

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

DECEMBER 6, 2001

Exhibits

SECTION I

- A. Candidates for Degrees, December, 2001
- B. Health Coverage Rates, 2002
- C. In Memoriam
 - Dot Elmore
 - Clarence J. Hull
 - Kathryn Owens
 - Robert E. Seltzer
 - Earl Tannenbaum
 - Carlos Watson
- D. In Memoriam
 - Clifford Bedwell
 - Margie Creekbaum
 - Robert Leigh
 - Billie M. Payton
 - William Reece
 - Catherine Stott
 - Mary Josephine Williams

SECTION II

- A. Revenue Report
- B. Expenditures Report

SECTION III

- A. Support Staff Report

Attachments

SECTION IV

- 1. Grants – Information Only
- 2. Vendors Report

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES
DECEMBER 6, 2001

The Indiana State University Board of Trustees met in regular session at 1:00 p.m. on Thursday, December 6, 2001, in the State Room, Tirey Hall.

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

President Benjamin, Vice Presidents Pontius, Quatroche and Schafer and Interim Vice President Elsey were present. Also attending were Ms. Melony Sacopulos, General University Counsel and Interim Treasurer, Dr. Steven Lamb, Vice Chairperson, University Faculty Senate, Ms. Wandell Gabey, Chairperson, Support Staff Council and Ms. Ericka Madison, Vice President of the Student Government Association.

There being a quorum present, Mrs. House called the meeting to order at 1:05 p.m.

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Dr. Zietlow, seconded by Mr. Huntsinger, the minutes of the October 5, 2001, meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The dates for the next meeting are January 17-18, 2002.

Winter Commencement will be held on Saturday, December 15. The Board of Trustees will meet in special session on December 15 at 1:00 p.m.

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

On behalf of the Board of Trustees, Mrs. House expressed sympathy to Trustee Don Smith on the death of his wife, Mary Frances.

President House requested that the renewal of the head football coach's contract be removed from the agenda to provide an opportunity for consideration by the University Athletic Committee. The Board will meet in special session on December 15 to further consider the item. Action on the appointment of Gregory Goode will also be taken at the special meeting.

Mrs. House commented she has been on campus several times over the past several weeks and has attended ISU Foundation meetings. She is pleased that the constituent officers are in place in the various schools.

She also reported attending banquets honoring faculty, support staff, and the distinguished alumni. On October 15, she met with the State Board of Accounts for an exit interview and no major problems were noted. She thanked those in the finance area for their work.

In the strategic plan a decision making process/governance initiative is discussed. Trustees Dooley, Fleetwood, Zietlow and House met with a representative from the Association of Governing Boards of Universities and Colleges on November 29 to consider this issue. Mrs. House asked the Trustees each to examine Strategic Goal 4 and give her their input.

Dr. Zietlow, Mr. Dooley and Mr. Alley were in agreement that this might be the right time to review the governance system and how it works in order to arrive at a better understanding of the structure as it currently exists on the campus.

Mrs. House asked Dr. Benjamin to form a small advisory group of appropriate campus constituents to study the matter and report back to the Board at its February meeting.

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

Dr. Benjamin thanked Melony Sacopulos and Diann McKee for the seminar presentation on the budget.

Recognitions

The new power plant recently won awards from Midwest Construction magazine and the Indiana Concrete Association as project of the year. Thanks to Vice President Schafer, Kevin Runion and their staffs. At the Professional Grounds Maintenance Society annual meeting in Florida ISU received an award recognizing beautification and aesthetic improvements to the campus grounds. ISU was selected from 38 finalist campuses considered for this award.

The President's Medal was presented to two individuals at the Faculty Honors Dinner on November 5. Thomas Dickinson, Professor of Curriculum, Instruction and Media Technology, and Dr. Frederica Kramer, Chairperson and Professor of Family and Consumer Sciences. Dr. Benjamin reviewed the many accomplishments and contributions of each individual.

University Medallions were presented to five individuals at the Support Staff Banquet on October 10. Jerry Corenflos, Facilities Management; Martha Dowell, Planning and Budgets; Laverne Potter, ISU Foundation Office; Sally Sandilands, Residential Life; and Cherylle Upp, School of Education.

Dr. Mary Ellen Adams, Professor of Business and Administrative Systems/Business Education Coordinator and a member of the School of Business faculty since 1969, has been named Indiana Business Educator of the Year. This award was established in 1980 by the Indiana Business Education Association to recognize excellence in classroom teaching and/or the preparation of business teachers, demonstrated service to one's own institution, participation in state, regional, and national organizations and educational efforts and publications and research. The award was presented at the Indiana Business and Marketing Education Conference held in Indianapolis.

Dr. Mary T. Johnson, Assistant Professor of Microbiology and Immunology in the Terre Haute Center for Medical Education, was named The Carnegie Foundation's 2001 Indiana Professor of the Year. Dr. Johnson has been with the University since 1993. She came to ISU in 1987 to earn her Ph.D. in Life Sciences and worked as a post-doctoral fellow. She teaches first year medical students and received this national recognition for her dedication to teaching, her promotion of undergraduate research, and her willingness to reach out to students in the community. Dr. Johnson was selected from a field of 384 professors throughout the country, and is the first IU School of Medicine and ISU Professor ever to receive this prestigious honor.

