. Also requires coverage for certain uses and/or requires certain criteria for coverage.
- Concurrent Drug Utilization Review – each prescription being filled is screened for a broad range of patient safety considerations prior to dispensing. These may include drug-drug interactions, drug allergies, and therapy duplication.
- Formulary Co-Pay Tier – Medco has recommended adding a formulary co-pay tier. There will be no change in co pay for prescriptions purchased that are on the approved formulary list. Members would pay \$20 plus 50 percent of the cost over \$20 per fill for prescriptions that are not on the formulary list.

Retirees Over Age 65: It is recommended that the fully-insured plan for retirees who are over age 65 be continued with NEBCO/AmWins with no change in coverage.

Dental Coverage: It is recommended that the University's dental coverage continue to be administered by Delta Dental of Indiana with no change in coverage.

Specific Stop Loss: It is recommended that coverage for the specific stop loss of \$225,000 be continued.

Administrative Fees:

The monthly per capital administrative fees for medical, including network access, dental and reinsurance costs are listed below.

	Actual 2011 Plan Year	Proposed 2012 Plan Year
Active/Early Retiree	\$35.70	\$35.56
Specific Stop Loss	30.48	34.97
Dental	3.42	3.42

Contribution Rates:

After a careful review of the claims experience for 2011, trend (inflation) factors for 2012, increased administrative fees and specific stop loss coverage, it is recommended that an overall increase of 2 percent in health rates be implemented for 2012. The 2012 rates include a 1.6 percent shift in the University and employee cost share percentages as part of a five year plan that will increase the employee share to 33 percent. As a result, employee rate increases will range from \$9 per month in the lower salary tier (\$4.50 per bi-weekly pay) to \$33 per month in the highest salary tier.

The fully insured retiree plan administered by NEBCO will increase 5.5 percent for 2012 as a result of higher utilization of prescription drugs. The 2012 retiree rate includes a 2.6 percent shift in the University and retiree cost share percentages as part of a five year plan that will increase the retiree share to 33 percent. As a result, the retiree rate increase for Option 1 is \$11 per month per retiree. The 2012 proposed rates are shown below.

2012 Proposed Rates

Employees With A Base Salary Below \$28,000

	Employee Monthly Share	Employee Bi-weekly Share	Employee Monthly Increase	Employee Bi-weekly Increase
Employee	\$126.00	\$63.00	\$9.00	\$4.50
Employee/Child(ren)	\$225.00	\$112.50	\$17.00	\$8.50

Employee/Spouse	\$283.00	\$141.50	\$21.00	\$10.50
Employee/Dependents	\$311.00	\$155.50	\$23.00	\$11.50

Employees With A Base Salary of \$28,000 to \$79,499

	Employee Monthly Share	Employee Bi-weekly Share	Employee Monthly Increase	Employee Bi-weekly Increase
Employee	\$154.00	\$77.00	\$11.00	\$5.50
Employee/Child(ren)	\$285.00	\$142.50	\$21.00	\$10.50
Employee/Spouse	\$363.00	\$181.50	\$27.00	\$13.50
Employee/Dependents	\$397.00	\$198.50	\$29.00	\$14.50

Employees With A Base Salary of \$79,500 and Above

	Employee Monthly Share	Employee Bi-weekly Share	Employee Monthly Increase	Employee Bi-weekly Increase
Employee	\$190.00	\$95.00	\$14.00	\$7.00
Employee/Child(ren)	\$332.00	\$166.00	\$25.00	\$12.50
Employee/Spouse	\$410.00	\$205.00	\$30.00	\$15.00
Employee/Dependents	\$447.00	\$223.50	\$33.00	\$16.50

Medicare

	Employee Monthly Share	Employee Bi-weekly Share	Employee Monthly Increase	Employee Bi-weekly Increase
Medicare	\$69.00	---	\$11.00	---

Recommendation: Approval of the changes in the University Health Plans for employees and retirees as outlined above with an increase in rates as described, effective January 1, 2012.

On a motion by Mr. Minas, seconded by Mr. Campbell, the recommendation was approved.

**Item (IV)(a)(v):
Moving/Relocation Expense Policy**

A moving/relocation expense policy has been developed to comply with IRS requirements for employee reimbursement of relocation costs. Qualified and non-qualified expenses are outlined as well as required eligibility and authorization. The policy is presented below.

Recommendation: Approval of the Moving/Relocation Expense Policy.

On a motion by Ms. Bell, seconded by Mr. Baesler, the recommendation was approved.

Moving/Relocation Expense Policy

As part of Indiana State University's commitment to recruiting the most qualified candidates, the University may provide monetary assistance and reimbursement for certain expenses associated with the relocation of new employees and their families to the Terre Haute area.

These policies and procedures set forth guidelines to ensure that university funds allocated toward recruitment and relocation are appropriately approved by the hiring department and processed in compliance with University policies and Internal Revenue Service (IRS) requirements.

Policy Details

Eligibility and Authorization

- IRS guidelines for reimbursement require that the distance between the old home and the new place of work be at least 50 miles greater than the distance between the old home and the old place of work.
- The hiring department will be responsible for the reimbursement of eligible moving expenses and should meet the guidelines in this policy.
- The University president, vice presidents and deans are authorized to decide whether to offer moving expenses on a case-by-case basis up to the limits set forth in this policy.
- The principal individual being relocated will be a regular, full-time employee.
- The move should take place within 12 months of the employee's start date.

Covered Expenses

Reasonable relocation expenses, up to 8% of the employee's base salary or \$15,000, whichever is less, may be reimbursed in accordance with IRS guidelines.(see below) However, the University president, vice presidents and deans have the authority to set a "not to exceed" lower limit. All exceptions to this policy must be approved in advance by the appropriate Vice President or by contract negotiated by ISU Board of Trustees. These rates are subject to annual review and may be adjusted based upon changes in business conditions. The Vice President for Business Affairs and Finance will be authorized and responsible for adjusting these rates after consulting with the University President.

Any approved relocation expenses and payment options should be negotiated with the new employee during the hiring process. The letter of offer should specify the payment option selected and define the maximum amount. A copy of this policy should also accompany all employment offers where the University is agreeing to provide moving assistance.

Allowable reimbursements by the University may have tax consequences for the employee. All relocation reimbursements will be reported on the employee's W-2. Expenses considered **qualified** by the IRS will be shown as an excludable moving expense reimbursement and is reported on the W-2 as informational reporting only. Expenses considered **nonqualified** by the IRS will be considered taxable income and **will have taxes withheld** in the earliest pay periods available. More information on the IRS guidelines for reimbursement of moving/relocation expenses may be found at www.irs.gov. Employees are encouraged to consult with a personal tax professional for advice on the tax implications of any moving reimbursements.

As with all contract or grant funds expenditures, it is the responsibility of the Principal Investigator to guarantee that all expenditures are made in accordance with all applicable contract or grant restrictions. In considering incurring expenses such as those addressed in this policy, PI's should keep in mind that the more restrictive policy/contract terms or budget (ISU vs contract/grant) will prevail.

Qualified (*Non-taxable*) Moving Expenses

Items that may be reimbursed and not included in taxable income on the employee's W-2 are:

1. Transportation of household goods and personal effects:
 - a. Cost of moving company (the cost of using a moving company may be direct-billed to ISU and paid directly to the moving company by ISU).
 - b. Cost of truck rental in a self-move situation.
 - c. Mileage reimbursement in a self-move situation, at the current rate established by the IRS, parking fees, and tolls.
 - d. Charges for packing, crating, mailing and/or shipping household goods; and other misc packing supplies.
 - e. Insuring of household goods for full value.
 - f. Car shipping cost or towing device for rental truck to tow personal vehicle (cost in lieu of mileage).
 - g. Storage after moving out of old residence and before moving into the new residence (30-day limit).
2. Travel to new household:
 - a. Airfare (coach only).
 - b. Lodging only while in transit (this includes one night at the old location and one night upon arrival at the new location).
 - c. Mileage reimbursement at the current IRS established rate.
 - d. Parking fees and tolls while in transit.
 - e. You are allowed only one trip to your new home for yourself and the members of your household; however, you do not have to travel together. Traveling by shortest, most direct route available by conventional transportation. Any side trips would not be qualified.

Nonqualified (*taxable*) Moving Expenses

Nonqualified moving expenses are considered additional compensation to the new employee and must be processed through the payroll process. Below are examples of taxable, nonqualified moving expenses that will be reported as federal wages on the employee's W-2:

1. Travel and lodging costs incurred during additional trips from the old residence to the new residence.
2. Cost of meals at any point in the relocation process (based on current federal per diem rates for meals and incidental expenses).
3. House hunting expenses (one trip, not to exceed five days) may include:
 - a. Mileage reimbursement at the current IRS established rate.
 - b. Lodging.
 - c. Airfare (coach only).
 - d. Rental car (economy); in certain circumstances a larger vehicle may be rented with documented advance University approval.
 - e. Tolls, taxi, or parking.
 - f. Temporary housing.

NON-REIMBURSABLE EXPENSES

EXPENSES THAT DO NOT QUALIFY AS MOVING AND ARE NOT PAID BY THE UNIVERSITY INCLUDE:

1. **SIDE TRIPS FOR RECREATION/VACATION.**
2. **EXPENSES ASSOCIATED WITH BUYING/SELLING A HOUSE (I.E. CLOSING, REALTOR FEES, ETC).**
3. **AUTOMOBILE REGISTRATION COSTS.**
4. **TEMPORARY HOUSING (MORE THAN ONE MONTH).**
5. **LOSS OF SECURITY DEPOSITS.**
6. **REAL ESTATE EXPENSES.**

Payment/Reimbursement

An employee may either have eligible moving/relocation expenses direct billed to Indiana State University and/or apply for reimbursement of covered expenses up to the authorized amount as specified in the employee's appointment letter.

Direct Payment

ISU can make direct payments to moving companies as long as the payment being made is for the transportation of a new employee's household goods and personal effects. Arrangements to contract with a moving company that is going to be direct billed must be approved in advance by the Director of Purchasing. ISU reserves the right to require multiple bids from moving contractors.

Reimbursement

Reimbursement of eligible moving/relocation expenses will be made upon arrival of the employee. Employees will need to complete the Indiana State University Employee Moving Expense Reimbursement Worksheet, obtain required signatures, and provide required receipts.

Item (IV)(a)(vi):

Modification of Hospitality Policy, Handbook Section 641.9.1

Certain clarifications to the Hospitality Policy, as approved by the Board of Trustees on May 7, 2010, are needed in order to improve administration of the policy. Approval is requested for the following modifications of Section 641.9.1 as follows:

Current provision:

641.9.1 Meals or Refreshments Served During Business Meetings. The University may pay or reimburse individuals for actual expenses incurred for meals whose primary purpose is a business discussion. Business meals must include at least one non-University employee whose presence is necessary to the business discussion. Expenses may be incurred only for those individuals whose presence is necessary to the business discussion. These may occur either locally or during out of town travel.

641.9.1.1 Business Purpose Requirement. The University will not pay or reimburse meal expenses that lack documentation or a clear business purpose. Meetings attended solely by University employees and gatherings that are primarily social in nature do not qualify for payment or reimbursement as business meals. However, occasional meals provided as part of a University function may be permitted (see policy on University Functions below).

641.9.1.2 Occasional Meals. Provision of food to gatherings of University employees on a daily or similar ongoing basis is not considered to be an appropriate use of state funds. Food may however be provided at meetings of University employees on an occasional basis. For example, it may be appropriate to provide food at a "working" breakfast, lunch or dinner, particularly when the employees are giving up personal time to conduct University business. A formal business discussion must be the primary purpose for the gathering. For purposes of this policy, "occasional" is defined as no more than six times during a fiscal year.

641.9.1.3 Use of ISU Foundation Funds. If a college or vice presidential area wishes to provide food to gatherings of University employees on a more frequent basis, it may do so with ISU Foundation funds. However, the Foundation should be contacted in regard to their policies before doing so. A formal business discussion must be the primary purpose for the gathering.

641.9.1.4 Examples. Following are examples of business meeting where meal and refreshment expenses are allowable.

(a) Meals related to the individual recruitment of faculty or staff. When entertaining prospective employees, only meal expenses for the prospective employee and the principal individuals involved in the decision-making process will be considered allowable meal expenses. When the spouse/partner of the prospective employee is present at the meal, the University will also reimburse the meal expenses of the spouse/partner or guest of the principal individuals responsible for the recruiting.

(b) Meals or refreshments served during University sponsored meetings of advisory groups, outside reviewers, or other committees when the group is composed of both University employees and non-employees.

