

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

JUNE 7, 2002

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MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

JUNE 7, 2002

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, June 7, 2002, in the State Room, Tirey Hall.

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

President Benjamin, Vice Presidents Pontius, Quatroche, Schafer, and Interim Vice President Elsey were present. Also attending were Ms. Melony Sacopulos, General University Counsel and University Treasurer, Dr. Steve Lamb, Vice Chairperson, University Faculty Senate, and Ms. Kellee Thomas, President of the Student Government Association.

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

SECTION I

A. APPROVAL OF THE MINUTES (Mrs. House)

On a motion by Mr. Alley, seconded by Dr. Zietlow, the minutes of the April 26, 2002 meeting were approved as presented.

B. DATE OF NEXT MEETING (Mrs. House)

The dates of the next meeting are July 18-19, 2002. This will be the annual organizational meeting. A trustees retreat will be held in August, but the date has not yet been determined. The meeting date schedule for the 2002-03 is presented for trustee review. The meeting dates for 2002-03 will be confirmed at the July meeting. Mrs. House noted the possibility of having two one-day meetings for two of the scheduled meetings.

Proposed Meeting Dates, 2002-03

July 18-19, 2002	Annual Organizational Meeting
August, 2002	Board Retreat (to be arranged)
September 5-6, 2002	Agenda Meeting
October 3-4, 2002	Agenda Meeting
(November 2, – Homecoming)	
November 14-15, 2002	Agenda Meeting
(November 28 – Thanksgiving)	

December, 2002 (December 14 – Commencement)	No Meeting
January 16-17, 2003	Agenda Meeting
February 27-28, 2003	Agenda Meeting
March, 2003	No Meeting
April 24-25, 2003	Agenda Meeting
May, 2003 (May 10 – Commencement)	No Meeting
June 19-20, 2003	Agenda Meeting
July 17-18, 2003	Annual Organizational Meeting

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

Mrs. House reported on Commencement which was held on Saturday, May, 5. Honorary degrees were conferred upon Shelton Hannig and Anton “Tony” George, both of whom have expressed appreciation for the recognition.

President House also reported on several events involving the ISU Foundation. She expressed especial appreciation for the honor of receiving the Volunteer Recognition Award at the banquet on May 10.

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

Dr. Benjamin commented on the May 5 commencement and was pleased that Shelton Hannig and Tony George could be at Spring Commencement.

He then asked Dr. Elsey to introduce Dr. Thomas Ramey who will be the new Vice President for Student Affairs effective July 1, 2002. Dr. Ramey comes with a rich background in University work and private business. He has had a distinguished career at Franklin College.

Annual Report

Dr. Benjamin was pleased to announce that to his knowledge for the first time ever ISU will publish an annual report. He thanked the many people who have worked on this report including Marty Blank, Barbara Asay, and Kevin Snider. He felt the Board will be pleased with the number of elements in the report which should be available sometime in July.

Repair and Rehabilitation Funds

Dr. Benjamin reported that ISU has received \$1.1 million for repair and rehabilitation funding from the State at the end of May. These funds are in

addition to the special approval of \$340,000 earlier in the fiscal year. The State only distributed \$4 million statewide. The funds must be spent on the projects requested so all of the dollars have been obligated. Dr. Benjamin thanked Vice President Schafer, Diann McKee and Greg Goode and other staff for their work on securing these funds.

ISU-IVY Tech Remedial Math Agreement

Starting this fall, ISU remedial math courses will be taught by IVY Tech faculty on the ISU campus. The Indiana Commission for Higher Education is keenly interested in this initiative. This is a new innovation and helps clarify the distinction between ISU and community colleges by addressing having under prepared students gain proficiency before admission. This represents a savings to both the students and the taxpayers, as this will allow redeployment of faculty, reduce costs/FTE, reduce the dependency on part-time and adjunct faculty, and reduce costs for students able to complete remedial work at a lower tuition.

Distinguished Volunteer Service Awards

Dr. Benjamin noted that Barbara House, President of the Board of Trustees, received the Distinguished Volunteer Service Award at the recent President's Donor and Volunteer Recognition Dinner. Barbara was recognized for her continuing commitment to Indiana State University, education, and the arts. Also honored with a Distinguished Volunteer Service Award was Craig McKee. Craig was recognized for his dedication and service to his alma mater, his profession, and his community all of which have benefited from his involvement for nearly two decades. Craig currently serves on the ISU Foundation Board of Directors, is chair of its development committee, and a member of its finance committee. Also receiving recognition was Sodexo Campus Services which has been a dedicated friend and partner of ISU for more than a decade. Through the years Sodexo has supported the Sycamore Athletics Scholarship Fund, the President's Scholars Program, the President's Society, Friends of Music at ISU, the Terre Haute Alumni Club, and the Larry J. Miltenberger Scholarship. The recent establishment of the Sodexo Endowed Fund for Sycamore Athletics as part of the campaign for sycamore athletics has taken Sodexo support of ISU to a new level.