The Indiana Statesman has received the Pacemaker Award. This award is presented by the Associated Collegiate Press and the Newspaper Association of America Foundation. The award is given in recognition of general excellence and outstanding achievement by a college newspaper in a national competition. Dr. Benjamin thanked Merv Hendricks, Director of Student Publications; Matt Miller, Statesman Editor-in-Chief, during spring and fall of 2001; and Jason Michael White, summer 2001 Editor-in-Chief and Managing Editor for fall 2001. Kenya Woodard has been selected by the Student Publications Board to be Editor-in-Chief for spring 2002.

International students on campus have signed a letter to the ISU community expressing sympathy and sorrow over the events of September 11.

University Advancement

A gift of \$122,000 has been received from Mr. Robert P. Porter of Fort Wayne, Indiana, for the establishment of an endowed scholarship in memory of his wife, Letha Eberhart Porter for students from Allen County.

A contribution of \$100,000 has been received from the John W. Anderson foundation for support of the University Library, The President's Society, and scholarships for academically talented students.

Ralph and Julie Cutter have contributed \$37,000 for support of the Campaign for Sycamore Athletics, President's Society and Sycamore Athletics Scholarship Fund, and Don and Karen Buttrey have contributed \$25,000 to the Campaign for Sycamore Athletics.

Dr. Andrew J. Zeberl, Professor Emeritus of Health and Safety, has established the Zeberl Family Community Health Endowed Scholarship with a \$25,000 gift.

Academic Affairs

President Benjamin asked Dr. Pontius to give a brief overview of some of the activities underway in the Academic Affairs division.

Provost Pontius noted implementation of the strategic plan was underway and requires a highly collaborative process. He also reviewed the dean searches for Business, Education, and Graduate Studies as well as numerous faculty searches. Program Array Review project continues to be on target.

The Enrollment Management committee is working and the report is due in March. A Distance Education report is due at the end of the current semester. President Benjamin thanked the Provost, his staff and faculty leadership for their contributions to the many initiatives underway.

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

Professor Lamb noted he was representing Dr. Cerny who had a class during this time.

The University Faculty Senate met twice since the last Board of Trustees meeting and approved several curriculum proposals, a revision in the University's health benefits which included three different percentage rates of increases in contributions that are determined by salary level, and reaffirmed the FEBC recommendation to support the childcare initiative report.

Also reaffirmed was last year's Senate action of a proposal to accommodate emeriti faculty and recommended that a study of emeriti faculty be conducted to determine what would help to encourage emeriti to have meaningful involvement in the University. A change in the constitution of the School of Business was approved. A definition of administrative fellows and a determination of

conditions to be eligible to serve on the Senate were also agreed upon. The Senate has recommended that an investigation be conducted to determine the feasibility of shifting the undergraduate catalog from a two-year to a one-year publication schedule.

Dr. Lamb informed President House, the Board of Trustees, and President Benjamin that the announcement “that the governance structure of the University is going to be examined” will bring about a level of apprehension from the University faculty. He commented further that Indiana State University is a viable and respected institution. The students are the lifeblood of the institution and the faculty are the heart and soul of the institution.

The governing document for the faculty is the University Handbook. All changes and modifications that have occurred in the Handbook were the results of joint efforts among the University faculty, the University administration, and the Board of Trustees. Many of those changes were initiated by the administration, many by the faculty. It has been a process of continuous improvement. It will always be an emerging document.

No substantive changes in the Handbook language were adopted without the consideration and approval of the administration, the board, and the faculty. Consequently, the University faculty remain perplexed about the Board’s interest in analyzing the structure and content of the Handbook without consultation with the University faculty. It is hoped that before any consideration is given to modifying the structure or the language of the Handbook, the Board will invite participation from all concerned parties.

He asked the Board to endorse the concept of shared governance—a collaborative model. It is a model that works best with individuals who believe in achieving buy-in, who believe in building consensus. It is a model that invests in people. It is not a corporate model. But it is a model that works well in the academic environment.

On another matter, the University faculty appreciates the potential impact of the economic forecasts on the institution’s budget. The faculty are still debating the short-term pros and cons of proceeding with full-blown performance-based pay procedures give the potential of limited resources. The University Faculty Senate is also supporting a proposal to develop a comprehensive, long-term compensation policy that will allow empirical assessment of the policy goals.

The University faculty is pleased to have had the opportunity to comment on the proposed administrative reorganization and to hear that that input was considered. However, we are puzzled that the final organizational structure does not reflect more fully the concerns of the faculty or the report of the HR task force. Nevertheless, the faculty hopes that the proposed structure will meet its expectations and accomplish its goals. Again, we remain pleased that hard copies of the University Handbook were distributed this semester, and that this long term effort was brought to a temporary conclusion.

On a personal note, the School of Business had a member of the AACSB reaffirmation team visit during the month of November. There was praise for the strides made, and the representative felt there was success in addressing the issues raised. The positive comments made would indicate that reaffirmation should be forthcoming either this year or next. The interim dean has developed a positive framework that has focused on investing in the morale of people, rather than designing elaborate control systems. Research productivity has reached new heights, and personal productivity expectations have risen to a level that will insure guaranteed reaffirmation. The consultant did stress the importance of bringing the School of Business Dean search to a successful conclusion. Dr. Lamb thanked the administration for investing the time and resources to accomplish this.

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

Ericka Madison, Vice President of Student Government Association, attended for Kristin Garing. Ms. Madison commented on several SGA activities including the restructuring of the SGA Senate.

A grant to provide programs to the campus on sexual assaults is being work on. Also, SGA study week violations that students have brought to SGA are being investigated. Preparations for on-line elections for SGA are being made.