(c) Meals for individuals invited as academic visitors to contribute to the intellectual life of the University community. Normally, such visitors will deliver a seminar, colloquium talk, or other lecture or performance for the benefit of University faculty and/or students.

(d) Meals related to marketing University facilities and services to secure potential conference business. When entertaining guests from external organizations that are considering conference arrangements with the University, only meal expenses for the guest and the principal individuals involved in the conference selection process will be reimbursed.

(e) Working breakfast, lunch or dinner meetings, when groups of employees are giving up personal time to conduct University business. A formal business discussion must be the purpose of the gathering.

Proposed provision:

641.9.1 Meals or Refreshments Served During Business Meetings. The University may pay or reimburse individuals for actual expenses incurred for meals whose primary purpose is a business discussion. Expenses may be incurred only for those individuals whose presence is necessary to the business discussion. These may occur either locally or during out of town travel.

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641.9.1.4 Examples. Following are examples of business meeting where meal and refreshment expenses are allowable.

(a) Meals related to the individual recruitment of faculty or staff.

When entertaining prospective employees, only meal expenses for the prospective employee and the principal individuals involved in the decision-making process will be considered allowable meal expenses. When the spouse/partner of the prospective employee is present at the meal, the University will also reimburse the meal expenses of the spouse/partner or guest of the principal individuals responsible for the recruiting.

(b) Meals or refreshments served during University sponsored meetings of advisory groups, outside reviewers, or other committees when the group is composed of both University employees and non-employees.

(c) Meals for individuals invited as academic visitors to contribute to the intellectual life of the University community. Normally, such visitors will deliver a seminar, colloquium talk, or other lecture or performance for the benefit of University faculty and/or students.

(d) Meals related to marketing University facilities and services to secure potential conference business. When entertaining guests from external organizations that are considering conference arrangements with the University, only meal expenses for the guest and the principal individuals involved in the conference selection process will be reimbursed.

(e) Refreshments for training sessions when training is provided by campus Human Resources or professional development activities, or is facilitated by an external training consultant.

(f) Working breakfast, lunch or dinner meetings, when groups of employees are giving up personal time to conduct University business. A formal business discussion must be the purpose of the gathering. This does not permit lunch only meetings. To qualify, a meeting must be of at least one-half day duration.

Recommendation: Modification of Section 641.9.1.

On a motion by Mr. Pillow, seconded by Ms. Bell, the recommendation was approved.

Item (IV)(a)(vii): Construction of In-Fill Student Housing

The long-term plan for student housing includes the renovation of Lincoln Quad. Renovations of this type normally result in a reduction in the number of beds available to provide for improved facilities and meet current building codes and standards. In order to maintain the existing level of available beds within the Student Housing System it is necessary to construct in-fill housing to replace those lost through renovation. The proposed in-fill housing project is to be located adjacent to Lincoln Quad and will consist of 352 beds. 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 2012. Project cost is not to exceed \$24,000,000. Funding for the project will be from residence hall reserve funds and long-term debt issued in the form of bonds.

Recommendation: Authorization for the President of the University and/or Treasurer of the Board of Trustees to request from the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana authority to expend up to \$24,000,000 for the construction of in-fill student housing to be located in the northwest quadrant of campus. The President of the University and/or Treasurer is further authorized to take the following action:

- a. To develop a plan of financing for the construction of in-fill student housing and to obtain all necessary State approvals; and
- b. To engage CSO Architects, Inc. to provide architectural and engineering services and prepare construction documents; and
- c. To enter into contracts to renovate, equip, and to finance the construction of in-fill student housing once State approval has been obtained.

On a motion by Ms. Tucker, seconded by Mr. Pease, the recommendation was approved.

Item (IV)(a)(viii): VEBA Trust Contribution

In 1998 the University established a Voluntary Employees Benefit Association Trust (VEBA) to set aside reserves to offset the liability for post employment benefits (retiree health and life insurance). Since that time contributions in excess of \$2,000,000 have been made annually to fully fund this obligation. The adopted 2011-12 current operating budget includes the discontinuance of these contributions, effective January 1, 2012.

Recommendation: Authorize University Treasurer as Plan Manager to discontinue contributions to VEBA Trust, effective January 1, 2012.

On a motion by Ms. Bell, seconded by Mr. Lowery, the recommendation was approved.

Item (IV)(a)(ix): Parking System Revenue Bond Resolution

Issuance of tax-exempt borrowing in the amount of \$4,000,000 is needed to finance the purchase of the non-transit portion of the Multi-Modal Transportation Facility located at 7th and Cherry in Terre Haute, Indiana as authorized by the Board of Trustees on February 18, 2011. The remainder of the \$4,850,000 purchase price will be funded using Parking System reserves.

The resolution, as shown below, allows for authorization and approval of the issuance of tax-exempt borrowing secured by net income of the Parking System subject to final approval by the State Budget Director.

Recommendation: Approval of the resolution shown below allowing the President of the University and/or Treasurer of the Board of Trustees to submit and obtain all necessary state approvals for a plan of financing and subsequent issuance of tax-exempt borrowing in the total principal amount not to exceed \$4,000,000.

On a motion by Mr. Pease, seconded by Mr. Campbell, the recommendation was approved.

RESOLUTIONS OF
THE BOARD OF TRUSTEES FOR THE
INDIANA STATE UNIVERSITY BOARD OF TRUSTEES
APPROVING AND AUTHORIZING THE SALE OF THE
INDIANA STATE UNIVERSITY
PARKING SYSTEM REVENUE BONDS, SERIES 2012

WHEREAS, the Board of Trustees (the “Board”) of the Indiana State University Board of Trustees (the “University”) 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 21-35-1 et seq., to issue bonds to finance and refinance parking facilities on its campus in Terre Haute, Indiana, such bonds to be secured by the net income derived from such facilities; and

WHEREAS, the Board has determined that a necessity exists to consider financing all or a portion of the costs of the acquisition of a certain new parking facility on the University’s campus in Terre Haute, Indiana, as described in Exhibit A attached hereto (the “Project”); and

WHEREAS, the Treasurer of the University (the “Treasurer”) will investigate, develop and evaluate a Plan of Financing (the “Plan of Financing”) for the financing of all or a portion of the costs of the Project; and

WHEREAS, the Board now desires to authorize the Treasurer to effectuate such a Plan of Financing for the financing of all or a portion of the costs of the Project; and

WHEREAS, the University has determined that a necessity exists to consider having the University execute and deliver a new Indenture of Trust (the “Indenture”) to First Financial Bank, N.A. (the “Trustee”), for the purpose of securing its Indiana State University Parking System Revenue Bonds (hereinafter sometimes referred to as the “Bonds”), to be issued from time to time thereunder; and

WHEREAS, the Indenture will authorize the issuance of an initial series of Bonds by the University and the authentication and delivery of such initial series of Bonds by the Trustee under the conditions set forth in the Indenture, which conditions have been complied with (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana) so as to authorize the issuance, authentication and delivery of an initial series of Bonds by the Trustee under the conditions set forth in the Indenture, to provide the funds required for financing all or a portion of the costs of the Project; and

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Parking System Revenue Bond, Series 2012 (the “Series 2012 Bond”), and the Indenture, a First Supplemental Indenture (the “First Supplemental Indenture”), a Construction and Rebate Agreement (the “Rebate Agreement”), a Bond Purchase Agreement (the “Bond Purchase Agreement”), a form of the Series 2012 Bond, and any further documents required to complete the execution and delivery of the Series 2012 Bond (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana); and

WHEREAS, there has now been made available to the Board a form of Indenture, a form of First Supplemental Indenture, a form of Rebate Agreement, and a form of Bond Purchase Agreement in connection with the issuance of the Series 2012 Bond in a principal amount not to exceed \$4,000,000; 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, to seek any necessary approvals from the State Budget Committee and the State Budget Director of the State of Indiana, and to make and approve all changes in form or substance to the Indenture, the First Supplemental Indenture, the Bond Purchase Agreement, or the Rebate Agreement, necessary to secure approval of the transaction contemplated herein by the State of Indiana; and

WHEREAS, in the event the President and the Treasurer should conclude that it would be in the best interest of the University to finance all or a portion of the costs of the acquisition of the Project through the issuance of a junior lien note under the Indenture, pursuant to a loan agreement with a financial institution (rather than the issuance of a first lien Series 2012 Bond, pursuant to the First Supplemental Indenture), the Board further desires to authorize the Treasurer to develop and effectuate an alternative Plan of Financing for the financing of all or a portion of the costs of the Project, which would include the issuance of a junior lien note and would further include the execution and delivery of a loan agreement with a financial institution and such other documents and certificates as necessary and appropriate in connection with such alternative Plan of Financing; and

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

WHEREAS, the University expects to issue debt not exceeding \$4,000,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project;

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

The Treasurer is hereby authorized to investigate, develop, evaluate and effectuate a Plan of Financing with respect to the financing of all or a portion of the costs of the Project.

The issuance of the Series 2012 Bond by the University on the terms and conditions set forth in the First Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$4,000,000. The Series 2012 Bond shall be designated the "Indiana State University Board of Trustees, Indiana State University Parking System Revenue Bond, Series 2012". The true interest cost of Series 2012 Bond shall not exceed 4.5%, and with such maturity, principal payment and redemption features as the executing officers shall approve. The final maturity of the Series 2012 Bond shall not extend beyond April 1, 2017. The Series 2012 Bond shall be sold pursuant to the Bond Purchase Agreement to the Purchaser who may be selected pursuant to Section 12 below.

The President and the Treasurer are hereby authorized and directed to do any and all acts and things, to seek any necessary approvals from the State Budget Committee and the State Budget Director of the State of Indiana, and to make and approve all changes in form or substance to the Indenture, the First Supplemental Indenture, the Bond Purchase Agreement or the Rebate Agreement necessary to secure approval of the transaction contemplated herein by the State of Indiana.

The Indenture and the First Supplemental Indenture are hereby approved in substantially the forms submitted to the Board and are 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 Indenture and the First Supplemental Indenture in substantially the forms presented to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Indenture and the First Supplemental Indenture, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

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.

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.

The Treasurer is hereby authorized to prepare the bond form required for use in the issuance of the Series 2012 Bond, on the terms and conditions set forth in the First 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 First Supplemental Indenture and the Indenture. Upon execution of the Series 2012 Bond, the Treasurer shall deliver the Series 2012 Bond to the Trustee for authentication, and upon its authentication, the Treasurer is authorized and directed to deliver the Series 2012 Bond to the Purchaser thereof upon payment of the purchase price.

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 the Bond Purchase Agreement, the Indenture, the First Supplemental Indenture or the Rebate Agreement hereby authorized.

The Board hereby authorizes the Treasurer to make a calculation (if any is necessary) with respect to the coverage factor of Net Income to Average Annual Debt Service Requirements after the issuance of the Series 2012 Bond.

The Board hereby ratifies the selection of, and appoints, First Financial Bank, N.A., as Trustee for the Bonds under the Indenture.

The Board hereby ratifies the selection of, and appoints (i) Ice Miller LLP as bond counsel for the Series 2012 Bond, and (ii) John S. Vincent & Company LLC as financial advisor for the Series 2012 Bond.

In the event the President and the Treasurer should conclude that it would be in the best interest of the University to pursue an alternative Plan of Financing, in order to finance all or a portion of the costs of the acquisition of the Project through the issuance of a junior lien note under the Indenture, the Board hereby authorizes and approves any such alternative Plan of Financing (which would still be subject to the same interest cost and final maturity parameters set forth in Section 2 hereof); further approves the execution and delivery of such a junior lien note, as well as any necessary loan agreement with a financial institution and any additional or supporting agreements, documents or certificates as may be requested or necessary in order to complete such alternative Plan of Financing; and further authorizes and directs the President, Vice President, Treasurer, Secretary and Assistant Secretary, or any of them acting singly or jointly, to execute, delivery or attest any or all such agreements, documents or certificates, and to do any and all further acts and things necessary to consummate any such alternative Plan of Financing involving a junior lien note.

The President and Treasurer are hereby authorized to select a financial institution as Purchaser of the Series 2012 Bond (or as Purchaser of a junior lien note, if applicable), using their best judgment to serve the best interest of the University, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with any such selection of a Purchaser.

The Board hereby declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Project with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$4,000,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project.

Dated: December 16, 2011

EXHIBIT A

The Project

The Project consists of the acquisition of the non-transit portion of the Multi-Modal Transportation Facility from the City of Terre Haute, Indiana. Included in this facility is a 626 space parking garage.