University Advancement

President Benjamin reported that Vice President Quatroche announced his intention to retire in June, 2003. He will have been here a total of six years and will have completed 39 years of service at six different colleges and universities during his career. Sometime this fall a search for a successor will be initiated.

University Integrated Marketing and Communication Plan

This plan was presented yesterday at the seminar. The task force is chaired by Vice President Quatroche. The comprehensive plan developed by the task force and shared with a number of constituent focus groups seeks to enhance the recruitment and retention of students, faculty and staff; create awareness of University achievements; stimulate a sense of pride among internal and external constituents; develop support for ISU among key stakeholder groups; enhance the image of ISU locally, regionally, and nationally; and consistently and strategically present ISU's unique identity.

Hazel Travioli Trust Fund

The ISU Foundation has received notice of the establishment of the Hazel Travioli Trust Fund in the amount of \$500,000 for scholarships for Vigo County students based on financial need and academic achievement. Mrs. Travioli and her husband were dedicated friends of ISU.

Trip to Washington, D.C.

Greg Goode briefly discussed the recent trip to Washington, D.C. and gave an update on the State budget situation.

Recently a small ISU delegation went to Washington to meet with people on Capitol Hill and various embassies. The group met with Amy Cohen, Director of Learn and Serve America, which is part of the United States Corporation for National Service. It provides grants to schools, Universities, and community organizations to link classroom studies with community service. The group also met with Senators Bayh and Lugar and representatives of the U.S. Department of Education. Dr. Zietlow felt this was a major opportunity for the Department of Education to learn about the ISU Professional Development Schools initiative.

International Affairs

Dr. Benjamin introduced Gaston Fernandez who briefly reviewed advantages in visiting various embassies. The purpose of the trip was to strengthen cooperation with key leaders and staff who play key roles in a number of ways, such as scholarships to students and resources for academic and cultural exchange and economic development issues. At the Moroccan embassy there was a productive meeting with the minister and others centered on partnerships with three universities in Morocco. Study abroad opportunities were discussed. Overall the visits were extremely productive and further the overall goal of enhancing relationships with these countries.

The University will have to implement a new reporting system to the Immigration Service. This new reporting system is a result of the Student and Exchange Visitor Information System (SEVIS). This is a tracking monitoring system for students and visitors. The University is required to transmit this information to the INS and the State Department electronically. It will require more information gathering from students and visiting scholars than before to provide more indepth reporting.

Summer Reading Program Selection

Copies of Snow Falling on Cedars were distributed. Students attending summer advisement and registration will be encouraged to take home a copy and read it prior to returning for fall orientation. At that time, faculty and staff will lead discussions on the book. Also, many faculty will use this book in various classes throughout the year. This novel also is the community's selection for the "What If All Of Terre Haute Read The Same Book" Program. Our summer reading program selection committee worked jointly with the Vigo County Public Library in making the selection.

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

Dr. Cerny requested Dr. Steve Lamb to present the University Faculty Senate report since Dr. Cerny is teaching a class.

While the Senate is in recess for the summer, the Executive Committee and some of its standing committees have continued to meet to complete or initiate University business. By the end of summer the Executive Committee expects to complete the procedure and guidelines manual in support of the innovative and creative career development and workload policy. This policy and its supporting documents should be ready for campus review early in the fall.

Dr. Cerny hoped that the trustees had read through the materials distributed at the last Board meeting and have developed an appreciation for the concerns reflected in those materials. Since the last Board meeting, he has met twice with President Benjamin. The first meeting focused on communication issues and the second meeting focused on problems associated with the 2002 sabbatical leaves process. President Benjamin agreed to meet with his advisors to discuss the issue and agreed to a third meeting later this summer.

To date discussions have yielded little progress in efforts to improve communication, to respect the authority of the Senate, to rectify sabbatical leaves decisions, or to deal with compensation issues. Dr. Cerny feels it is clear that

among faculty there is a crisis in morale. Work-related frustrations have reached a level that will not dissipate over the summer recess. Perhaps there exists this summer a window of opportunity to take concrete actions to resolve these problems before the beginning of the fall semester.

Dr. Cerny remains hopeful that it will be possible to take full advantage of this opportunity to work collaboratively to alleviate the problems of greatest concern. Dr. Cerny is preparing to send senators and members of the standing committees a report of the meetings with the President as well as a summary of other activities related to Senate effectiveness. In that report he will ask faculty to be patient and he will encourage their vigilance in monitoring progress.

Dr. Cerny felt such issues of concern must be addressed collegially in order to preserve the integrity, character, and heritage of the institution. The faculty as a whole and the Chairperson and officers of the Senate remain committed to working with the administration and the Board for changes that will raise faculty morale, enhance the quality of education for the students, and improve the prestige of Indiana State University.

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

In Ms. Gabey's absence, Mr. Schafer distributed copies of her report.