SGA supports the administrative reorganization but would prefer the HMSU facility stay within the Student Affairs Division.

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

Ms. Gabey congratulated the support staff recipients of the University Medallion. Together these five represent over eighty-five years of service to Indiana State University and the surrounding community.

Over five hundred tickets were given to members of the support staff for Football Appreciation Day held at Memorial Stadium in October. This annual event featured chili and hot dogs provided by President Benjamin and Vice President Schafer.

Members of the support staff participated in the homecoming parade with a float featuring Tweety and his Granny in a rocking chair on a "football field". Children of support staff also walked in the parade and had a great time.

The Support Staff Council held a retreat this fall to brainstorm goals for the coming year. These were assigned to Council committees for consideration and implementation. Those committees have started meeting and working on these goals. In addition to all-university committees, support staff are pleased to be included on the Academic Dean's Council and the Institutional Effectiveness Committee as well as other groups that work to make this community of learners the "best comprehensive university in the midwest."

Support staff are concerned about a number of issues that may not be resolved with the administrative reorganization that is being implemented here at ISU. While support staff are not opposed to change and will support change to benefit students and quality education, it is hoped that some of support staff concerns will receive close attention.

As budget issues continue, support staff hope that positions will not be eliminated as some universities have chosen to do. However, those who deal with finances here at Indiana State University must remember student expenses and their ability to absorb additional costs for education must remain the first priority.

H. HONORARY DEGREE (Mrs. House)

Conferral of the honorary degree, Doctor of Science, in absentia, upon Dr. Cloyd Anthony, Professor Emeritus of Sociology, at the December 15, 2001 commencement ceremony is recommended.

Recommendation: Approval of the conferral of the honorary degree, Doctor of Science, upon Professor Emeritus Cloyd Anthony, at the December 15, 2001 commencement.

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

I. CANDIDATES FOR DEGREES (Dr. Pontius)

Candidates for degrees to be conferred on December 15, 2001, are presented in Exhibit A.

Recommendation: Approval of the awarding of the respective degrees subject to completion of the requirements.

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

J. LINCOLN QUAD RENOVATION PROJECTS (Dr. Elsey)

In the summer of 2001, the south half of Lincoln Quad received a \$1.2 million renovation that included new roofs, new energy efficient windows, and refurbished stairwells.

Permission is requested to proceed with the continuation of this project by completing the north half of Lincoln Quad. In addition, a new roof will be installed on the Lincoln Quad Commons and the "pit" in front of Lincoln Quad will be replaced with a gently sloped landscape that will permit access for the disabled without use of the elevator. Funding for these projects will come from the residence halls interest reserve, fund balance, and operating capital funds.

Roofs Project

The roofs on the north side of the Lincoln Quad Housing Complex and the Lincoln Quad Commons building are in need of replacement. We are requesting proposals to do this work. Authorization to begin work on this project is needed to receive bids and complete the work in the summer of 2002. Project cost is not to exceed \$575,000.

Windows Project

Proposals to replace the windows on the north side of the Lincoln Quad with new energy-efficient units to match those installed on the south side of Lincoln Quad are needed. Additionally, the Sandison Hall entrance doors need to be replaced. Authorization to begin work on this project is needed in order to provide adequate lead time to the window manufacturer for delivery and installation during the summer of 2002. Project cost is not to exceed \$725,000.

Stairwell and Pit Project

The staircases in the north side Lincoln Quad stairwells are to be refurbished. Additionally, the concrete steps leading down into the Lincoln Quad Commons are to be removed and replaced with a gently sloped entrance approach. Authorization to begin work on this project is needed to complete the project during the summer 2002. Project cost not to exceed \$560,000.

Recommendation: Authorization for the Treasurer and appropriate University officials to initiate the Lincoln Quad projects as described.

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

K. UNIVERSITY HEALTH BENEFITS PLAN, 2002 (Mr. Schafer)

The University medical benefits plan is administered by J.F. Molloy & Associates. The contract includes provider networks with Sagamore Select Network (Indiana) and the United Providers/United Payors Network (Out of State). Advance PCS, Inc., administers the prescription drug plan. American Fidelity Assurance Co. underwrites the University's stop loss excess coverage. Delta Dental administers the dental benefits.

The contracts for J.F. Molloy, Sagamore, Advance PCS, and Delta Dental will continue with no change in coverage. The proposed administrative fees for J.F. Molloy are increased by 4.0 per cent; Sagamore's network access fee and Advance PCS administration fees will remain unchanged and Delta Dental is requesting a 3.72 per cent increase in administrative service fees.

American Fidelity Assurance Company underwrites the excess coverage for the medical plan. During 2001, the specific stop loss deductible is set at \$215,000/covered person/calendar year as it has been for many years. However, with the uncertainty of the re-insurance market, American Fidelity had requested a 28.24 per cent increase. It was recommended by the University's benefits consultant that the specific stop loss deductible be increased to \$225,000/covered person/calendar year which would decrease the renewal proposal to 14.12 per cent increase.

Administrative Fees

Monthly administrative fees per membership unit proposed for the 2002 policy year are as follows:

	<u>Actual 2001 Plan Year</u>	<u>Proposed 2002 Plan Year</u>
J.F. Molloy & Associates*	\$9.65	\$10.03
PCP Referral Program	\$2.91	\$ 3.02
First Step Managed Care	\$2.46	\$ 2.55
Sagamore Network Access	\$2.25	\$ 2.25
PPO Repricing (J.F. Molloy)	\$0.52	\$ 0.54
Specific Stop Loss	\$5.17	\$ 5.90
Delta Dental*	\$2.42	\$ 2.51

*These administrative fees paid on active employees and retirees without Medicare –all other fees are not paid on retirees with Medicare as the primary payor.