The Multi-Modal Transportation Facility was constructed by the City in 2008 and is located at 7th and Cherry Streets in Terre Haute, Indiana, on property owned by the University. The overall cost of the acquisition is approximately \$4,850,000, \$4,000,000 of which will be financed from proceeds of the Series 2012 Bond and \$850,000 of which will be paid from Parking System Reserves. No State funds are involved.

Item (IV)(a)(x): Course Fee

The Bayh College of Education is partnering with the Kokomo-Center School Corporation to offer a PhD in Educational Leadership using a combination of distance education and on-site delivery in Kokomo, Indiana. Approval to offer this program off-site is currently pending with the Indiana Commission of Higher Education. This program will be offered using an entrepreneurial funding model intended to capture all of the direct costs of the program. As the on-site delivery in Kokomo necessitates significant additional travel expenses, a one-time fee of \$600 attached to a first-semester course in the program is proposed to cover these travel expenses.

Recommendation: Approval of the \$600 course fee for EDLR 682 sections offered off-site in Kokomo, effective with the Spring 2012 semester, pending ICHE approval of the Kokomo off-site program.

On a motion by Ms. Tucker, seconded by Mr. Baesler, the recommendation was approved.

Item (IV)(a)(xi): MOU – ISU Foundation

Below is an updated memorandum of understanding (MOU) between Indiana State University and the Indiana State University Foundation, effective July 1, 2011.

Recommendation: Approval of the MOU between the Indiana State University Board of Trustees and the Indiana State University Foundation Board of Directors, effective July 1, 2011.

On a motion by Ms. Bell, seconded by Mr. Campbell, the recommendation was approved.

Memorandum of Understanding between the Indiana State University Board of Trustees and the Indiana State University Foundation Board of Directors

This agreement, effective July 1, 2011, is between THE INDIANA STATE UNIVERSITY TRUSTEES (“the University”), located in Terre Haute, Indiana and THE INDIANA STATE UNIVERSITY FOUNDATION BOARD OF DIRECTORS (“the Foundation”), an Indiana not-for profit corporation with principal offices located in Terre Haute, Indiana.

The Foundation was organized and incorporated in 1928 for the purpose of stimulating voluntary private support from alumni, parents, friends, corporations, foundations, and others for the benefit of Indiana State University.

The Foundation is the primary fundraising and resource development entity for the University. The Foundation exists to secure and manage private resources supporting the mission and priorities of the University, foster positive relationships with various constituencies, provide opportunities for students, and help ensure a margin of institutional excellence unavailable with state funds.

The Foundation is dedicated to assisting the University in the building of the endowment and in addressing, through financial support, the long-term academic and other priorities of the University.

As stated in its articles of incorporation, the Foundation is a separately incorporated 501(c)(3) organization and is responsible for identifying and nurturing relationships with potential donors and other friends of the University; soliciting cash, securities, real and intellectual property, and other private resources for the support of the University; and acknowledging and stewarding such gifts in accordance with donor intent and its fiduciary responsibilities.

Furthermore, in connection with its fund-raising and asset-management activities, the Foundation retains personnel experienced in planning for, managing and stewarding private contributions as well as the people or organizations that make such contributions, and works with the University to assist and advise in such activities.

In consideration of the mutual commitments herein contained, and other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows to this Memorandum Of Understanding (“MOU”):

I. Foundation Name, Seal and Logotype

A. Consistent with its mission to help to advance the plans and objectives of the University, the Foundation is granted the use of the name Indiana State University Foundation; however, the Foundation will operate under its own seal and logotype and shall not use the University seal or other identifying marks in the promotion of its business and activities unless deemed appropriate by the University to support the work of the Foundation in carrying out its mission and the services stated in this MOU.

II. Governance

- A. The Board of Trustees of the Indiana State University is responsible for overseeing the mission, leadership, and operations of the University.
- B. The Indiana State University Foundation Board of Directors is responsible for setting the priorities and long-term plans for the Foundation.
- C. The Indiana State University Foundation Board of Directors is legally responsible for the performance and oversight of all aspects of Foundation operations.

III. Foundation Relationship to the University

- A. The Foundation is responsible for the control and management of all assets of the Foundation, including prudent management of all gifts consistent with donor intent.
- B. The Foundation is responsible for the performance and oversight of all aspects of its operations based on a comprehensive set of bylaws that clearly address the Foundation’s fiduciary responsibilities, including expectations of individual Board members based upon ethical guidelines and policies.
- C. The Foundation will provide the University with services including, but not limited to, maintenance of alumni and development records; supervision of Alumni Affairs staff, events and operations; solicitation of gifts in accordance with the charitable gift policy; administration of gifts, gift funds, and trusts; stewardship and donor relations programs; and other services which may be requested by the Alumni program or staff and events of the University from time to time.
- D. The Foundation leadership will oversee and provide employment evaluation, compensation and services to Foundation employees.

IV. University Relationship to the Foundation

- A. The University Board of Trustees or their designees on the Foundation Board of Directors are responsible for communicating University priorities and long-term plans, as approved by the Board, to the Foundation.
- B. The University recognizes that the Foundation is a private corporation with the authority to keep all records and data confidential consistent with the law and the recognized practices of donor confidentiality.
- C. The University shall include the Foundation in the strategic planning process for the University.
- D. The President of the University Trustees, the University President and a second University Trustee elected by the Foundation Board shall serve as an ex officio member of the Foundation Board of Directors and all will have a prominent role in fund-raising activities.

E. The University will include the President of the Foundation as a member of the University President's cabinet or senior administrative team.

G. As compensation for services provided, the University agrees to pay to the Foundation the fees outlined in Addendum A. Fees generally include but are not limited to service fees to provide for biographical record maintenance of alumni and current, potential or deceased donors, or supporting organizations; gift processing fees for receipting, acknowledging, accounting, and managing contributions; the oversight and development of an alumni program; and development fees for staff service in solicitation of gifts for the benefit of the University to include the organization and execution of fundraising campaigns.

H. The University also agrees to reimburse the Foundation for agreed upon financial support in a timely manner or based upon a payment schedule that is mutually agreed upon. Addendum A outlines current financial commitments the University is responsible for reimbursing to the Foundation.

I. The University will also provide benefits to Foundation employees such as health care, retirement, tuition remission or reimbursement, parking privileges and other such benefits associated with working at the University upon mutual agreement of University and Foundation leadership.

J. The University and its employees or assignees agrees to direct all philanthropic gifts to the Foundation for receipt, management and stewardship. Philanthropic gifts are considered to be but are not limited to gifts from foundations, individuals, public entities or corporations. The University leadership will follow generally accepted practices of distinguishing between philanthropic commitments and financial commitments associated with grants through sponsored programs.

V. Foundation Responsibilities

A. Fund-Raising

1. The Foundation shall create an environment conducive to increasing levels of private support for the mission and priorities of the University.

2. The Foundation, in consultation with the University leadership, is responsible for planning and executing comprehensive fund-raising and donor-acquisition programs in support of the University's mission. The programs include annual giving, major gifts, planned gifts, special projects, and campaigns as appropriate.

3. The Foundation will establish, adhere to, and periodically assess its gift-management and acceptance policies. It will promptly acknowledge and issue receipts for all gifts on behalf of the Foundation and the University and provide appropriate recognition and stewardship of such gifts.

4. The University recognizes that the Foundation bears the responsibility for fund-raising. University representatives will coordinate initiatives such as but not limited to fund-raising initiatives including annual giving, major gift solicitations, donor cultivation, and stewardship with the Foundation.

5. The University will work in conjunction with the leadership of the Foundation to identify, cultivate, and solicit prospects for private gifts.

6. The Foundation shall not accept grants from state or federal agencies, except in special circumstances that are approved by the Foundation Board of Directors and the governmental agency.

7. The Foundation shall establish and enforce policies to protect donor confidentiality and rights.

B. Employment of Staff

1. The Foundation shall have the sole authority to hire/and or terminate such employees as necessary to carry out its mission. Such employment shall be on terms and conditions as may be established by the Foundation. This includes all compensated employees of the Foundation.

2. Foundation employees will be generally bound by University practices except as identified in this agreement, or those which are specifically identified as Foundation operating policies and procedures as adopted by the Foundation. The Foundation will also develop and maintain its own compensation system, hiring practices and work rules.

3. Foundation employees are governed by the Foundation Code of Conduct and whistleblower policies attached as Addendum B. These policies form the remedy for grievances held by employees of the Foundation. Grievance procedures maintained by the University do not apply to Foundation personnel, but the Foundation will generally follow University procedures and resources related to employee due process.

4. University employees who are assigned to work with the Foundation shall receive all benefits as provided for by University policy and practice. Benefits for University employees are subject to change by the University.

5. The Foundation shall, at its cost and expense, obtain worker's compensation insurance coverage covering its employees and employees compensated by the Foundation and reimbursed by the University. Such insurance shall name the University as an additional insured.

6. The Foundation shall, at its cost and expense, obtain liability insurance, errors, and omissions insurance, and automobile liability insurance covering its employees. Such insurance shall name the University as an additional insured, and shall be written with such carrier or carriers, and in such amounts and coverage, as is satisfactory to and approved by the University.

7. All insurance coverage obtained by the Foundation pursuant to this MOU shall be the primary coverage with respect to its employees.

8. The Foundation shall pay to the University such sums as may be necessary to fully reimburse the University for benefits or other related direct costs, and the employer's share of social security and such amount as required to TIAA/CREF, and PREF to provide retirement benefits for the Foundation employees and Foundation employees reimbursed by the University assigned to work with the Foundation pursuant to this agreement. Such costs shall be determined by the University and shall be paid by the Foundation on a quarterly basis after receiving an invoice for the same from the University.

9. Upon retirement from the Foundation, employees shall receive benefits as provided through University policy unless otherwise mutually agreed upon by the leadership of the Foundation and the University. The Foundation shall pay to the University a sum equal to that portion (pro-rated for time actually affiliated with the Foundation) of the cost of retirement benefits which accrue after July 1, through the last day of employment unless otherwise mutually agreed upon by the leadership of the Foundation and the University. The present value of the early retirement cost shall be computed as of the date of early retirement and apportioned between the University and the Foundation as set forth above.

10. The University and the Foundation will permit and encourage respective employees to serve on committees, task forces or working groups of both organizations when deemed appropriate.

C. Asset Management

1. The Foundation Board of Directors will establish asset allocation, disbursement, and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

2. The Foundation will receive, hold, manage, invest, and disperse contributions of cash, securities, patents, copyrights, and other forms of property, including immediately vesting gifts and deferred gifts that are contributed in the form of planned and deferred-gift instruments.

D. Institutional Flexibility

1. The Foundation will explore current opportunities, including acquisition and management of real estate on behalf of the University for future allocation, transfer, or use.

2. The Foundation may serve as an instrument for entrepreneurial activities for the University and engage in such activities as purchasing, developing, or managing real estate for the University for expansion, student housing, program development, or retirement communities to name a few examples. It may also hold licensing agreements and other forms of intellectual property, borrow or guarantee debt issued by their parties, or engage in other activities to increase Foundation revenue with no direct connection to University purpose.

3. The Foundation will assume management of the shared office space located at 101 Ohio Street, Indianapolis, IN (11th Floor). The Foundation will oversee execution of the lease for the aforementioned space. The University will agree to reimburse the Foundation for an agreed upon percentage of space utilized. Priority consideration for office space will be given to the University President, Foundation President, Executive Director of Government Relations, and an admissions representative. The Foundation will work cooperatively with the University to decorate and supply the offices. Staff of the University and the Foundation and affiliated groups may schedule use of space in the offices as available. The Foundation will assume responsibility for staffing the office.

4. When distributing gift funds to the University, the Foundation will disclose any terms, conditions, or limitations imposed by donor or legal determination on the gift. The Foundation will abide by such restrictions and provide appropriate documentation of such.

5. The Foundation is prohibited from storing and or processing any form of credit card information on any Indiana State University owned, operated, and/or maintained electronic storage systems such as, but not limited to, the Banner system. As a separate entity that exists in support of the University, the Foundation must meet PCI compliance requirements.

E. Transfer of Funds

1. The Foundation is the primary depository of private gifts and will transfer funds to the designated entity within the institution in compliance with applicable laws, university policies, and gift agreements.

2. The Foundation's disbursements on behalf of the University must be reasonable business expenses that support the institution, are consistent with donor intent, and do not conflict with the law.