The annual general meeting for the support staff at Indiana State University was held on May 14, 2002 with almost 400 in attendance. This presents an opportunity for every support staff employee to witness an actual Support Staff Council monthly meeting. President Benjamin was in attendance to welcome the group. An added bonus is that refreshments are served and many door prizes donated by area merchants are awarded. At this meeting, a resolution from the Salary and Employee Benefits Committee was passed indicating how the Council recommended the allocation of pay increases. Vice President Bob Schafer was in attendance as well as Chief Human Resources Officer John Gedrick. Support Staff Scholarships were presented to eleven individuals. Among these were a child and a grandchild of support staff employees.

Support staff are participating in search committees at this time and were also recognized at the spring awards breakfast. Certificates were presented to those who facilitated or completed Advanced Connections, Supervisory Certification courses, Foundations of Supervision and/or Orientation Phase II. These training opportunities better qualify support staff to do their jobs.

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

Ms. Thomas expressed regrets that she was unable to attend the April meeting. She is excited about spending the next year with the Board.

Student Government Association is working on a retreat for the beginning of the school year. Since most of the staff are gone for the summer there is not much to report.

H. RECOGNITION OF SERVICE – ROBERT W. ELSEY (Mrs. House)

The following Resolution was presented in recognition of service to Indiana State University by Robert W. Elsey, Interim Vice President for Student Affairs.

WHEREAS, Robert W. Elsey has given distinguished service to Indiana State University for the past thirty years serving as Director of Residential Life Programs, Dean of Student Services and Director of the Career Center, Dean of Student Life, Associate Vice President for Student Affairs and for the past three years as Interim Vice President for Student Affairs; and

WHEREAS, his advice and counsel have been valuable in the further development and promotion of the Student Affairs programs of the University; and

WHEREAS, Dr. Elsey's contributions to the quality and character of the University have earned him the respect and admiration of the many students and colleagues with whom he served;

NOW, THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees expresses grateful recognition, high commendation, and sincere best wishes to Robert W. Elsey for his loyal service and dedication to the University.

Recommendation: Approval of the Resolution.

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

I. OPERATING BUDGETS, 2002-03 (Ms. Sacopulos)

Recommendation: Approval of the following operating budgets for the 2002-03 fiscal year.

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

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

J. ACADEMIC LABORATORY FEES (Ms. Sacopulos)

Recommendation: Approval of proposed changes in academic laboratory fees effective for 2002 fall semester as presented in Exhibit E.

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

K. BIENNIAL CAPITAL BUDGET REQUEST, 2003-05 (Ms. Sacopulos)

The Capital Improvement Budget Request for the 2003-05 biennium is to be submitted to the Indiana Commission for Higher Education and the State Budget Agency on or before June 15, 2002. Funds are requested in the following major categories.

Special Repair and Rehabilitation

University Hall	\$32,000,000
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<u>Land Acquisition</u>	\$ 750,000
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<u>General Repair and Rehabilitation/Infrastructure</u>	\$ 8,351,000
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Recommendation: Approval of the Biennial Capital Budget Request for 2003-05 as outlined above.

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

L. INSURANCE ACADEMIC PROGRAM BUDGET, 2002-03 (Ms. Sacopulos)

Recommendation: Approval of the following 2002-03 insurance academic program budget.

	<u>2001-02</u>	<u>Increment</u>	<u>2002-03</u>
Income	\$76,521	(\$10,743)	\$65,778
<u>Budget</u>			
Compensation	\$45,000	\$ 2,803	\$47,803
Supplies and Expense	<u>31,521</u>	<u>(13,546)</u>	<u>17,975</u>
	\$76,521	(\$10,743)	\$65,778

Funding is from contributions to the ISU Foundation in support of the insurance academic program.

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

M. GONGAWARE CENTER BUDGET, 2002-03 (Ms. Sacopulos)

Recommendation: Approval of the following 2002-03 Gongaware Center budget.

	<u>2001-02</u>	<u>Increment</u>	<u>2002-03</u>
Income	\$225,290	\$26,769	\$252,059
<u>Budget</u>			
Compensation	\$139,350	\$14,629	\$153,979
Supplies and Expense	<u>85,940</u>	<u>12,140</u>	<u>98,080</u>
	\$225,290	\$26,769	\$252,059

Funding is from contributions to the ISU Foundation in support of the Gongaware Center.

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

N. TEMPORARY FACULTY STIPENDS (Dr. Pontius)

A review of the compensation schedule for full-time and part-time temporary faculty members was conducted during the 2000-01 academic year. It was recommended that the stipend schedule floor for full-time temporary faculty members and for the three categories of part-time temporary faculty members be increased gradually each year to achieve a target stipend schedule. The amount to be allocated to achieve this compensation goal is to be determined annually as part of the Division of Academic Affairs five-year budget process. For the 2002-03 academic year, it is proposed that the stipend floor schedule for full-time and for part-time temporary faculty members be established as follows:

Stipend floor for full-time temporary faculty members:

Instructor \$22,500

Stipend floors for part-time temporary faculty members:

Lecturer III \$775 per semester hour

Lecturer II \$660 per semester hour

Lecturer I \$550 per semester hour

Recommendation: Approval of the proposed stipend schedule for part-time temporary faculty members, effective August 15, 2002.