Contribution Rates

Claims experience has increased in 2001 which, when coupled with an average medical trend of at least 14 percent for 2002, would indicate a need for an increase in the contribution rates. Changes in coverage are not recommended at this time. However, an overall ten (10) per cent increase in contribution rates is recommended.

For calendar year 2000, the University adopted a plan of tiers in which employees whose base appointment salary was below \$20,000 per year had a lower contribution rate and deductible. Employees with a base appointment salary above \$20,000 had a higher contribution rate and a higher deductible.

For calendar year 2002, it is recommended that an additional tier or salary level be added. Employees whose base appointment salary falls between \$20,000 and \$59,999 are in the second tier. The third tier is for employees whose base appointment rate is \$60,000 or higher. The ten (10) per cent rate increase is distributed at 5 per cent for the lowest salary tier, 10 per cent for the middle salary tier and 15 per cent for the highest salary tier.

The 2001 deductibles are set at \$200/person/calendar year for the lowest tier and \$300/person/calendar year for the upper tier. For calendar year 2002, it is recommended that the deductible be \$250/person/calendar year for all tiers including retirees.

The 2002 health coverage rates are presented in Exhibit B.

Note: Retirees who do not have Medicare (under age 65) pay a rate based upon the base appointment salary during the last year of University service.

The 2002 Employee Health Benefits Plan booklet to be distributed to all employees and retirees enrolled in the ISU health plan will include the University's disclosure notice and exemption election to the Health Insurance Portability and Accountability Act of 1996 as required.

Recommendation: Approval of the continuation of the University Health Plan as outlined above and in Exhibit B, effective January 1, 2002.

Mr. Bonds inquired about the faculty and staff reaction to the proposed rate structure. Mr. Schafer responded that the renewal proposal and rate structure received strong support (Faculty Senate, 29-1-2) and the unanimous endorsement of the Support Staff Council.

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

L. IN MEMORIAM (Mr. Schafer)

The following Memorial Resolutions are presented in Exhibits C and D.

Faculty/Executive/Administrative/Professional Staff

Dot J. Elmore, Assistant Professor Emerita of Special Education, died on August 3, 2001.

Clarence J. Hull, Professor Emeritus of Chemistry, died on October 6, 2001.

Kathryn Owens, Music Librarian Emerita, died on October 25, 2001.

Robert E. Seltzer, Professor Emeritus of Political Science, died on August 20, 2001.

Earl Tannenbaum, Director Emeritus of Library Public Services, died on October 18, 2001.

Carlos M. Watson, Professor Emeritus of Education, died on November 24, 2001.

Support Staff

Clifford Bedwell, Skilled Craftsman (retired), Facilities Management, died on July 28, 2001.

Margie Creekbaum, Custodian (retired), Residential Life, died on October 15, 2001.

Robert Leigh, Maintenance Steam Supervisor (retired), Facilities Management, Died on July 12, 2001.

Billie M. Payton, Custodian (retired), Facilities Management, died on November 12, 2001.

William Reece, Steam Plant Mechanic (retired), Facilities Management, died on October 20, 2001.

Catherine Stott, Administrative Assistant (retired), Student Life, died on July 16, 2001.

Mary Josephine Williams, Administrative Assistant (retired), Student Health Center, died on August 21, 2001.

Recommendation: Acceptance of the Resolutions and acknowledgement of service as presented in Exhibits C and D.

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

M. ADMINISTRATIVE REORGANIZATION (Dr. Benjamin)

Recommendation: Ratification of administrative reorganization as presented in Exhibit E.

President Benjamin presented the organizational chart in Exhibit E. He noted and explained each of the changes with a brief rationale. These changes will become part of the University Handbook and other official publications. The changes were governed by concern about improved efficiency in handling the various functions at the University. This was done without regard for the individuals who managed those functions. A task force was formed to meet and

study the proposal. It is function-based not based on personalities. He first spoke to the Board about reorganization in October of 2000. This was prompted by retirements and resignations. The structure proposed is probably in place at about 90 per cent of campuses around the country. Dr. Benjamin felt the University would be better served through this organizational structure. If it does not work, in a year or two, it can be changed. The changes will not bring budget implications; it is a work in progress. One of the recommendations from the Administrative Affairs Committee is where Human resources might be located. He heard recommendations from the committees and some Board members. A clear statement is made about the centrality of the Human Resources function. There is a commitment not to threaten or terminate anyone in the process. Dealing with institutional effectiveness and a neutral office for collecting information were needed. Human resources will report to the President. Affirmative Action and Ethnic Diversity will merge and report to the President on a quarterly basis. There are no changes in the University Advancement area. The Testing Office will report to the Academic Affairs area in January and Human Resources will report to the President's Office in January. John Gedrick will continue to be the Human Resources Officer. Under the Administrative Affairs area will be the Bookstore, Hulman Center, Tirey Hall, and Hulman Memorial Student Union. The special projects shown on the organizational chart under Administrative Affairs are yet to be explored.

Dr. Benjamin thanked everyone who served on the committees and the task force. He also thanked the Board for their discussion and input.