VI. Foundation Funding and Administration

A. The Foundation can assess fees to the University in order to carry out its mission and the services outlined in this MOU pursuant to Section IV (G) and Addendum A. The Foundation will provide appropriate documentation to the University in support of these fees as reasonably requested by the University. Additional income shall be available for Foundation operating expenses based on policies established from time to time by the Foundation.

B. Income earned on the investment of monies held in the Foundation Current Fund shall inure to the benefit of the Foundation and shall be available on an unrestricted basis to the Foundation to cover current operating expenses of the Foundation or for other uses as the Foundation may deem appropriate and consistent with its mission.

C. The compensation referred to in this agreement is expected to compensate the Foundation for the services described. When additional services are requested by the University, the Foundation and the University agree to negotiate separate arrangements for such services which shall be documented in writing and attached as an Addendum to this MOU.

D. During the term of this MOU and within a reasonable time after the end of the Foundation's fiscal year, the Foundation shall furnish the University with a written annual statement of activities of the Foundation with respect to the programs agreed upon and conducted during the previous fiscal year of the Foundation. Such statement shall include a listing in the aggregate of all gifts and contributions received by the Foundation during such previous fiscal year. In addition, interim reports will be available to the University.

E. During the term of this agreement, the Foundation shall furnish the University a copy of its annual audit issued by an Independent Certified Public Accounting firm. An approved audit shall be furnished to the University by a mutually agreed upon date. In addition, the Foundation shall provide such other reports, schedules, and records as may be reasonably requested by the University.

F. The Foundation may also serve as the contracting organization or grantee for certain grants or contracts with external funding sources, which are charitable in nature. The Foundation will not receive, manage or maintain commercial transactions or government grants or contracts.

G. The Foundation may earmark a portion of its unrestricted funds to a discretionary fund to distribute to the University through the Board of Trustees for the University leadership to use as they deem appropriate.

VII. Terms of the Memorandum Of Understanding (MOU) and Notice

A. The term of this MOU shall be for five (5) years and shall automatically renew for one (1) additional year unless terminated as provided herein. All addendums and conditions are subject to the same terms unless specifically amended and agreed upon by the Foundation and University. This MOU may be terminated by either party upon sixty (60) calendar days prior written notice to the other party. In the event of termination, the parties shall pay all fees and costs incurred or accrued to the date of termination and an amount to settle any non-cancelable obligations incurred prior to the notice of termination. Any and all terms of this MOU, which may require performance after termination, shall survive the termination of this Agreement until performed.

B. To ensure effective achievement of the items of the MOU, the University and the Foundation officers and board representatives may hold periodic meetings of the representatives of both boards to foster and maintain productive relationships, and to ensure open and continuing communications and alignment of priorities.

C. Consistent with provisions appearing in the Foundation's bylaws and its articles of incorporation, should the Foundation cease to exist or cease to be an Internal Revenue Code 501(c)(3) organization, the Foundation will transfer its assets and property to the University or to a reincorporated successor foundation, or to the state or federal government for public purposes, in accordance with the law and donor intent.

D. Any notice required under this MOU shall be in writing and shall be personally given to the other party or mailed postage prepaid first-class mail to the address set forth below or to such other address as may be specified in a prior written notice to the other party.

To the University: President
Indiana State University
Terre Haute, IN 47809

To the Foundation: President
Indiana State University Foundation
30 North Fifth Street
Terre Haute, IN 47809

In witness whereof, the parties have caused this Memorandum Of Understanding (MOU) to be executed by their duly authorized officers as of the day and date first above written.

President
Board of Trustees
Indiana State University

Date: _____

Chair
Board of Directors
Indiana State University Foundation

Date: _____

President
Indiana State University

Date: _____

President
Indiana State University Foundation

Date: _____

Addendum A.

Foundation Fees for 2011 – 2016

<u>Item</u>	<u>Amount (annually)</u>
Alumni programming and development fee	\$ 517,500
Alumni records and gift processing fees	\$ 103,000
Development and campaign management fee	\$ 528,000

Addendum B.

INDIANA STATE UNIVERSITY FOUNDATION Whistleblower Policy

General

It is in the Indiana State University Foundation's (the Foundation) interest to establish procedures for:

- The receipt, retention and treatment of complaints received by the Foundation regarding accounting, internal controls, or auditing matters.
- The submission of concerns regarding questionable accounting or audit matters by employees, directors, officers, and other stakeholders of the Foundation, on a confidential and anonymous basis.

The Foundation's Code of Conduct (the Code) requires officers, directors, other volunteers and employees to observe high standards of conduct and personal integrity in the conduct of their duties and responsibilities. In fulfilling their responsibilities, employees and representatives of the Foundation must refrain from illegal, dishonest or unethical conduct and must comply with all applicable laws and regulations.

Reporting Responsibility

Each director, volunteer, and employee of the Foundation has an obligation to report in accordance with this Whistleblower Policy (a) questionable or improper accounting or auditing matters, and (b) violations and suspected violations of the Code (hereinafter collectively referred to as Concerns).

All reported Concerns will be handled according to this policy. There is no "unofficial" or "off the record" report of a Concern.

Authority of Audit Committee

All reported Concerns will be forwarded to the Audit Committee in accordance with the procedures set forth herein. The Audit Committee shall be responsible for reviewing and addressing all Concerns and is expected to recommend appropriate action, if deemed necessary, to the Executive Committee of the Foundation's Board of Directors.

No Retaliation

This Whistleblower Policy is intended to encourage and enable directors, volunteers and employees to raise Concerns so that they may be addressed and, when necessary, appropriately resolved. With this objective in mind, no director, volunteer, or employee who, in good faith, reports a Concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, a volunteer or employee who retaliates against someone who has reported a Concern in good faith is subject to disciplinary action up to and including dismissal from the volunteer position or termination of employment.

Reporting Concerns

Employees

Employees should first discuss their Concern with their immediate supervisor. If, after speaking with his or her supervisor, the individual continues to have reasonable grounds to believe the Concern is valid, the individual should report the Concern to the Executive Vice-President of the Foundation. In addition, if the individual is uncomfortable speaking with his or her supervisor, or the supervisor is a subject of the Concern, the individual should report his or her concern directly to the Executive Vice-President of the Foundation, unless the Concern involves the Executive Vice-President of the Foundation.

If the Concern is reported verbally to the Executive Vice-President of the Foundation, the reporting individual, with assistance from the Executive Vice-President of the Foundation, shall reduce the Concern to writing. The Executive Vice-President of the Foundation is required to promptly report the Concern to the Chair of Audit Committee, which has specific and exclusive responsibility to address all Concerns. As described below, the Chair of the Audit Committee shall acknowledge the receipt of the Concern to the individual and, if appropriate, the Executive Vice-President of the Foundation.

If the Concern involves the Executive Vice-President of the Foundation or if for any reason the Executive Vice-President of the Foundation does not promptly forward the Concern to the Audit Committee, the reporting individual should directly report the Concern to the Chair of the Audit Committee. Contact information for the Chair of the Audit Committee is found at the end of this document. Concerns may also be submitted anonymously. Such anonymous Concerns should be in writing and sent directly to the Chair of the Audit Committee.

Directors and Other Volunteers

Directors and other volunteers should submit Concerns in writing directly to the Chair of the Audit Committee.

Handling of Reported Violations

The Audit Committee shall address all reported Concerns. The Chair of the Audit Committee shall immediately notify the Audit Committee, the President of the Foundation, the Executive Vice-President of the Foundation, the Managing Director, and Chairman of the Foundation Board of the receipt of any reported Concern, unless one of these individuals is the subject of the Concern.

The Chair of the Audit Committee will acknowledge the receipt of the Concern to the reporting individual within five business days, if possible. It will not be possible to acknowledge receipt of anonymously submitted Concerns.

All reports will be reviewed by the Audit Committee in a timely manner, and appropriate corrective action, if deemed necessary, will be recommended to the Executive Committee of the Foundation's Board of Directors. In addition, action taken must include a conclusion and/or follow-up with the reporting individual for closure of the Concern.

The Audit Committee has the authority to retain outside legal counsel, accountants, or other resources, if deemed necessary, to fully and completely address the reported Concern. The Chair of the Audit Committee should consult with the Chair of the Foundation Board, prior to retaining outside legal counsel, accountants or other resources, unless the Chair of the Foundation Board is the subject of the Concern, in which case the Chair of the Audit Committee should consult with another officer(s) as deemed appropriate by the Audit Committee Chair.

Acting in Good Faith

Anyone reporting a Concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, or any other violation of the Code. The act of reporting Concerns or making any allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in a disciplinary action, up to and including dismissal from the volunteer position or termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

Confidentiality

The Foundation cannot guarantee confidentiality, but it will use its best efforts to protect whistleblowers. A whistleblower's identity may be revealed if (1) the individual agrees to be identified, (2) identification is necessary to enable the Foundation or law enforcement to investigate and respond to the alleged violation(s), (3) identification is required by law, (4) the person accused of wrong-doing is entitled to the information as a matter of legal right in disciplinary hearings.

Disclosure of reports of Concerns to individuals not involved in their review will be viewed as a serious disciplinary offense and may result in a disciplinary action, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

Indiana State University Foundation Code of Conduct

The successful operation and the reputation of the Indiana State University Foundation (the Foundation) are built upon the principles of fair dealing and ethical conduct by our directors and employees. The Foundation's reputation for integrity and excellence requires careful observance of the spirit and the letter of all applicable laws and regulations, as well as a scrupulous regard for high standards of conduct and personal integrity.

The continued success of the Foundation is dependent upon our stakeholders' and donors' trust. The Foundation is dedicated to preserving that trust. Directors and employees have an obligation to the Foundation, its donors, and its other stakeholders to act in a way that will merit their continued trust and confidence and the trust and confidence of the general public.

The Foundation will comply with all applicable laws and regulations and therefore expects its directors, officers and employees to conduct business in accordance with the letter, spirit and intent of all relevant laws and to refrain from illegal, dishonest or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide directors and employees with respect to lines of acceptable conduct.

If a situation arises, where it is difficult to determine the proper course of action, the matter should be discussed openly with the employee's immediate supervisor and, if necessary, the Chairman of the Foundation's Audit Committee for advice and consultation.

If a non-employee director becomes aware of a situation that requires attention, appropriate notification should be made to the Foundation's Audit Committee.

Compliance with this code of conduct is the responsibility of each Indiana State University Foundation director and employee. Disregarding or failing to comply with this code of conduct may lead to disciplinary action, up to and including possible termination of duties as a director and/or termination of employment.

This code of conduct will be reviewed and approved annually by the Foundation's Board of Directors.

Code adopted April 7, 2006

Item (IV)(a)(xi): Items for the Information of Trustees

Board Representation at University Events

Friday, December 16 – **Commencement Dinner** with Commencement Speaker Dean Hirsch
6 p.m. Reception, 6:30 p.m. Dinner, 7:30 p.m. Program

Saturday, December 17 – **Winter Commencement:**
9 a.m. Brunch at Condit House
11 a.m. Robing, main floor of Hulman Center
Noon Commencement Ceremony

Friday, January 20 – **“A Sycamore Celebration,” Founders Day/G.O.L.D. Awards**
7 p.m. Landini Center for Performing and Fine Arts Recital Hall

Thursday/Friday, February 16-17 **Board of Trustees Meeting**

Selected events of interest, attendance welcome but optional:

Friday, February 3 **Student Leader Dinner**
Murder Mystery Dinner Theater
6:30 p.m. Reception, 7 p.m. Dinner, 8 p.m. Show

Friday, February 17 **Reception for Music Donors**
6 p.m.
President's Concert
7 p.m. Tilson Music Hall, Tirey Hall

Sunday, February 26 **An Evening of Music with Indiana State**
8 p.m. Symphony Hall, Chicago

March 1-4, 2012 **Missouri Valley Conference Men's Basketball Tournament**
St. Louis, MO

March 8-11, 2012 **Missouri Valley Conference Women's Basketball Tournament**
St. Charles, MO

If you are planning to attend any of these events, please let Kay Ponsot know so that appropriate arrangements can be made. Contact her at (812) 237-7768 or kay.ponsot@indstate.edu.

Item (IV)(a)(xiii)

Modification of Dean's List Threshold

Currently, the standard for the Dean's List distinction is a grade point average for the semester of 3.75 or above. However, after the grading system at ISU was modified to allow more pluses and minuses, one of the effects of this modification was to erode average grade points. Further, every other institution of higher education similar to ISU has a lower Dean's List Threshold than does ISU.

Recommendation: Reduce the current Dean's List Threshold from 3.75 to 3.5.