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

O. MERGER OF THE DEPARTMENT OF SCIENCE EDUCATION INTO THE DEPARTMENT OF LIFE SCIENCES (Dr. Pontius)

The Department of Science Education proposes to merge with the Department of Life Sciences. The merger will allow the resources – human, physical, and financial – of the Department of Science Education to remain intact as the Center for Science Education with the Department of Life Sciences. The Center for Science Education will continue to manage and implement their programs, contingent upon continuation of the needs met by and the funding necessary to support the programs. The faculty of the Department of Science Education will combine with the faculty of the Life Sciences as a collaborative group of educators dedicated to training future science teachers. The faculty of Science Education will receive all rights and privileges accorded to the faculty within the Department of Life Sciences; faculty in the Center for Science Education will

collaboratively work with all science departments and the School of Education within ISU as they seek to mentor, advise, educate, and mold the next generations of science teachers.

Recommendation: Approval of the provisional merger of the Department of Science Education into the Department of Life Sciences.

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

P. ACE HIGH, INC., FLIGHT TRAINING AGREEMENT (Dr. Pontius)

This agreement provides flight training for students enrolled in the Department of Aerospace Technology. A copy of the agreement is presented in Exhibit F.

Recommendation: Approval of the agreement as presented in Exhibit F.

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

Q. STUDENT HEALTH CENTER SUPPLIES AND PROCEDURES FEES, 2002-03 (Dr. Elsey)

Recommendation: Approval of the Student Health Center supplies and procedures fees as presented in Exhibit G.

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

R. LONG-TERM DISABILITY INSURANCE, 2002-03 (Mr. Schafer)

The contract for the University's long-term disability insurance plan, underwritten by Teachers' Insurance and Annuity Association (TIAA), expires on June 30, 2002. The plan provides disability income protection (60 per cent) and an annuity waiver (12 per cent of base salary) for benefits-eligible employees who have worked at Indiana State University for a minimum of three (3) continuous years (waiting period). New employees with group comparable long-term disability insurance in force within 90 days of beginning work at ISU may have the three-year waiting period waived. The minimum monthly income payment for disability is \$50; the maximum monthly income payment is \$9,000. The benefits are payable until age 65 with a graduated length of time for benefits payable schedule for individuals who become disabled after age 60.

Claims experience over the last three policy years and the current year plus an evaluation of the manual (pooled) rates based upon TIAA's entire book of long-term disability business were two major factors used to determine the rates for the 2002-03 contract year. Based upon an analysis of all factors, the rates for the long-term disability insurance coverage will decrease five (5) per cent for the 2002-03 contract year.

Rates for the plan are calculated based upon the covered monthly salary (CMS) of the individuals covered by the plan multiplied by a rate factor.

The rates for the 2001-02 year and proposed rates for the year 2002-03 are as follows:

<u>Coverage</u>	<u>Current Rates</u> <u>2001-02</u>	<u>Proposed Rates</u> <u>2002-03</u>
Income Benefit	.300% of CMS	.285% of CMS
Monthly Annuity Premium Waiver Benefit	.100% of CMS	.095% of CMS

Recommendation: Approval of the renewal of the master policy for long-term disability insurance with Teachers Insurance and Annuity Association (TIAA) at the rates indicated for the 2002-03 contract year effective July 1, 2002.

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

S. TIAA-CREF 457(b) Deferred Compensation Plan (Mr. Schafer)

The Economic Growth and Tax Relief Reconciliation Act (EGTRRA) contained provisions expanding the retirement savings opportunities that colleges and universities may offer employees. This expansion is for public employers only; it is not available in the for profit-private sector. Effective in 2002, all employees in public non-profit institutions are eligible to take advantage of making additional pre-tax contributions toward retirement savings.

The current tax deferred annuity programs at universities are governed by Internal Revenue Code 403(b) which has an individual maximum exclusion allowance to an annual cap that may be contributed on a pre-tax basis. The 403(b) annual maximum for elective deferrals is \$11,000; up to \$15,000 per year if over age 50 and with more than 15 years of service. The addition of the TIAA-CREF 457(b) plan will allow for an additional maximum amount to be contributed in addition to the 403(b) plan maximum amount.

The amount that may be contributed to a 457(b) account on behalf of an employee is \$11,000 in 2002. This amount will increase each year by \$1,000 until it reaches \$15,000 in 2006. A special 457(b) catch-up provision may be available before retirement allowing age 50-plus employees to contribute an additional \$1,000 per year.

Currently, ISU has 60 out of 469 employees contributing up to their 403(b) maximum. The addition of the TIAA-CREF 457(b) plan would allow a maximum for most employees of \$22,000; more if employees are age 50-plus. Therefore, it will allow employees who want to tax defer more funds for retirement to do so on a pre-tax basis.