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

B. PROPERTY PURCHASE (Mr. Schafer)

Owner: Auto Salvage and Sales, Inc.
Location: 1120 North 1st Street
Lot Size: 4.67 Acres

Legal Description: Lot 63 in School Trustees Subdivision of Section 16

Appraisal Price: \$210,000
Purchase Price: \$210,000

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

On a motion by Mr. Bonds, seconded by Mr. Fleetwood, the recommendation was approved. Mr. Shagley abstained from voting.

SECTION III

December 6, 2001

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

Mrs. House noted the item for Coach Tim McGuire's reappointment would be pulled and acted on at a special meeting of the Board of Trustees on Saturday, December 15.

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

A. FACULTY

1. One-Year Appointments (effective August 16, 2001, unless otherwise stated)

Ayman Abuhamdih; Visiting Assistant Professor of Management Information Systems, Organizational Department; Ph.D., Rutgers University; salary \$80,000.

Marilyn R. Banta; Postdoctoral Research Associate, Department of Life Sciences; Ph.D., University of Nevada; salary \$28,600 per fiscal year effective August 23, 2001, through August 22, 2002.

Melissa Benningfield; Instructor, Department of Criminology; M.S., Indiana State University; salary \$23,800.

June Ann Bertrand; Instructor in French, Department of Languages, Literatures, and Linguistics; M.A., Indiana University; salary \$21,000.

Lucy Campbell; Instructor in Spanish, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$21,000 prorated from the effective date of November 12, 2001.

Yuli Lo Chi; Instructor, Department of Mathematics and Computer Science; M.S., University of Buffalo; salary \$21,500.

Connie Elmore; Instructor in Spanish, Department of Languages, Literatures, and Linguistics; M.A., University of Gaberiana-Columbia; salary \$21,000.

Rita Ghosh; Instructor; Department of Life Sciences; M.S., University of Illinois; salary \$21,000.

Katherine N. Hackett; Instructor in Spanish, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$21,000.

Richard S. Jinbo; Assistant Professor Emeritus, Department of Electronics and Computer Technology; M.Ed., Bowling Green State University; salary \$46,200.

Dottie L. King; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$21,500.

H. Larry Martin; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$21,000.

William A. Mitchell; Postdoctoral Research Associate, Department of Life Sciences; Ph.D., University of Arizona; salary \$29,500 per fiscal year effective August 23, 2001, through August 22, 2002.

Bellampalli R. Ramachandran; Visiting Assistant Professor, Department of Chemistry; Ph.D., McMaster University-Ontario; salary \$30,700.

Jeffrey L. Schneider; Instructor, Women's Studies Program; M.A., Wichita State University; salary \$22,500.

Danielle Timmerman; Instructor, Department of Recreation and Sport Management; M.S., Indiana University; salary \$25,000.

Marcia A. Tozer; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$21,500.

Temporary Part-time Faculty Appointment, 2001 Fall Semester
(effective August 16, 2001)

Ulla E. Belstra; Lecturer II, Department of Languages, Literatures, and Linguistics; M.A., University of Wurzburg-Germany; nine hours; salary \$5,670.

William J. Brett; Professor Emeritus, Department of Life Sciences; Ph.D., Indiana State University; six hours; salary \$4,410.

Dawn C. Carlson; Lecturer III, Department of Elementary and Early Childhood Education; M.S., Baylor University; three hours; salary \$3,000.

El-Houcine Chaqra; Lecturer III, Department of Political Science; M.P.A., Indiana State University; three hours; salary \$2,205.

Meredith J. Darnell; Lecturer I, Department of Communication; B.A., Indiana University (special credentials on file); six hours; salary \$3,150.

Richard M. Dowell; Lecturer II, Department of Music; Ph.D., Kent State University; six hours; salary \$3,780.

Barbara Anderson Edler; Lecturer III, Department of Communication Disorders and Special Education; M.S., Indiana State University; three hours; salary \$2,205.

Julie B. Edwards; Lecturer I, Department of Music; M.M., University of North Carolina-Greensboro; nine hours; salary \$4,725.

Deborah G. Flurkey; ELED/SPED Program Support, Department of Elementary and Early Childhood Education; M.Ed., Clemson University; 12 hours; salary \$16,000.

David L. Gibbs; Lecturer I, Department of Music; M.S., Indiana State University; three hours; salary \$1,575.

Denise L. Gilham; Lecturer II, Associate Degree Nursing Department; M.S., Indiana State University; equivalent of 3.4 hours; salary \$2,142.

Lea R. Hall; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., University of Alabama (special credentials on file); six hours; salary \$3,150.

Peggy A. Hanna; Supervisor, Department of Elementary and Early Childhood Education; M.S., Indiana State University; six hours; salary \$6,000.

Uwe J. Hansen; Professor Emeritus, Department of Physics; Ph.D., Brigham Young University; three hours; salary \$2,250.

Betty James; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,550.

William J. Kassis; Supervisor, Department of Curriculum, Instruction, and Media Technology; M.S., Indiana State University; twelve hours; salary \$9,000.

Isami Kawachi; Lecturer I, Department of Music; M.M., Indiana University; nine hours; salary \$4,725.

David L. Kelty; Lecturer II, Department of English; M.S., Indiana State University; twelve hours; salary \$7,560.

Kendra Kirby; Lecturer I, Department of Music; M.M., Bowling Green State University; nine hours; salary \$4,725.

Brian D. Kiser; Lecturer I, Department of Music; M.M., University of Illinois, Urbana-Champaign; ten hours; salary \$5,250.

Linda B. LeCour; Lecturer II, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; equivalent of 11.2 hours; salary \$7,056.