On a motion by Ms. Tucker, seconded by Mr. Lowery, the recommendation was approved.

Item (IV)(a)(xiv)

Modification of Discretionary Threshold For Academic Dismissal

Currently, those students who earn a cumulative grade point average of 1.0 or less are academically dismissed. Deans of the various colleges, however, have discretion, on a case-by-case basis, to allow exceptions. Due to the same reasons set forth in the previous item, the level for the discretionary threshold for academic dismissal should be reduced from 1.0 to .85. Deans will retain the discretion to provide exception to NOT academically dismiss on a case-by-case basis.

Recommendation: Modification of Discretionary Threshold for Academic Dismissal.

On a motion by Ms. Tucker, seconded by Mr. Campbell, the recommendation was approved by an 8-1 vote. Ms. Bell voted nay.

Item (IV)(a)(xv) Staff Salary Schedule

The Staff Salary Schedule shown below reflects the recent staff salary increase, effective, November 1, 2011 (October 29, 2011 for non-exempt staff).

Recommendation: Approval of the staff salary schedule as shown below.

On a motion by Ms. Tucker, seconded by Mr. Pillow, the recommendation was approved.

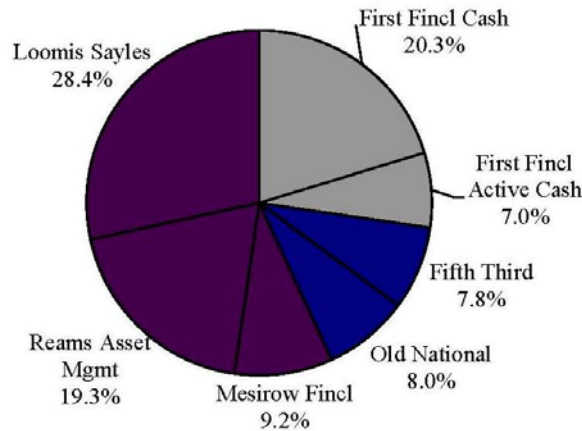
Salary Structure Effective 11/1/2011					
Grade	Minimum		Midpoint		Maximum
1	\$9.15		\$11.09		\$13.00
1	\$17,842.50		\$21,625.50		\$25,350.00
2	\$9.60		\$11.69		\$13.78
2	\$18,720.00		\$22,795.50		\$26,871.00
3	\$10.09		\$12.50		\$14.90
3	\$19,675.50		\$24,375.00		\$29,055.00
4	\$10.93		\$13.61		\$16.28
4	\$21,313.50		\$26,539.50		\$31,746.00
5	\$11.89		\$14.88		\$17.86
5	\$23,185.50		\$29,016.00		\$34,827.00
6	\$12.98		\$16.33		\$19.68
6	\$25,311.00		\$31,843.50		\$38,376.00
7	\$14.24		\$18.00		\$21.76
7	\$27,768.00		\$35,100.00		\$42,432.00
8	\$15.67		\$19.92		\$24.16
8	\$30,556.50		\$38,844.00		\$47,112.00
9	\$17.32		\$22.13		\$26.94
9	\$33,774.00		\$43,153.50		\$52,533.00
10	\$19.22		\$24.69		\$30.15
10	\$37,479.00		\$48,145.50		\$58,792.50
11	\$21.42		\$27.65		\$33.88
11	\$41,769.00		\$53,917.50		\$66,066.00
12	\$23.96		\$31.09		\$38.21
12	\$46,722.00		\$60,625.50		\$74,509.50
13	\$26.92		\$35.10		\$43.28
13	\$52,494.00		\$68,445.00		\$84,396.00
14	\$30.35		\$39.77		\$49.21
14	\$59,182.50		\$77,551.50		\$95,959.50
15	\$34.36		\$45.25		\$56.15
15	\$67,002.00		\$88,237.50		\$109,492.50

**Item (IV)(b)(i)(1):
University Investments**

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending September 30, 2011.

**Indiana State University Operating Funds
Plan Summary
Period Ended September 30, 2011**

Actual Allocation



<u>Manager</u>	<u>Market Value</u>
ISU-First Financial Cash	\$28,181,128
ISU-First Fincl. Active Cash	\$9,614,517
ISU-Fifth Third	\$10,834,444
ISU-Old National	\$11,089,182
ISU-Mesirow Fincl.	\$12,762,880
ISU-Reams Asset Mgmt.	\$26,701,027
ISU-Loomis Sayles	\$39,383,882
ISU-Total Fund	\$138,567,060

September 30, 2011			
	Market Value	% of Total Assets	Strategic Allocation
Tier 1			
First Financial Cash	\$28,181,128	20.3%	9.5%
First Financial Active Cash	\$9,614,517	6.9%	9.5%
	\$37,795,645	27.3%	19.0%
Tier 2			
Fifth Third 1-3 Year Govt/Credit	\$10,834,444	7.8%	9.5%
Old National Intermediate	\$11,089,182	8.0%	9.5%
	\$21,923,626	15.8%	19.0%
Tier 3			
Mesirow Core Total Return	\$12,762,880	9.2%	10.0%
Reams Asset Management Core	\$26,701,027	19.3%	21.0%
Loomis Sayles Core Plus	\$39,383,882	28.4%	31.0%
	\$78,847,789	56.9%	62.0%
	\$138,567,060	100.0%	100.0%

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

PERIOD ENDED SEPTEMBER 30, 2011

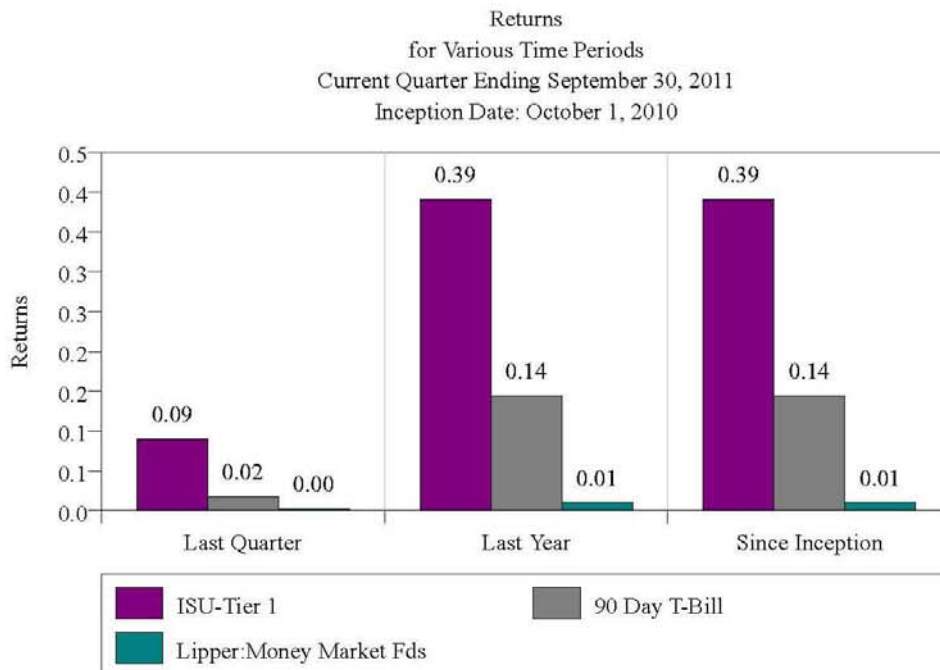
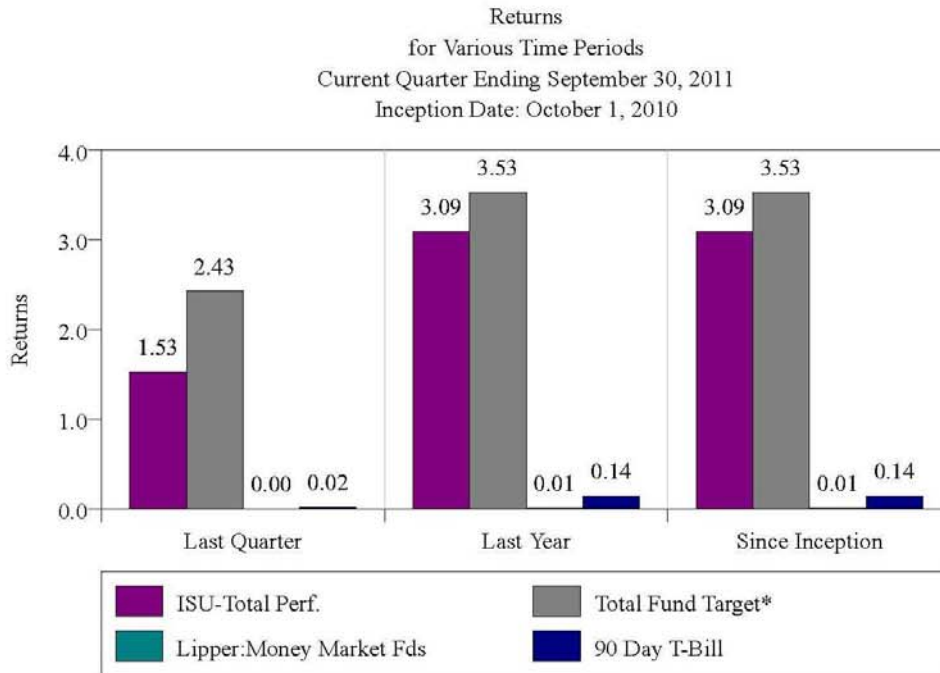
	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$16,180,438	\$11,990,182	\$10,508	\$28,181,128
ISU-First Fincl. Active Cash	\$9,601,328	(\$3,885)	\$17,074	\$9,614,517
ISU-Fifth Third	\$10,815,439	(\$4,137)	\$23,143	\$10,834,444
ISU-Old National	\$10,824,274	(\$5,924)	\$270,833	\$11,089,182
ISU-Mesirow Fincl.	\$11,411,556	\$949,491	\$401,833	\$12,762,880
ISU-Reams Asset Mgmt.	\$24,138,895	\$2,019,688	\$542,444	\$26,701,027
ISU-Loomis Sayles	\$35,819,421	\$2,966,583	\$597,878	\$39,383,882
ISU-Total Fund	\$118,791,350	\$17,911,999	\$1,863,712	\$138,567,060

RETURN SUMMARY

PERIOD ENDED SEPTEMBER 30, 2011

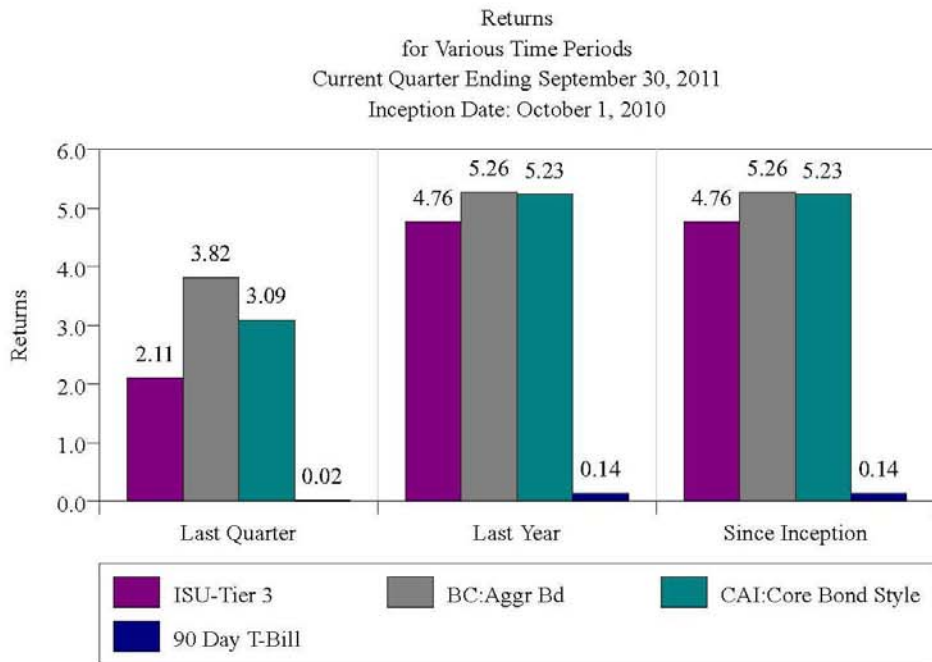
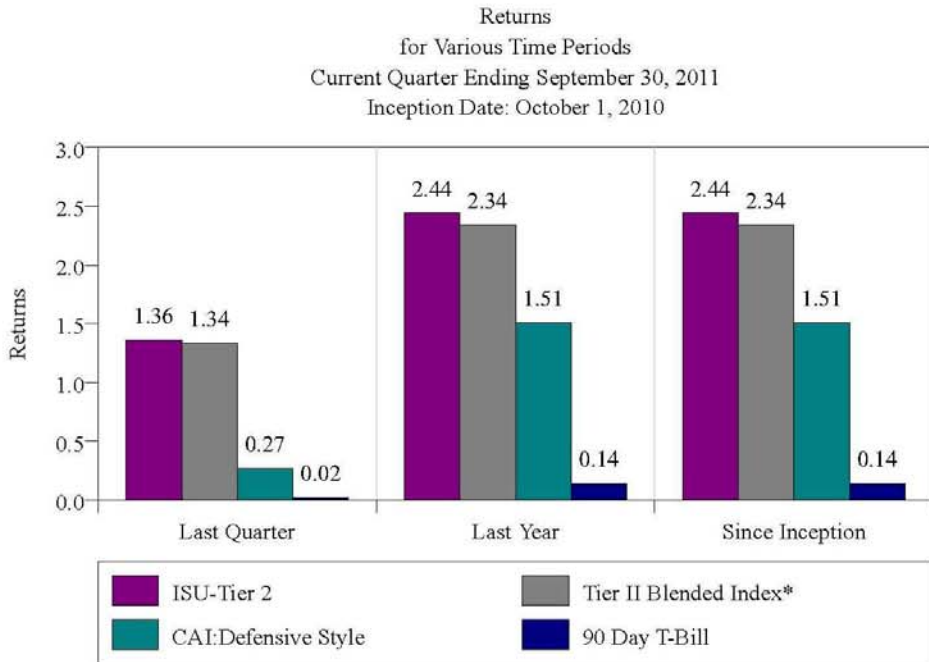
Total Fund Performance

The charts below shows the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.