It is not expected that more than the 60 employees mentioned above will take advantage of this plan. However, there may be more in the future. There is no charge to the University to take advantage of this plan. Employees who wish to participate will be required to complete a 457(b) application and sign a deferred compensation election form.

Also, since this plan allows for additional tax deferred contributions made by either the employee or the University on behalf of the employee, there may be future applications of the plan in conjunction with the University Retirement Policy at retirement.

Recommendation: Approval of the adoption of the TIAA-CREF 457(b) Deferred Compensation Plan effective July 1, 2002.

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

T. UNIVERSITY CALENDARS (Mr. Schafer)

The University Calendar for 2004-05 and the revised calendars for 2002-03 and 2003-04 are presented in Exhibit H.

Recommendation: Approval of the University calendar for 2004-05 and the revised calendars for 2002-03 and 2003-04 as presented in Exhibit H.

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

U. IN MEMORIAM (Mr. Schafer)

Paul Thomas Wilbur, Lead Refrigeration Mechanic, Facilities Management, died on May 13, 2002. A resolution is presented in Exhibit I.

Recommendation: Acceptance of the Resolution and recognition of service to the University.

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

SECTION III

JUNE 7, 2002

PERSONNEL (Mr. Schafer)

Recommendation: Approval of all the items in this section.

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

A. FACULTY

1. Appointments

Full-time Appointments

(Effective August 14, 2002, unless otherwise stated)

Alisha D. Ford; Assistant Professor, Department of Educational and School Psychology; Ph.D., University of Mississippi; salary \$43,000 per academic year.

Jennifer T. Freeland; Assistant Professor, Department of Educational and School Psychology; M.A., Louisiana State University; salary \$39,800 per academic year.

Stephen W. Gruenert; Assistant Professor, Department of Educational Leadership, Administration, and Foundations; Ph.D., University of Missouri, Columbia; salary \$41,500 per academic year.

R. Trevor Hall; Assistant Professor, Department of Communication; M.A., Northwestern University; salary \$41,300 per academic year.

David R. Hofmeister; Chairperson and Professor, Department of Curriculum, Instruction and Media Technology; Ed.D., University of Kansas; salary \$64,000 per academic year.

Marylin T. Leinenbach; Assistant Professor, Department of Elementary and Early Childhood Education; M.S., Indiana State University; salary \$38,800 per academic year.

Christopher E. Mehrens; Assistant Librarian (with primary responsibilities as Music Cataloger), Library Services; Ph.D., University of North Carolina at Chapel Hill; salary \$40,000 per fiscal year; effective July 1, 2002.

Marcia A. Miller; Assistant Professor, Associate Degree Nursing Department; M.S., Saint Xavier College; salary \$50,000 per academic year.

Dianne E. Nelson; Assistant Professor, Baccalaureate and Higher Degree Nursing Department; M.S.N., University of Central Arkansas; salary \$50,000 per academic year.

James E. Smallwood; Chairperson and Professor, Department of Manufacturing and Construction Technology; Ph.D., Indiana State University; salary \$72,000 per academic year.

One-Year Appointments

(Effective August 15, 2002, unless otherwise stated)

Cynthia L. Crowder; Instructor, Department of Industrial Technology Education; M.S., Indiana State University; salary \$40,000 per academic year.

Robert A. French; Instruction Librarian, Library Services; M.S., Indiana State University; salary \$31,200 per fiscal year; effective July 1, 2002.

Wei He; Visiting Assistant Professor of Management, Organizational Department; Master of Engineering, Dalian University of Technology; salary \$67,000 per academic year.

William H. Wilcox, Jr.; Visiting Associate Professor of Philosophy, Department of Philosophy; Ph.D., Cornell University; salary \$40,000 per academic year.

2. Changes of Status and/or Rate

Mitchell L. Cordova; from Associate Professor, Department of Athletic Training, to Chairperson and Associate Professor, Department of Athletic Training; salary \$77,400 per academic year; effective August 15, 2002.

dele jegede; from Professor, Department of Art, to Chairperson and Professor, Department of Art; salary \$70,000 per academic year; effective August 15, 2002.

Marion D. Schafer; from Assistant Professor, Department of Industrial and Mechanical Technology, to Interim Chairperson and Assistant Professor, Department of Industrial and Mechanical Technology; \$3,000 stipend for the added responsibility; effective for the 2002-03 academic year.

Gregory L. Schwab; from Assistant Professor, Department of Aerospace Technology, to Interim Chairperson and Assistant Professor, Department of Aerospace Technology; \$3,000 stipend for the added responsibility; effective for the 2002-03 academic year.

Julie Anne Will; Lecturer II, Associate Degree Nursing Department; change in salary and hours from \$1,342, 2.13 hours to \$1,090, 1.73 hours; effective February 3, 2002.