Dorothy Farr Lindsay; Lecturer III, Organizational Department; M.P.A., Indiana State University; two hours; salary \$1,700.

David B. Mannell; Lecturer I, Department of Music; B.M., Emporia State University (special credentials on file); twelve hours; salary \$6,300.

Jennifer L. McGiverin; Lecturer III, Analytical Department; Ph.D., Indiana State University; ten hours; salary \$8,500.

Brent G. McPike; Lecturer I, Department of Music; M.M., Indiana University; seven hours; salary \$3,675.

Martha K. Mertens; Lecturer III, Department of Languages Literatures, and Linguistics and the Department of Humanities; M.A., Indiana State University; six hours and three hours respectively; salary \$6,615.

David W. Nearpass; Lecturer I, Department of Music; M.S., Indiana State University; three hours; salary \$1,575.

Megan K. Null; Lecturer II, Department of Psychology; B.S., Western Illinois University (special credentials on file); three hours; salary \$2,000.

Daniel Powers; Lecturer I, Department of Music; M.M., Indiana University; three hours; salary \$1,575.

Kimberly Saunders Randall; Lecturer I, Department of Music; M.M., Boston University; twelve hours; salary \$6,300.

B. Lee Reberger; Lecturer III, Department of Political Science; J.D., Indiana University; three hours; salary \$2,205.

Chad Roseland; Lecturer II, Department of Music; M.M., University of Arizona; eleven hours; salary \$6,930.

Brett Sample; Lecturer I, Department of Physical Education; M.S., Indiana State University; four hours; salary \$2,100.

Bobby E. Smiley; Professor Emeritus, Organizational Department; Ph.D., Purdue University; six hours; salary \$10,000.

Sharilyn Spicknall; Lecturer I, Department of Music; M.S., Indiana State University; three hours; salary \$1,575.

Donovan Stokes; Lecturer I, Department of Music; M.M., Indiana University; two hours; salary \$1,050.

John H. Strange; Lecturer II, Department of Criminology; M.S., Indiana State University; three hours; salary \$1,890.

Kimberly Sullivan; Lecturer I, Department of Music; B.M., Northwestern University (special credentials on file); six hours; salary \$3,150.

Shachi Trivedi; Lecturer III, Organizational Department; M.B.A., Indiana State University; eight hours; salary \$6,800.

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

Gary R. Turner; Lecturer I, Department of Music; M.A., Indiana State University; three hours; salary \$1,575.

2. Changes of Status and/or Rate

Mary Ellen Adams; from Professor of Business in the Organizational Department to Coordinator of the Administrative Systems and Business Education Program and Professor of Business in the Organizational Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Mary Ann Boose; from Associate Professor of Insurance and Risk Management in the Analytical Department to Coordinator of the Insurance and Risk Management Program and Associate Professor of Insurance and Risk Management in the Analytical Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Jennifer L. Boothby; Department of Psychology; Ph.D., The University of Alabama; change in educational status to the doctorate level; \$1,200 added to 2001-2002 academic year base; salary \$43,000; effective August 15, 2001.

Joanne M. Burrows; from Interim Chairperson and Assistant Professor in the Department of Educational Leadership, Administration, and Foundations to Chairperson and Assistant Professor in the Department of Educational Leadership, Administration, and Foundations; effective September 19, 2001.

Newell E. Chiesl; from Professor of Marketing in the Organizational Department to Coordinator of the Marketing Program and Professor of Marketing in the Organizational Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Charles A. Cooper; Instructor, Organizational Department; \$4,900 added to 2001-2002 academic year salary for additional responsibilities; salary \$40,000; effective August 16, 2001.

Timothy J. Demchak; Department of Athletic Training; Ph.D., The Ohio State University; change in educational status to the doctorate level; \$1,200 added to 2001-2002 academic year base; salary \$44,000; effective August 15, 2001.

Max Douglas; from Professor of Management in the Organizational Department to Coordinator of the Management Program and Professor of Management in the Organizational Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Jeffrey S. Harper; from Associate Professor in the Organizational Department to Coordinator of the Management Information Systems Program and Associate Professor in the Organizational Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Kathleen Heath; Department of Geography, Geology; and Anthropology; Ph.D., University of Utah; change in educational status to the doctorate level; \$1,200 added to 2001-2002 academic year base; salary \$40,568; effective August 16, 2001.

Constance McLaren; from Professor of Quantitative Methods in the Analytical Department to Coordinator of the Quality and Decision Systems Program and Professor of Quantitative Methods in the Analytical Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Michelle Pantle; Instructor, Associate Degree Nursing Department; \$4,000 added to 2001-2002 academic year salary for additional responsibilities; salary \$36,000; effective August 16, 2001.

Susan M. Powers; from Associate Professor in the Department of Curriculum, Instruction, and Media Technology to Interim Chairperson and Associate Professor in the Department of Curriculum, Instruction, and Media Technology; \$4,000 stipend for this added responsibility; for the 2001-2002 academic year.

Joseph C. Sanders; from Professor of Accounting in the Analytical Department to Coordinator of the Accounting Program and Professor of Accounting in the Analytical Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

Tarek Zaher; from Professor of Finance in the Analytical Department to Coordinator of the Finance Program and Professor of Finance in the Analytical Department; stipend of \$2,000 for this added responsibility; for the 2001-2002 academic year.

3. Resignation

Katherine N. Hackett; Department of Languages, Literatures, and Linguistics; effective November 9, 2001.