RETURN SUMMARY
PERIOD ENDED SEPTEMBER 30, 2011

Total Fund Performance
 The charts below shows the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.



Indiana State University Board of Trustees Minutes

Friday December 16, 2011

Page 48 of 65

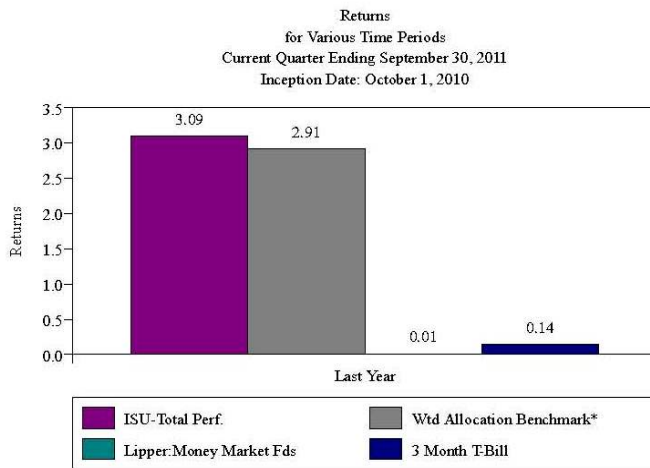
INVESTMENT MANAGER RETURNS

The table below details the rates of return for the investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized.

Returns for Periods Ended September 30, 2011

	Last Quarter	Last Year	Last 3 Years	Last 5 Years
ISU-First Financial Cash	0.05	0.25	--	--
90 Day T-Bill	0.02	0.14	0.22	1.74
ISU-First Fincl. Active Cash	0.17	0.74	--	--
Citi:Treas 1 Yr	0.18	0.61	1.23	2.73
ISU-Fifth Third	0.21	1.37	--	--
Fifth Third:1-3 Yr G/C Comp	0.11	1.48	4.24	4.23
BC:Gov/Credit 1-3	0.29	1.28	3.56	4.15
ISU-Old National	2.50	3.53	--	--
Old Nat'l: Intern Comp	2.15	3.05	7.01	6.01
BC:Gov/Credit Inter	2.39	3.40	7.02	5.92
ISU-Mesirow Fincl.	3.31	4.70	--	--
Mesirow:Core Comp	3.50	4.92	9.66	7.23
BC:Aggr Bd	3.82	5.26	7.97	6.53
ISU-Reams Asset Mgmt.	2.09	4.17	--	--
Reams:Core Comp	2.65	4.68	11.14	8.05
BC:Aggr Bd	3.82	5.26	7.97	6.53
ISU-Loomis Sayles	1.72	5.15	--	--
Loomis:Core Plus Comp	1.02	4.92	13.21	9.06
BC:Aggr Bd	3.82	5.26	7.97	6.53

Performance Measurement and Reporting



Criteria	First Financial Cash	First Financial Active Cash	Fifth Third Asset Mgmt	Old National Trust Co.	Mesrow Financial	Reams Asset Mgmt	Loomis Sayles
Qualitative Review	●	●	●	●	●	●	●
Long-Term Performance	●	●	●	●	●	●	●
Short-Term Performance	●	●	●	●	●	●	●

Legend

- Everything is good to excellent in this area.
- Caution is warranted and further evaluation may be required.
- Action is required or is being taken.

- The newly adopted Structure has provided a 3.1% return over the last one-year time period.
- The Operating Funds have significantly outperformed Cash by approximately three percentage points during this time period.
- The underlying investment managers of the Operating Funds rank well from a qualitative and quantitative standpoint.

INDIANA STATE UNIVERSITY CURRENT OPERATING REVENUE SUMMARY For the Quarter Ending September 30, 2011						
	Budget through 9/30/11	Actual through 9/30/11	Percent of Budget	Budget through 9/30/10	Actual through 9/30/10	Percent of Budget
Revenues						
State of Indiana						
Operational	\$ 67,854,483	\$ 16,963,623	25.0%	\$ 71,776,249	\$ 17,944,062	25.0%
Fee Replacement	8,887,196	-	0.0%	8,889,341	-	0.0%
DegreeLink	460,245	115,062	25.0%	460,245	115,062	25.0%
Gross Student Fees	64,026,116	35,229,157	55.0%	60,350,847	32,102,693	53.2%
Enrollment Reserve*	(350,000)	-	0.0%	(350,000)	-	0.0%
Other Fees and Charges	1,536,022	762,426	49.6%	1,818,258	425,495	23.4%
Sales and Services	704,500	199,136	28.3%	928,660	91,829	9.9%
Rent, Interest, Dividends, and Gifts	953,657	159,123	16.7%	1,981,000	495,629	25.0%
Miscellaneous Income	<u>3,775,689</u>	<u>3,337,196</u>	88.4%	<u>2,230,544</u>	<u>1,740,393</u>	78.0%
Total Budgeted Revenue	\$ 147,847,908	\$ 56,765,723		\$ 148,085,144	\$ 52,915,163	
Encumbrances and Carryforward	11,371,181	11,371,181		8,733,301	8,733,301	
Reimbursements and Income Reappropriated From Other Sources	<u>3,222,566</u>	<u>3,222,566</u>		<u>3,954,106</u>	<u>3,954,106</u>	
Total Revenues	<u>\$ 162,441,655</u>	<u>\$ 71,359,470</u>	43.9%	<u>\$ 160,772,551</u>	<u>\$ 65,602,570</u>	40.8%
*The \$350,000 Enrollment Reserve is used to cover tuition shortfalls						

INDIANA STATE UNIVERSITY CURRENT OPERATING EXPENSE SUMMARY For the Quarter Ending September 30, 2011						
	Budget through 9/30/12	Actual through 9/30/11*	Percent of Budget	Budget through 9/30/10	Actual through 9/30/10*	Percent of Budget
Salaries and Wages	\$ 71,492,703	\$ 17,618,241	24.6%	\$ 71,501,377	\$ 16,726,949	23.4%
Fringe Benefits	26,303,541	6,223,298	23.7%	26,785,644	5,796,592	21.6%
Student Wages	3,440,418	819,465	23.8%	3,054,432	668,507	21.9%
Utilities	9,826,514	4,881,866	49.7%	9,563,381	4,468,738	46.7%
Training, Representation, and Travel	1,242,399	841,362	67.7%	1,222,565	714,952	58.5%
Student Aid	17,132,744	7,172,767	41.9%	15,749,145	7,167,082	45.5%
Bond and Interest	531,017	-	0.0%	553,820	-	0.0%
Supplies and Expense	24,968,844	7,089,376	28.4%	22,639,291	7,874,101	34.8%
Repairs and Maintenance	2,408,146	2,071,596	86.0%	2,329,285	2,766,892	118.8%
Capital Equipment	<u>5,095,329</u>	<u>777,979</u>	15.3%	<u>7,373,611</u>	<u>881,786</u>	12.0%
Total Expenditures	<u>\$ 162,441,655</u>	<u>\$ 47,495,950</u>	29.2%	<u>\$ 160,772,551</u>	<u>\$ 47,065,599</u>	29.3%
*Includes encumbrances and open commitments						

Revenues

Student Fees

Through September 30th, total Student Fee revenues are above last year's amount by \$3,126,464. Summer II tuition and Fall tuition are above budget by \$69,972 and \$4,725,707. This increase is due to higher enrollment numbers for the Fall. The University's operating budget has been adjusted by \$3,192,750 to accommodate this increased enrollment including \$890,000 for additional scholarships, \$647,750 for additional student wages, \$1,000,000 for capital improvements, and \$655,000 for university initiatives.

Other Fees and Charges

Other Fees and Charges are above last year's totals by \$336,931. This is due to increases in credit/exam fee, on-campus credit workshops fee, deferment fee, and distance delivery fee reimbursement.

Sales and Services

Sales and Services are above last year's totals by \$107,307. This is due to receiving Indiana University's School of Medicine reimbursement sooner than last year.

Rent, Interest, Dividends, and Gifts

Rent and Interest income is down from last year's amount by \$336,506 as interest income budgeted for 2012 was reduced by \$1,037,343.

Miscellaneous Income

Miscellaneous Income shows an increase of \$1,596,830 over last year to reflect the additional \$600,000 of utility reimbursement from Residential Life, as well as a \$1,000,000 transfer from the medical benefit reserve to cover contributions to the VEBA fund.

Expenses

Salaries and Wages

Salaries and wages are above last year's levels by \$891,292. Instructional salaries are up by \$485,976, along with retirement incentives that were paid out for support staff through June 30 that were expenses in July of \$276,569.

Fringe Benefits

Fringe benefits are above last year's total by \$426,706. This is largely due to additional TIAA-CREF contributions made on behalf of summer faculty and increased medical insurance costs.

Student Wages

Student wages are \$150,958 above last year as three student pays were processed in September 2011 as compared to two pays in 2010.

Utilities

Utilities expenses are above last year’s totals by \$413,128. This is due to growth in electricity costs of \$178,848 and natural gas of \$200,000.

Training, Representation and Travel

Training, Representation, and Travel expenses are above last year’s amount by \$126,410.

Student Aid

Student Institutional Aid is slightly above last year’s expenditures by \$5,685. An additional \$890,000 of budget from excess tuition revenue was allocated to cover laptop scholarships as well as other miscellaneous scholarships.

Supplies and Expense/Transfers

Supplies and Expense is \$784,725 lower than last year due to the timing of transfers out. The budget includes \$7,475,999 of carry-forward budget from fiscal year 2010 to be spent in 2011.

Repairs and Maintenance

Repairs and maintenance expenses show a decline of \$695,296 and is the result of a reduction of open commitments in Facility Management. Many of these purchases are being processed on the procurement card versus purchase orders. A total budget of \$195,825 was brought forward into the fiscal year as carry forward.

Capital Equipment

Capital equipment expense reflects a reduction of \$103,807 from the prior year. A total carry-forward budget of \$808,234 was brought into the new year.