3. Leaves of Absence

Leaves of Absence With 60 Percent Pay – 2002-03 Academic Year

Eliezer Bermudez, Department of Health and Safety

Diana K. Hews, Department of Life Sciences

Susan Kray, Department of Communication

Leaves of Absence With Pay – Fall 2002 Semester

Carol Aisha Blackshire-Belay, Department of African and African American Studies

Max E. Douglas, Organizational Department

Jack Gates, Department of Art

Georgia Hambrecht, Department of Communication Disorders and Special Education

Rosetta Haynes, Department of English

Peggy Hines, Department of Counseling

Jolynn S. Kuhlman, Department of Physical Education

Karen Chia-Yu Liu, Department of Elementary and Early Childhood Education

Michael J. Murphy, Department of Psychology

Cecil L. Nelson, Department of Languages, Literatures, and Linguistics

Charles M. Norman, Department of Sociology

Robert E. Thompson, Organizational Department

Leaves of Absence With Pay – Spring 2003 Semester

Samuel P. G. Aaron, Department of Educational and School Psychology

Sandra Allen; Department of Chemistry

Jerry W. Boyd, Department of Sociology

Sandra Brake, Department of Geography, Geology, and Anthropology

Linda K. Damer, Department of Music

Cheryl Sue Davis, Department of Communication

Jennifer Drake, Department of English

Steve Gabany, Department of Health and Safety

Anthony Gilberti, Department of Industrial Technology Education

Robert Goldbort, Department of English

Elizabeth O’Laughlin, Department of Psychology

Nancy Brattain Rogers, Department of Recreation and Sport Management

David T. Skelton, Department of Criminology

William Warfel, Analytical Department

Tarek Saad Zaher, Analytical Department

Leave of Absence Without Pay, 2002-03 and 2003-04 Academic Years

Thomas S. Dickinson; Department of Curriculum, Instruction, and Media Technology

4. Tenure

Gregory Bierly, Department of Geography, Geology, and Anthropology; effective August 14, 2003.

Sandra Brake, Department of Geography, Geology, and Anthropology; effective August 14, 2003.

Jennifer Drake; Department of English; effective August 14, 2003.

Arthur Feinsod, Department of Theater, effective August 15, 2002.

Rosetta Haynes; Department of English; effective August 14, 2003.

Peggy Hines; Department of Counseling; effective August 14, 2003.

Robert Jajcay; Department of Mathematics and Computer Science; effective August 14, 2003.

Elizabeth J. Jared; Department of Elementary and Early Childhood Education; effective August 14, 2003.

Linda S. Maule; Department of Political Science; effective August 14, 2003.

C. Jack Maynard; Department of Educational Leadership, Administration, and Foundations; effective August 15, 2002.

Daniel D. McLean, Department of Recreation and Sport Management, effective August 15, 2002.

Elizabeth O'Laughlin; Department of Psychology; effective August 14, 2003.

Ravic P. Ringlaben; Department of Communication Disorders and Special Education; effective August 14, 2003.

Marion D. Schafer; Department of Industrial and Mechanical Technology; effective August 14, 2003.

Todd Sullivan; Department of Music; effective August 14, 2003.

Richard C. Vincent, Department of Communication, effective August 15, 2002.

Margaret E. Whitaker; Department of Elementary and Early Childhood Education; effective August 14, 2003.

David Worley; Department of Communication; effective August 14, 2003.

Debra Kernisky Worley; Department of Communication; effective August 14, 2003.

5. Nonreappointment

Kelly Brown; Department of Criminology; effective May 10, 2003.

6. Resignations

Allen E. Butt; Department of Psychology; effective May 4, 2002.

Ann B. Cockerham; Library Services; effective May 31, 2002.

7. Retirements

Mary Ellen Adams; Professor of Business, Organizational Department; retirement leave fall semester of the 2002-03 academic year; retirement effective December 14, 2002.

Dale D. Bringman; Associate Professor, Department of Manufacturing and Construction Technology; retirement leave fall semester of the 2002-03 academic year; retirement effective December 14, 2002.

Robert G. Clouse; Professor, Department of History; retirement leave fall semester of the 2002-03 academic year; retirement effective December 14, 2002.

Sarah E. Emerson; Professor of Nursing, Baccalaureate and Higher Degree Nursing Department; retirement leave fall semester of the 2002-03 academic year; retirement effective December 14, 2002.

D. Gene England; Professor, Department of English; retirement leave fall semester of the 2002-03 academic year; retirement effective December 14, 2002.

Jan C. Stoner; Professor, Department of Physical Education; retirement leave fall semester of the 2002-03 academic year; retirement effective December 14, 2002.