B. ADMINISTRATION

1. Appointments

Linda L. Crossett; Director of Community and Professional Programs; M.S., Southern Methodist University; salary \$52,500 per fiscal year, prorated from the effective date of December 1, 2001.

Cynthia H. Evans; Assistant AOP Coordinator for Mentoring and Tutoring, Student Academic Services Center; B.F.A., Indiana State University; salary \$27,000 per fiscal year, prorated from the effective date of September 24, 2001.

Susan R. Johnson; Assistant AOP Coordinator, Student Academic Services Center; M.B.A., Indiana State University; salary \$30,000 per fiscal year, prorated from the effective date of September 17, 2001

Temporary Appointments

Tony Brewer; Director of the Ronald McNair Project; M.S., Indiana State University; salary \$38,480 per fiscal year; effective October 1, 2001, through September 30, 2002.

Della Quinn Carter; FIPSE Research Assistant (part-time), Center for Teaching and Learning; M.A., Indiana State University; salary \$14,303 per fiscal year; effective October 1, 2001, through September 30, 2002.

Rita S. Cottrell; Regional Parent Coordinator of the 21st Century Scholars, Student Academic Services Center; M.S., Indiana State University; salary \$20,550 per fiscal year; effective September 1, 2001, through August 31, 2002.

Ronda L. Crist; Coordinator of the 21st Century Scholars Regional Site; M.S., Indiana State University; salary \$37,856 per fiscal year; effective September 1, 2001, through August 31, 2002.

Venita O. Stallings; Academic Counselor, Student Support Services; M.S., Indiana State University; salary \$28,545 per fiscal year; effective September 1, 2001, through August 31, 2002.

Melissa Thomeczek; Assistant Director of Information Technology in Instructional and Information Technology Services of the School of Education; M.S., Indiana State University; salary \$40,000 per fiscal year, prorated from the effective date of October 22, 2001, through August 31, 2002.

Sharon Kay Woolston; Assistant Area Learning Center Coordinator, College Cooperative Southeast (part-time); A.A., Ivy Tech State College; salary \$14,000 per fiscal year, prorated from the effective date of August 27, 2001, through June 30, 2002.

2. Changes of Status and/or Rate

Richie A. Adderley; Upward Bound Program; salary adjustment; salary \$27,810 per fiscal year; effective June 1, 2001, through May 31, 2002.

Bonnie S. Buddle; Blumberg Center; change from full-time to 80 percent workload; effective October 1, 2001, through June 30, 2002.

Elizabeth Ann Gaither; Upward Bound Program; salary adjustment; salary \$41,226 per fiscal year; effective June 1, 2001, through May 31, 2002.

Louis R. Jensen; from Dean of the Division of Lifelong Learning to Executive Director of the Indiana State University Center for Public Service and Community Engagement; effective July 1, 2001.

Rebecca W. Libler; from Interim Associate Dean of the School of Education and Associate Professor in the Department of Educational Leadership, Administration, and Foundations, to Associate Dean of the School of Education and Associate Professor in the Department of Educational Leadership, Administration, and Foundations; effective October 1, 2001.

Dennis McKay, Information Technology; change in unpaid leave of absence from July 2, 2001, through November 30, 2001, to July 2, 2001, through October 31, 2001.

Mark Edward Siefert; from Associate Director, Public Affairs to Interim Director of Marketing/Broadcast Media Relations; stipend of \$5,000 for added duties and responsibilities; effective January 1, 2002 through June 30, 2002.

Allen D. Varner; Director of Continuing Education; \$750 monthly stipend for additional duties; effective October 1, 2001, through June 30, 2002.

3. Resignations

Paula M. Betros; Office of Distance Education; effective October 2, 2001.

Joseph S. Rayes; Telecommunications and Networking Services; effective November 21, 2001.

Marilyn F. Schultz; Planning and Budgets; effective October 5, 2001.

David R. Zaun; University Relations; effective January 2, 2002.

4. Retirement

Linda L. Harbour; School of Nursing; delay retirement leave by one month; retirement leave October 1, 2001, through March 31, 2002; retirement effective March 31, 2002.

C. RESIDENTIAL LIFE

1. Appointment

Andrew Hatton; Assistant Hall Director; salary \$6,000, prorated from the effective date of November 1, 2001; compensation includes maintenance in the form of a furnished apartment and board for the period of August 1, 2001 through May 5, 2002.

2. Resignation

LaTreva Herndon; Assistant Hall Director; effective September 28, 2001.

D. 2001 SUMMER FACULTY SALARIES

The 2001 summer faculty salaries are presented in Exhibit B.

E. SUPPORT STAFF1. Support Staff Report

The Support Staff Personnel Report ending November 16, 2001 is presented in Exhibit A.

2. Support Staff Council Officer Stipends

Approval of the following stipends for Support Staff Council officers is recommended:

Chairperson	\$500
Vice Chairperson	\$250
Secretary	\$250
Treasurer	\$250

Payments are to be made in two equal amounts on December 15 and June 30 covering the period of September 1 through August 31 each year.

3. Support Staff Council Officers

Wandell Gabey; Chairperson, Support Staff Council; \$500 for the period September 1, 2001 through August 31, 2002; to be paid in two equal payments of \$250 on December 15, 2001 and June 30, 2002.

Katrina Langley; Vice Chairperson, Support Staff Council; \$250 for the period September 1, 2001 through August 31, 2002; to be paid in two equal payments of \$125 on December 15, 2001 and June 30, 2002.