**Item (IV)(b)(i)(2):
Purchasing Report**

Purchases Over \$50,000				
Sole Source, Unique Capabilities				
	Aspect Software Inc	P0070668	Student Retention System - Programming	\$50,000.00
	Galvin Technologies Indianapolis LLC	P0070605	Banner Computer Programming	\$50,443.00

Item (IV)(b)(i)(3): Vendors Report

The following vendors have accumulated purchases from the University for the time period July 1, 2011, through November 30, 2011 (Fiscal Year) in excess of \$250,000:		
Vendors with Purchases Exceeding \$250,000		
<u>September 1, 2011 through November 30, 2011</u>		
Earl Rodgers and Associates	\$ 260,453	Arena Corridor, Hulman Memorial Student Union 1st Floor Lounge, and Tirey Restroom Renovation
Candlewood Suites	\$ 260,951	Temporary Student Housing
Staples Business Advantage	\$ 272,025	Office Supplies and Equipment Purchases
CIGNA Health Care	\$ 329,469	Medical Claim Payments
Plant Brothers Excavating and Construction Co	\$ 338,222	Chestnut Street Pedestrian Walkway Renovation
Hannig Construction Inc	\$ 348,261	Student Services Building Athletic Training Area, UAP Renovation, and Science Labs Renovation
Old National Insurance	\$ 379,552	Commercial Property Insurance
Delta Dental Plan of Indiana	\$ 446,337	Dental Insurance Reimbursements
Indiana-American Water Company	\$ 485,065	Water and Sewage Utility Payments
Previously Reported Vendors with Purchases Exceeding \$250,000		
First Financial Bank	\$ 850,000	VEBA Contributions
Energy USA-TPC	\$ 865,781	Natural Gas Purchases
C H Garmong and Son Inc	\$ 920,528	Rankin Patio, Arena Dietetics, and Fairbanks Hall Renovations
Public Employees Retirement Fund	\$ 943,670	Employee Retirement Payments
Medco Health Solutions	\$ 1,010,882	Prescription Drug Coverage
Nebco/AmWins Group Benefits	\$ 1,037,786	Retiree Insurance
Indiana Department of Corrections	\$ 1,226,214	Academic Courses
Dell Marketing LP	\$ 1,660,652	Faculty and Student Laptops, Miscellaneous Computer Equipment, and Supplies Purchases
CDI Inc	\$ 1,891,962	Pickerl Hall, Technology 2nd and 3rd Floor, NSF Lab, Welcome Center, and College of Nursing, Health and Human Services Renovations
Duke Energy	\$ 2,629,325	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 3,833,273	Dining and Catering Services
CIGNA Health Care	\$ 4,309,196	Medical Claim Payments
Shiel Sexton Co Inc	\$ 4,677,089	Federal Building Renovation

Item (IV)(b)(ii)(1): Personnel Items Faculty

FACULTY

Temporary Faculty Part-Time Appointments—2011 Fall Semester (Effective August 1, 2011, unless otherwise indicated)

David R. Amlung; Part-Time Lecturer, School of Music; M.M., Mannes College; one hour; salary \$1,000.

Glenn H. Blackstone; Part-Time Lecturer, Department of Political Science; M.A., Kent State University; three hours; salary \$3,000.

Robert E. Burton; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; addition of supervision of one student teacher; salary \$600, prorated from the effective date of October 29, 2011.

John R. Fish; Part-Time Lecturer, Department of History; M.A., Eastern Illinois University; nine hours; salary \$9,000.

Donna J. Purviance; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., University of Southern Indiana; three hours; salary \$3,990.

Michael Romanov; Postdoctoral Research Associate, Department of Biology; supplemental instructional stipend of \$4,000 for teaching four hours above his postdoctoral research duties; for the fall semester of the 2011-2012 academic year.

Kevin C. Short; Part-Time Lecturer, Department of Social Work; M.S.W., IUPUI; three hours; salary \$3,000.

Change of Status and/or Pay Rate

Esther L. Acree; Associate Professor, Department of Baccalaureate Nursing Completion; stipend of \$4,000 for additional duties; for the fall semester of the 2011-2012 academic year.

Alma Mary Anderson; Professor, Department of Art; salary adjustment of \$250 to be added to 2010-2011 base for duties as Faculty Senate Secretary for 2010-2011; salary \$74,963 per academic year; effective August 1, 2011.

John L. Conant; Chairperson and Professor, Department of Economics; stipend of \$750 for duties as Faculty Senate Vice Chairperson for the 2011-2012 academic year.

Cynthia L. Crowder; Chairperson and Assistant Professor, Department of Human Resource Development and Performance Technologies; stipend of \$1,500 for additional duties in the Assessment Leadership Group; for the fall semester of the 2011-2012 academic year.

Concetta A. DePaolo; Associate Professor, Department of Marketing and Operations; stipend of \$1,500 for additional duties in the Assessment Leadership Group; for the fall semester of the 2011-2012 academic year.

Robert C. Guell; Professor, Department of Economics; stipend of \$750 for duties as Faculty Senate Secretary for the 2011-2012 academic year.

Eric Hampton; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; stipend of \$1,500 for additional duties in the Assessment Leadership Group for the fall semester of the 2011-2012 academic year.

Steven R. Hardin; Interim Chairperson, Reference/Instruction Department, and Associate Librarian, Library Services; stipend of \$5,000 for continuing appointment as Interim Chairperson, Reference/Instruction Department; effective January 1, 2012 through June 30, 2012.

Molly K. Hare; Associate Professor, Department of Physical Education; stipend of \$1,500 for additional duties in the Assessment Leadership Group; for the fall semester of the 2011-2012 academic year.

James D. Kingsley; Assistant Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching 3 additional hours; for the fall semester of the 2011-2012 academic year.

Steven W. Lamb; Chairperson and Professor, Department of Accounting, Finance, Insurance, and Risk Management; stipend of \$3,000 for duties as Faculty Senate Chairperson for the 2011-2012 academic year; salary adjustment of \$500 to be added to 2010-2011 base for duties as Faculty Senate Chairperson for 2010-2011; salary \$120,409 per academic year; effective August 1, 2011.

Robyn Lugar, Chairperson and Associate Professor, Department of Social Work; supplemental instructional stipend of \$3,000 for teaching 3 additional hours; for the fall semester of the 2011-2012 academic year, prorated from the effective date of October 6, 2011.

Elizabeth M. O'Laughlin; Associate Professor, Department of Psychology; stipend of \$1,500 for additional duties in the Assessment Leadership Group; for the fall semester of the 2011-2012 academic year.

Virgil L. Sheets; Chairperson and Professor, Department of Psychology; salary adjustment of \$250 to be added to 2010-2011 base for duties as Faculty Senate Vice Chair for 2010-2011; salary \$95,305 per academic year; effective August 1, 2011.

Florence O. Uruakpa-Nweke; Assistant Professor, Department of Applied Health Sciences; salary adjustment of \$530 to the 2011-2012 base salary; salary \$57,530 per academic year; effective August 1, 2011.

Leaves of Absence With Pay

George S. Bakken; Professor, Department of Biology; leave with pay effective August 1, 2011 through December 31, 2011.

Separations

Cherie G. Howk; Assistant Professor, Department of Advanced Practice Nursing; effective December 31, 2011.

Tennyson Mgutshini; Acting Chair and Associate Professor, Department of Baccalaureate Nursing Completion; effective October 31, 2011.

Cynthia M. Sartor; Part-Time Lecturer, Department of Social Work; effective October 3, 2011.

Item (IV)(b)(ii)(2): Personnel Items Non-Exempt and Exempt

NON-EXEMPT

Appointments

Dustin BeDell; Administrative Assistant I, Career Center; \$11.89/hr; effective November 7, 2011.

Joshua Clifford; Police Officer, Public Safety; \$17.28/hr; effective December 5, 2011.

Tina Compton; Custodian I, Burford Housing; \$8.74/hr; effective October 10, 2011.

Bobby Cuffle; Maintenance Mechanic, Maehling Terrace University Apartments; \$12.72/hr; effective October 10, 2011.

Lorra Day; Custodian I, Facilities Management; \$8.54/hr; effective October 24, 2011.

Charles Fletcher; Administrative Assistant II, Dean of College of Nursing, Health, Human Services; \$12.98/hr; effective November 14, 2011.

James Pruiett; Custodian II, Burford Housing; \$9.14/hr; effective October 10, 2011.

Donna Pitts; Computer Operator I, Information Technology; \$13.55/hr; effective November 7, 2011.

Marcia Rooksberry; Custodian I, Facilities Management; \$8.54/hr; effective October 10, 2011.

Separations

Andrea Henderson; Child Care Center Teacher, Early Childhood Education Center; effective November 16, 2011.

Dira Kile; Administrative Assistant I, Office of Student Conduct & Integrity; effective October 3, 2011.

Jayne Longo; Administrative Assistant I, Office of Information Technology; effective November 11, 2011.

Matthew Murray; Police Officer, Public Safety; effective November 29, 2011.

Michelle O'Rourke; Administrative Assistant I, Kinesiology, Recreation, and Sport; effective October 11, 2011.

Bruce Starks; Events Setup Technician I, HMSU-Operations; effective October 20, 2011.

Debbie Virostko; Custodian I, Facilities Management; effective November 30, 2011.

Change in Status and/or Pay Rate

Promotion

Evan Boyer; from Grounds Equipment Operator, Facilities Management; \$10.00/hr to Gardener, Facilities Management; \$11.33/hr; effective October 24, 2011.

Carl Compton; from Maintenance Mechanic, Sandison Housing; \$13.24/hr to Senior Maintenance Mechanic, Sandison Housing; \$15.00/hr; effective October 10, 2011.

Rebecca Lowe; from Events Setup Technician I, HMSU-Operations; \$9.83/hr to Custodial Supervisor, Sycamore Housing; \$12.72/hr; effective October 20, 2011.

Transfers

Kelly Pierce; from Student Services Assistant I, Admissions and High School Relations; \$12.60/hr to Admissions Processing Specialist, Admissions and High School Relations; \$12.60/hr; effective October 24, 2011.

Reclassification

Deborah Emrick; from Office Assistant, Student Academic Advisement; \$11.46/hr to Administrative Assistant I, Student Academic Advisement; \$12.95/hr; effective October 31, 2011.

Other

Christopher McKillop; skill assessment from Police Officer, Public Safety; \$17.73/hr to Police Officer; Public Safety; \$18.46/hr; effective November 12, 2011.

EXEMPT

Appointments

Crystal Baker; Associate Director; Student Financial Aid; M.S., Indiana University; salary \$45,000 per fiscal year; effective October 24, 2011.

Amy Bouman; Social Media Developer; Communications and Marketing; M.A., Augustana College; salary \$36,000 per fiscal year; effective October 10, 2011.

Kenneth Brown; Program Coordinator, Upward Bound; M.E., Langston University; salary \$31,000 per fiscal year; effective November 14, 2011.

Brenda Coldren; Career Services Assistant Director, Career Center; B.S., Central College; salary \$44,000 per fiscal year; effective December 5, 2011.

Marion C. Dechausay; Athletic Studies Director, Student Academic Services; M.S., Syracuse University; salary \$53,000 per fiscal year; effective October 24, 2011.

Melissa Grinslade; Counseling & Psychological Services Staff Psychologist, Student Counseling Center; M.S., Indiana University; salary \$42,500 per fiscal year, effective date of October 24, 2011.

LeeAntwann McCline; Supplier Diversity Coordinator, Purchasing and Central Receiving; M.S., Eastern Illinois University; salary \$33,000 per fiscal year, effective date of December 1, 2011.

Jackie S. Switzer; Associate Director; Student Financial Aid; B.S., Indiana Wesleyan University; salary \$59,000 per fiscal year; effective October 24, 2011.

Gregory K. Youngen; Associate Dean and Associate Librarian, Library Services; M.L.S., Indiana University; salary \$87,000 per fiscal year; effective February 1, 2012.

Temporary Appointments

Austin Arceo-Negrich; Interim Media Relations Assistant Director; Communications and Marketing; extend appointment through June 30, 2012.

Catherine C. Delnat; Temporary Director, Learning Resource Center, Dean – College of Nursing, Health, and Human Services; B.S., Indiana State University; salary \$64,992 per fiscal year; effective November 3, 2011 until the position is filled.

Karen S. Goehl; Project Director, Blumberg Center; M.S., Indiana University; salary \$75,118 per fiscal year; effective October 1, 2011 through September 30, 2012.

Matthew Pearcey; Director, McNair Programs; M.Ed., Western Washington University; salary \$54,903 per fiscal year; effective October 1, 2011 through September 30, 2012.

Jeremy T. Ploch; end the stipend for additional duties effective November 30, 2011 as the new director has been hired.

Lisa Poff; Program Coordinator, Blumberg Center; J.D., Indiana University; salary \$52,162; effective October 1, 2011 through September 30, 2012.

Michael B. Snyder; Information Center Consultant, Office of Information Technology; stipend of \$4,320.75 for additional duties; from August 1, 2011 through February 29, 2012.

Lori J. Vancza; Safety Specialist, Environmental Health and Safety; stipend of \$500 for duties as Treasurer of Staff Council; effective June 1, 2011, through May 31, 2012.

Change of Status and/or Pay Rate

Frederick W. Clark; from Interim Director, Hulman Center to Director of Hulman Center and Event Services, Hulman Center; salary \$70,000 per fiscal year, prorated from the effective date of November 1, 2011.