8. Faculty Promotions
(Effective August 15, 2002)To Associate Professor

Gregory Bierly, Department of Geography, Geology, and Anthropology

Sandra Brake, Department of Geography, Geology, and Anthropology

Jennifer Drake, Department of English

Pamela P. Garriott, Department of Communication Disorders and Special Education

Rosetta Haynes, Department of English

Peggy Hines, Department of Counseling

Linda S. Maule, Department of Political Science

Melody McKinney, Associate Degree Nursing Department

Elizabeth O'Laughlin, Department of Psychology

Christopher J. Olsen, Department of History

Ernest Sheldon, Department of Health and Safety

Todd Sullivan, Department of Music

Margaret E. Whitaker, Department of Elementary and Early Childhood Education

David Worley, Department of Communication

To Professor

Alma Mary Anderson, Department of Art

Shiaw-Fen Ferng, Department of Health and Safety

Susan Moncada, Analytical Department

John C. Ozmun, Department of Physical Education

Linda Sperry, Department of Educational and School Psychology

Amelia Woods, Department of Physical Education

Carol Y. Yoder, Department of Psychology

9. Emeriti Titles

Torsten K. E. Alvager, Professor Emeritus of Physics; effective May 4, 2002.

Beverly A. Ashley, Assistant Professor Emerita of Education and Counselor Emerita for Open Preference Advisement; effective June 14, 2002.

Judith C. Byrne; Associate Professor Emerita of Family and Consumer Sciences; effective May 4, 2002.

Thomas C. Cadwallader; Professor Emeritus of Psychology; effective May 4, 2002.

N. Wayne Castner; Professor Emeritus of Industrial Technology; effective May 4, 2002.

John L. Christie; Associate Professor Emeritus of English; effective December 15, 2001.

Bonnidell A. Clouse; Professor Emerita of Educational Psychology; effective December 15, 2001.

John J. Corrigan; Professor Emeritus of Life Sciences; effective December 15, 2001.

William A. Dando; Chairperson Emeritus in the Department of Geography, Geology, and Anthropology and Professor Emeritus of Geography; effective May 4, 2002.

Whitney J. Engeran, Jr.; Professor Emeritus of Art; effective May 4, 2002.

Dale G. Findley; Professor Emeritus of Education; effective May 4, 2002.

S. Joseph Freeze; Professor Emeritus of Manufacturing Technology; effective December 15, 2001.

Leona M. Gallion; Dean Emerita, School of Business, and Professor Emerita of Business; effective December 31, 2001.

Guy J. Hale; Professor Emeritus of Mathematics; effective December 15, 2001.

James E. Hatch; Associate Professor Emeritus of English; effective May 4, 2002.

James E. Higgins; Professor Emeritus of Elementary Education; effective December 15, 2001.

Daniel B. Horton; Professor Emeritus of Education; effective May 4, 2002.

Gail M. Huffman-Joley; Professor Emerita of Elementary Education; effective May 4, 2002.

Elaine L. Kleiner; Professor Emerita of English; effective May 4, 2002.

Mak A. Koie; Professor Emeritus of Industrial Technology; effective May 4, 2002.

Robert M. Levy; Professor Emeritus of Psychology and Coordinator Emeritus of General Education; effective December 31, 2001.

John E. Oliver; Professor Emeritus of Geography; effective May 4, 2002.

Lawrence Reck; Professor Emeritus of Education; effective December 15, 2001.

Donald J. Reuland; Professor Emeritus of Chemistry; effective December 15, 2001.

Frederic E. Rusch; Professor Emeritus of English; effective December 31, 2001.

James A. Schellenberg; Professor Emeritus of Sociology; effective December 15, 2001.

Gurmeet S. Sekhon; Professor Emeritus of Sociology; effective May 4, 2002.

Douglas K. Smith; Associate Professor Emeritus of Administrative Systems; effective .
December 15, 2001.

Jerry A. Summers; Professor Emeritus of Education; effective December 15, 2001.

M. Carol Turner; Associate Professor Emerita of Elementary Education; effective May 4, 2002.

B. ADMINISTRATION

1. Appointments

Katherine Abernathy; Financial Analyst, Office of the Controller; salary \$30,000 per fiscal year, prorated from the effective date of May 13, 2002.

Kweku Bentil; Dean, School of Graduate Studies, and Professor, Department of Manufacturing and Construction Technology; Ph.D., University of Florida; salary \$120,000 per fiscal year; reasonable and necessary moving expenses up to eight percent of the beginning salary; effective July 1, 2002.

Gregg Floyd; Vice President for Business Affairs and Finance and University Treasurer; J.D., Indiana University; salary \$142,500 per fiscal year, prorated from the effective date of August 1, 2002; moving expenses paid up to \$10,340.

Carolyn Torchia Lammert; Recruiter, Human Resources; Master of Labor and Human Resources, Ohio State University; salary \$30,000 per fiscal year, prorated from the effective date of April 22, 2002.

Ann M. Warren; Scenic Studio Supervisor, Department of Theater; B.S., Indiana State University; salary \$28,500 per fiscal year; effective July 1, 2002.

Temporary Appointment

Kristie S. Bigler; extension of appointment as Technical Lab Consultant, Information Technology; special credentials on file; salary \$32,000 per fiscal year, prorated for the period of June 1, 2002, through December 21, 2002.