Kathryn Elson; Secretary, Support Staff Council; \$250 for the period September 1, 2001 through August 31, 2002; to be paid in two equal payments of \$125 on December 15, 2001 and June 30, 2002.

Anita Adams; Treasurer, Support Staff Council; \$250 for the period September 1, 2001 through August 31, 2002; to be paid in two equal payments of \$125 on December 15, 2001 and June 30, 2002.

SECTION IV

DECEMBER 6, 2001

INFORMATION/DISCUSSION ITEMS

1. Grants – Information Only – Attachment 1 (Dr. Pontius)

Dr. Antonak introduced Mark Green, the new Director of Sponsored Programs. Mr. Green is a graduate of ISU and an employee with more than 20 years of service. Mr. Green introduced William Mercier, Director of Public Safety, who discussed several grants received by the Public Safety area which totaled nearly \$50,000 over the 2000,2001, and 2002 years.

Detailed information for each of the grants was outlined in a slide presentation and copies were distributed.

2. Agreements – Information Only (Dr. Pontius)
(Copies of the standard agreement forms are on file in the Office of the Secretary of the University)

1. Counseling Internships

Agreements have been reached with the following agencies to provide internships in an approved setting for students enrolled in the Masters in Counseling Psychology Program. Each student will work under the direction and supervision of counseling psychologists or other professionals conducting therapy.

ISU Student Counseling Center
Hamilton Center – Rockville, Indiana
Hamilton Center – Terre Haute, Indiana
Rockville Correctional Facility – Rockville, Indiana

2. Nursing Internships

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

Clarion Health (Methodist-IU-Riley), Indianapolis, Indiana
Sullivan County Community Hospital, Sullivan, Indiana
Washington High School, Terre Haute, Indiana

3. Marriage and Family Therapy Internships

Agreements have been reached with the following agencies to provide marriage and family therapy students internships in an approved setting. Each student will work under the direction and supervision of a marriage and family therapist or other professional conducting marriage and family therapy.

Family Services Association, Terre Haute, Indiana
Gibault School for Boys, Terre Haute, Indiana
Hamilton Center, Inc., Brazil, Indiana
Hamilton Center, Inc., Child and Adolescent Services, Terre Haute,
Indiana
Kirkman and Associates, Brazil, Indiana

4. Hamilton Center's Healthy Beginnings Early Head Start Program,
Terre Haute, Indiana

The purpose of this agreement is to formalize the condition under which EHS and Sycamore Nursing will collaborate to provide the required health care for EHS participants/families.

5. Human Resources Center, Paris, Illinois

The purpose of this agreement is to provide internships for students in the masters in counseling program. Each student will work under the direction and supervision of a counseling psychologist or other professional conducting therapy.

6. Indiana Health Coverage Programs, Indianapolis, Indiana
(Medicaid Group Enrollment for ISU Psychology Clinic-Faculty Practice Services)

We have been instructed by Indiana Health Coverage Programs that the faculty who provide services here at the ISU Psychology Clinic through the Faculty Practice Plan need to enroll as Medicaid providers as a group. This will enable the facility to continue to provide services to clients, and bill Medicaid within their guidelines.

7. Indianapolis Public Schools, Indianapolis, Indiana

This is a standard agreement concerning placement of student teachers and student participants in the Indiana Public Schools. This agreement covers elementary and secondary education students in field placements. The language is consistent with ISU current policies and placement.

8. Shriners Hospital for Children, Salt Lake City, Utah

The purpose of this agreement is to provide therapeutic recreation internships for students enrolled in the Department of Recreation and Sports Management.

9. Unity Lubricants, Terre Haute, Indiana

The purpose of this agreement is to provide environmental health science internships for students enrolled in the Department of Health and Safety.

10. Children's Hospital, New Orleans, LA

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

11. WilliamsRandal Marketing, Terre Haute, Indiana

The purpose of this agreement is to develop a marketing strategy to recruit students.

12. Rosetta Advertising and Public Relations, Terre Haute, Indiana

Purpose of this agreement is to develop a marketing plan to promote the new information technology major at ISU.

3. Purchasing Report – Information Only (Mr. Schafer)

Purchases Over \$25,000 – Low Bid

Cavinder Elevators; P0037638; \$74,939.00; replacement of sidewalk lift,
Gillum Hall

BSA Design, Inc.; P0037809; \$86,560.00; science lab renovations

Lowest Bid That Met Specifications

Dell Marketing LP; P0037589; \$29,110.00; Dell computers for labs

Associates, Inc.; P0038022; \$28,500.00; architect fees for renovation of Lincoln Quad roof

Associates, Inc.; P0038023; \$38,600.00; architect fees for renovation of Lincoln Quad windows

Associates, Inc.; P0038021; \$47,400.00; architect fees for renovation of Lincoln Quad stairwells

Bloomington Ford, Inc.; P0038005; \$87,737.00; (4) 2002, 7 passenger mini vans, Motor Pool

Thermo Elemental; P0037682; \$139,700.00; PQ ExCell ICPMS System, Chemistry Department

Contract Renewal

Novell Incorporated; P0037424; \$56,690.00; contract #EL4108961040 Institutional Computing

Intelenet Commission; P0037799; \$147,027.41; annual service of internet connections

Sole Source Quote

Frasca International, Inc.; P0037958; \$25,000.00; factory refurbishment/warranty School of Technology

Intelenet Commission; P0037578; \$73,000.00; Continuing Education T1 lines high schools

4. Vendors Report – Information Only (Ms. Sacopulos)

Mrs. House adjourned the meeting at 3:05 p.m.