Lauraly O. DuBois; from Information Technology Analyst, Central Housing, to Residential Life Technology Manager, Central Housing; pay grade 12; salary \$50,000 per fiscal year; effective July 1, 2011.

Elonda Ervin; from Career Development Director, Career Center to University Diversity Officer, Office of Diversity; salary \$64,657 per fiscal year, prorated from the effective date of November 7, 2011.

Austen Goebel; from non-exempt position as Marketing Assistant, Hulman Center, to exempt staff position as Hulman Center/Conference and Event Services Marketing Coordinator, Hulman Center; pay grade 9; salary \$33,111 per fiscal year, prorated from the effective date of October 31, 2011.

James Matthew Lance; from Admissions Processing Specialist to Admissions Counselor; Admissions and High School Relations; salary \$30,000 per fiscal year, prorated from the effective date of October 17, 2011.

Nancy J. Merritt; Dean, Scott College of Business; administrative leave of absence with pay as a fiscal year employee for the period July 1, 2012 through December 31, 2012 to an academic year appointment as Professor, Department of Marketing and Operations; salary \$143,003, no change in salary through December 31, 2012.

David L. Pifer; from Systems Administrator, Telecommunications to Network Engineering Services Assistant Director, Telecommunications; pay grade 13; salary \$84,802 per fiscal year, prorated from the effective date of December 1, 2011.

Julia Tipton; Web Content Coordinator; from Admissions and High School Relations to Communications and Marketing at same salary; effective November 1, 2011.

Emeriti

Harriet Hudson; Associate Dean Emerita, College of Arts and Sciences, and Professor Emerita, Department of English; effective June 30, 2011.

Jeffrey G. McNabb; Associate Dean Emeritus, and Professor Emeritus, Department of Technology Management; effective June 30, 2011.

Separations

Richie A. Adderley; Assistant Coordinator, 21st Century Scholars; effective November 10, 2011.

Deborah L. Bartnick; Learning Resource Center Director – Nursing, Dean, College of Nursing, Health, and Human Services; effective November 2, 2011.

Burr D. Hartman; Admissions System Coordinator, College of Graduate and Professional Studies; effective October 28, 2011.

LeeAntwann McCline; Student Employment Program Coordinator, Career Center; effective November 17, 2011.

Kaleena McCormick; Enrollment Services Coordinator; Admissions and High School Relations; effective December 7, 2011.

Jason Wray; Benefits Analyst, Staff Benefits; effective November 28, 2011.

ATHLETICS

Appointments

James Menser; Athletics Business Coordinator; M.B.A., Indiana Wesleyan University; salary of \$35,000 prorated per employment period of October 17, 2011 through June 30, 2012.

Resignations

Clayton Dever; Part-time Video Coordinator, effective November 23, 2011.

Item (IV)(b)(iii): Grants and Contracts

1. U.S. Department of Education., Fund No. 548714, Proposal No. 12-044
An agreement in the amount of \$73,125.00 has been received from U.S. Department of Education for the project entitled, “Child Care Access Means Parents in School Program,” under the direction of Gail Gottschling, Director of the Early Childhood Education Center, for the period October 1, 2011 through September 30, 2012.
2. U.S. Department of Education., Fund No. 548715, Proposal No. 12-046
An agreement in the amount of \$10,000.00 has been received from U.S. Department of Education for the project entitled, “Erma Byrd Scholarship Program,” under the direction of Kim Donat, Department of Student Financial Aid, for the period July 1, 2011 through June 30, 2012.
3. GE Aviation Inc., Fund No. 548710, Proposal No. 12-038
An agreement in the amount of \$14,697.00 has been received from GE Aviation Inc. for the project entitled, “General Electric Aviation-Terre Haute,” under the direction of Nancy Merritt, Dean’s Office of Scott College of Business, for the period October 3, 2011 through October 7, 2011.
4. Wabash Valley Community Foundation, Fund No. 548713, Proposal No. 12-010
An agreement in the amount of \$2,100.00 has been received from Wabash Valley Community Foundation for the project entitled, “21st Century Scholars College Access-Vigo County,” under the direction of Veronica Williams, Department of Student Academic Support Services, for the period October 1, 2011 through September 30, 2012.
5. Western Ecosystems Technology Inc., Fund No. 548688, Proposal No. 11-180
Additional appropriations in the amount of \$12,000.00 have been received from Western Ecosystems Technology Inc. for the project entitled, “Bat Survey Across Illinois, Indiana and Ohio,” under the direction of John Whitaker, Department of Biology, for the period of June 30, 2011 through December 31, 2011.
6. Department of Education, Fund No. 548712, Proposal No. 12-041
An agreement in the amount of \$655,220.00 has been received from the Department of Education for the project entitled, “Affective and Compliant IEPs,” under the direction of Leah Nellis, Blumberg Center, for the period October 1, 2011 through September 30, 2012.
7. Tuskegee University, Fund No. 548718, Proposal No. 12-007
A sub agreement under the National Science Foundation in the amount of \$45,279.00 has been received from Tuskegee University for the project entitled, “The NanoBio Science Partnership for Alabama Black Belt Region,” under the direction of Carolyn Wallace, Department of Biology for the period of September 1, 2011 through August 31, 2012.
8. Indiana University , Fund No. 548719, Proposal No. 12-042
An agreement in the amount of \$45,560.00 has been received from the Trustees of Indiana University for the project entitled, “Transition to Adulthood,” under the direction of Karen Goehl, Blumberg Center, for the period October 1, 2011 through September 30, 2012.

9. Indiana University, Fund No. 548716, Proposal No. 12-048
A sub-agreement under the Indiana Department of Education in the amount of \$117,275.00 has been received from Indiana University for the project entitled, "Effective Assessment and Instruction," under the direction of Leah Nellis, Blumberg Center, for the project period of October 1, 2011 through September 30, 2012.
10. Purdue University, Fund No. 548720, Proposal No. 11-162
A sub-agreement under the National Aeronautics and Space Administration in the amount of \$6,000.00 has been received from Purdue University for the project entitled, "Indiana Space Grant Consortium 11-12 Scholarship-Fellowships," - for grad student Adam Prise, under the direction of Susan Berta, Department of Earth and Environmental Systems, for the project period of May 17, 2011 through May 16, 2012.
11. Department of Education, Fund No. 548693, 548727, Proposal No. 12-051
An agreement in the amount of \$215,912.00 has been received from the Department of Education for the project entitled, "McNair Post Baccalaureate Achievement Program at Indiana State University," under the direction of Dean Jay Gatrell, College of Graduate and Professional Studies, for the period October 1, 2011 through September 30, 2012.
12. Indiana Academy of Science, Fund No. 548726, Proposal No. 12-028
An agreement in the amount of \$2,450.00 has been received from the Indiana Academy of Science for the project entitled, "Modulation of Tumor Microenvironment by Staphylococcus Aureus and the Effects of Immunotherapy Using Novel Immune Adjuvants," under the direction of Roshni Roy Chowdhury, Department of Biology, for the period October 31, 2011 through October 30, 2012.
13. Indiana Academy of Science, Fund No. 548725, Proposal No. 12-024
An agreement in the amount of \$2,500.00 has been received from the Indiana Academy of Science for the project entitled, "Pathogenesis of Community Associated Staphylococcus Aureus Infections," under the direction of H. Kathleen Dannelly, Department of Biology, for the period October 31, 2011 through October 30, 2012.
14. Indiana Academy of Science, Fund No. 548724, Proposal No. 12-029
An agreement in the amount of \$3,000.00 has been received from the Indiana Academy of Science for the project entitled, "Soil Geochemistry from Abandoned Mine Site in West-central Indiana," under the direction of Heather Foxx, Department of Earth and Environmental Systems, for the period October 31, 2011 through October 30, 2012.
15. Wabash Valley Community Foundation, Fund No. 548721, Proposal No. 12-011
An agreement in the amount of \$1,160.00 has been received from the Wabash Valley Community Foundation for the project entitled, "21st Century Scholars College Access-Sullivan County," under the direction of Veronica Williams, Department of Student Academic Support Services, for the period October 1, 2011 through September 30, 2012.
16. Wabash Valley Community Foundation, Fund No. 548728, Proposal No. 12-055
An agreement in the amount of \$1,280.00 has been received from the Wabash Valley Community Foundation for the project entitled, "Sycamore Readers Book Club," under the direction of Kathryn Bauserman, Department of Elementary, Early and Special Education, for the period October 13, 2011 through December 31, 2011.
17. Office of Faith-Based and Community Initiatives, Fund No. 548676, Proposal No. 11-078
An agreement in the amount of \$185,109.00 has been received from the Office of Faith-Based and Community Initiatives for the project entitled, "Sycamore Service Corps-ICU," under the direction of Heather Miklozek, Center for Community Engagement, for the period September 1, 2011 through August 31, 2012.

18. FHI Development 360 LLC, Fund No. 548729, Proposal No. 12-060

An agreement in the amount of \$2,700.00 has been received from the FHI Development 360 LLC for the project entitled, "National Convening of Clinical Practice," under the direction of Dean Brad Balch, Bayh College of Education, for the period October 14, 2011 through November 30, 2011.

19. University of North Texas, Fund No. 548730, Proposal No. 11-086

An agreement in the amount of \$3,600.00 has been received from the University of North Texas for the project entitled, "Lifecycle Management of Electronic Theses and Dissertations," under the direction of Xiaocan Wang, Department of Library Services, for the period October 1, 2011 through September 30, 2012.

Item (IV)(b)(iv): Internship Relationship

Nursing Internships

Agreements have been reached with the following facilities to provide internships for nursing students.

Cone Health, Greensboro, NC
Covered Bridge Special Education District, Terre Haute, IN
Delphos City Schools, Lima, OH
Department of VA Medical Center, Washington, DC
El Camino Hospital, Mountain View, CA
Intermountain Medical Group, Salt Lake City, UT
Jackson Purchase Medical Associates, Paducah, KY
Kentucky River District, Hazard, KY
Mercy Health Partners, Paducah, KY
Mississippi State Department of Health, Jackson, MI
Munster Medical Foundation, Munster, IN
Providence Regional Medical Center, Renton, WA
St. Joseph Medical Center, Tacoma, WA
UPMC, Pittsburgh, PA
Western Baptist Hospital, Paducah, KY

AMR Department Internships

Agreements have been reached with the following facilities to provide internships for students in the Department of Applied Medicine and Rehabilitation.

Brooks Health System, Duval County, Florida
Carle Foundation Hospital, Mattoon, IL
Methodist Medical Center of Illinois, Paris, IL
Norton Healthcare, Louisville, KY
Schneck Medical Center, Seymour, IN
St. Mary's Warrick Hospital, Boonville, IN
University of Michigan Medical Center, Ann Arbor, MI
Witham Health Services, Lebanon, IN

The Medical Store

This is a diagnostic instrument package agreement for incoming students in the Department of Applied Medicine and Rehabilitation.

DJO Manufacturers

This is a request for an equipment loan for the Athletic Training Program. Requesting loan equipment rather than spending \$20,000 a year on equipment.

Advocate Condell Medical Center, Libertyville, IL

The purpose of this agreement is to provide practical learning and clinical experiences for students in the Communication Disorders and Counseling, School and Educational Psychology Department.

Crane Division Naval Surface Warfare Center

The purpose of this education partnership agreement is to provide educational experiences for students in the Aviation Technology Department.

**Item (IV)(c):
In Memoriam**

IN MEMORIAM: George Redfearn, Jr.

WHEREAS, George Redfearn, Jr., Director Emeritus of Hulman Memorial Student Union, died on the twenty-fourth day of October, two thousand eleven; and

WHEREAS, George Redfearn, Jr. had given loyal and devoted service to Indiana State University for thirty-one years and had gained the respect of students and colleagues who knew him;

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: Margaret Sue Kline

WHEREAS, Margaret Sue Kline, Non-Exempt Accounting Clerk II in the Bookstore (retired), died on the seventeenth day of November, two thousand eleven and

WHEREAS, Margaret Sue Kline had given loyal and devoted service to Indiana State University for seventeen 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. Donald Dusanic

WHEREAS, Dr. Donald Dusanic, Professor Emeritus of Life Science, died on the eighteenth day of November, two thousand eleven; and

WHEREAS, Dr. Donald Dusanic had given loyal and devoted service to Indiana State University for twenty-three 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.

Old Business:

None

Adjournment:

Mr. Alley adjourned the meeting at 4:30 p.m.