2. Changes of Status and/or Rate

Gary Beaulieu; Career Center, from a temporary position as Career Counselor to continuing position as Assistant Director; salary \$28,700 per fiscal year; effective July 1, 2002.

Amberlyn R. Courtney; Admissions Counselor, Office of Admissions; from temporary to regular appointment; salary \$28,080 per fiscal year; effective July 1, 2002.

Amy K. Gunter; Admissions Counselor, Office of Admissions; from temporary to regular appointment; salary \$28,080 per fiscal year; effective July 1, 2002.

Douglas L. Hall; Admissions Counselor, Office of Admissions; from temporary to regular appointment; salary \$28,080 per fiscal year; effective July 1, 2002.

Christopher Ingersoll; extension of appointment as Interim Dean, School of Graduate Studies and Professor, Department of Athletic Training; salary \$95,580, prorated for the period of July 1, 2002, through August 9, 2002.

James E. Norton, Jr.; from Director of Athletics Development, University Development/
Intercollegiate Athletics to Associate Director of Athletics for External Operations, University Development/Intercollegiate Athletics; effective July 1, 2002.

Suzann C. Romines; College Cooperative Southeast; change in FTE from fifty to forty-three percent and salary from \$15,200 per fiscal year to \$12,157.44 per fiscal year, prorated for the period of June 1, 2002 through June 30, 2002.

Roberta L. Shaw; from Assistant Director of Continuing Education, to Coordinator of Entrepreneurial and Special Programs, Division of Lifelong Learning; salary \$38,500, prorated for the period of April 1, 2002, through June 30, 2002.

3. Resignations

Sonjala Allen; Career Center; effective June 27, 2002.

Christopher Ingersoll; School of Graduate Studies and Department of Athletic Training; effective August 9, 2002.

Terence W. O'Connor; Center for Teaching and Learning and Department of Educational Leadership, Administration, and Foundations; effective June 14, 2002.

Donna Ourand; Technology Services Center; effective May 31, 2002.

Paula J. Vincini; Distance Education; effective May 17, 2002.

Jason Winkle; Student Health Promotion; effective April 26, 2002.

Sharon K. Woolston; College Cooperative Southeast; effective May 31, 2002.

4. Retirements

Aletha S. Carter; Coordinator, Employee Assistance Program; retirement leave from July 1, 2002 through December 31, 2002; retirement effective December 31, 2002.

James E. Kinkade; Computer Specialist/Analyst, Office of Distance Education; retirement leave from July 1, 2002, through December 31, 2002; retirement effective December 31, 2002.

William L. Purcell; Associate Registrar, Office of Registration and Records; retirement leave from July 1, 2002 through December 31, 2002; retirement effective December 31, 2002.

5. Emeritus Status

Robert J. Murray; Associate Vice President Emeritus for Administration and Risk Management; effective July 31, 2002.

6. Termination

David J. Ralston; Department of Athletic Training; effective May 31, 2002.

C. COACHES AND ATHLETICS

1. Non-reappointment

Thomas Rupert; Intercollegiate Athletics; effective June 30, 2002.

D. RESIDENTIAL LIFE

1. Resignation

Valara Sample; Area Director; effective June 30, 2002.

E. SUPPORT STAFF REPORT

The Support Staff Personnel report for the period ending May 23, 2002, is presented in Exhibit A.

SECTION IV

June 7, 2002

INFORMATION/DISCUSSION ITEMS

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

Dr. Antonak distributed copies of the grant and contract activity report as of May 31, 2002.

Mark Green introduced Dr. Thomas J. Johnson, from the Department of Psychology. Dr. Johnson gave a slide presentation of his work on the spirituality and motives for drinking and not drinking.

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

1. APA Internships

Agreements have been reached with the following agencies to provide practicum experiences in counseling, counseling psychology and/or marriage and family therapy for students in the Agency/School/Marriage and Family Therapy/Counseling Psychology graduate program of the Department of Counseling.

Ball State University/Student Affairs – Counseling & Psychological Services Center, Muncie, Indiana
Department of Veterans Affairs Medical Center, Brecksville, Ohio
Department of Veterans Affairs, Columbus, Missouri
Hamilton Center, Inc., Terre Haute, Indiana
Michigan State University Counseling Center, East Lansing, Michigan

2. U.S. Public Health Service, Bethel, Alaska

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

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

Purchases Over \$25,000 – Low Bid

Sycamore Engineering, Inc. P0040086, \$72,000.00, Emergency Power Generator Installation Science Building

Lowest Bid to Meet Specifications

CollegeNET, Inc., P0040127, \$38,981.25, Software for Event and Room Scheduling

Dell Marketing LP, P0039991, \$44,179.27, Dell Computers for School of Technology

Sole Source (Quoted)

Best Access Systems, P831899, \$32,000.00, Standardized Door Locks

3. Vendors Report – Information Only- Attachment 2 (Ms. Sacopulos)

Mrs. House adjourned the meeting at 10:50 a.m.