

MINUTES
INDIANA STATE UNIVERSITY
BOARD OF TRUSTEES

FEBRUARY 22, 2008

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MINUTES
INDIANA STATE UNIVERSITY
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FEBRUARY 22, 2008

The Indiana State University Board of Trustees met in regular session at 9:00 a.m. on Friday, February 22, 2008, in the State Room, Tirey Hall.

Trustees present: Mr. Alley, Mr. Carpenter, Mrs. House, Ms. Huntsinger, Mr. LaPlante, Mr. Lowery, Mr. Pillow, Mr. Shagley and Mr. Thyen.

President Benjamin, Vice Presidents Beacon, Floyd, Maynard and Ramey and Ms. Melony Sacopulos, General Counsel and Secretary of the University were present. Also attending were Dr. Virgil Sheets, Chairperson, University Faculty Senate, Ms. Kelly Hall, Chairperson, Support Staff Council and Mr. A.J. Patton, President, Student Government Association.

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

SECTION I

A. APPROVAL OF THE MINUTES OF DECEMBER 7, 2007 AND EXECUTIVE SESSION CERTIFICATION (Mr. Alley)

On a motion by Mrs. House, seconded by Mr. LaPlante, the Minutes of December 7, 2007 and Executive Session Certification were approved as presented.

B. DATE OF NEXT MEETING (Mr. Alley)

The next meeting of the Board will be a one day meeting on Thursday, April 17.

C. REPORT OF THE BOARD PRESIDENT (Mr. Alley)

Mr. Alley welcomed George Pillow to the Board. George is President/CEO of Pillow Express Logistics in Indianapolis, a company which he started a number of years ago. George is a 1977 graduate of ISU and a member of the Athletics Hall of Fame. We are pleased to have him with us.

Mr. Pillow said he was honored to be a member of the Board of Trustees. Coming back to the University brought back many wonderful memories.

Mr. Alley asked Trustee Carpenter to give an update on the presidential search.

Mr. Carpenter reported that the presidential search committee met Thursday morning. The committee is going through the process of narrowing the finalists down from 15 to 7. Background reference checks have been made on the fifteen finalists and the committee members did reference checks for the candidates. In the next few weeks committee members will interview approximately 7 candidates and a determination will be made on which of the candidates will be coming to the campus for interviews. We intend to bring finalists to campus for interviews early or mid April so people will have an opportunity to meet the finalists and give us feedback before we make our final decision. We are very pleased with the pool of candidates.

Trustee Thyen and I had the opportunity to attend the Foundation Board retreat recently in Naples, Florida. We are pleased to see that great progress is being made on the comprehensive campaign. Thanks to Larry and Buffy Boulet and to all involved for their efforts.

I attended the Founders Day celebration on February 13. We were entertained by Alan Barcus an ISU graduate and I enjoyed it very much. Founders Day is a very meaningful day.

Trustees Carpenter, LaPlante and I attended the Athletic Hall of Fame induction held earlier this month. We also attended the basketball game that afternoon.

Mr. Alley noted that the recent issue of the ISU Magazine has a terrific article about the programs of distinction. We should capitalize on the quality of things going on at this University and the article captures that.

He expressed his appreciation for the efforts of the search committee and the process as we continue in our transition.

D. REPORT OF THE FACULTY SENATE CHAIRPERSON (Dr. Sheets)

Dr. Sheets reported that the spring semester is well underway. The faculty have been busy, teaching classes, conducting research, and contributing to university governance. I expect that the next month will be very busy as our committees finalize recommendations on many things, including changes in our academic calendar and grading scale. We approved changes in graduate transfer credit policy yesterday.

A committee has been formed to review the university health insurance benefits in light of the upcoming accounting changes that will highlight our post-retirement health-care liability. This matter has significant moral and economic implications

and decisions should not be rushed. I have been assured by Vice President Floyd that despite the late start, the group may take the time necessary to understand the problem before formulating recommendations.

The faculty appreciates the updates given regarding the presidential search. We understand the confidential nature of the process now, but look forward to our meetings with the finalists.

Before you today is a criminal background check policy for new ISU faculty as well as associated procedures and guidelines. ISU faculty share with the Board a common goal for a safe and secure campus environment, but the use of criminal background checks to achieve that goal generated principled and passionate debate. Many important concerns were raised in our discussions. The final version attempts to respect applicants' privacy while meeting the university's desire for screening. The policy, procedures, and guidelines document was approved by the Faculty Senate (24-8-0) at our January meeting.

Also before you today are a new university mission statement and core university values. I commend Dr. Maynard for establishing an open process for their development. That attention was given to campus input was evident in the multiple iterations presented to us. Although the mission team faced a daunting challenge in trying to balance the many perspectives of the university community, their work achieved widespread consensus. The statement forwarded to the president was the result of a truly collaborative process (Some say it was the best they have experienced on campus and a model for other critical discussions). Subsequent changes raise concerns (but they were not unexpected as the president communicated his intentions to the mission team).

Let me end by noting that I attended the sustainability meetings held on campus on Wednesday. I was pleased to see the widespread support for ISU's efforts to reduce our environmental impact and to learn of our many initiatives beyond recycling. Though we still have far to go, ISU's accomplishments-to-date, including the substantial reduction in Greenhouse Gases (mostly resulting from the replacement of our power plant), give us much to be proud of.

E. REPORT OF THE SUPPORT STAFF COUNCIL CHAIRPERSON (Ms. Hall)

Ms. Hall reported that since this is her next to last report to the Trustees, she decided to only report good news.

The other officers and I have been very impressed by the continuing work on the new mission statement and value statements. The officers and I were invited to attend a Retreat on January 27 to participate in the work being done on the mission statement. This process has been very open and we have been asked to

give suggestions at every step in the process. I would like to thank Provost Maynard and the committee for their openness in the process. The staff is happy to support the new version that will be voted on later in the meeting.

It has been a tradition for the last three years for the Council to sponsor a fundraiser for Relay for Life. On February 19th, the Support Staff Council hosted a Murder Mystery dinner with all proceeds going to the Relay for Life. It was a sold out event and we have heard nothing but good things about the event. Over \$800 was raised. I would like to thank the Public Relations committee who brought the mystery to life, Dr. Jeff Harper for making a great Inspector Jones, the Hilton Garden Inn for donating a night's stay as the prize, Sodexo for great food, and last but not least Patsy Weltich for making a great killer. A good time was had by all! The annual Relay for Life event will once again be held on the ISU campus on April 18-19.

Finally, I want to take a moment to congratulate three support staff being recognized this morning. I have the honor of working with these individuals on a daily basis. Officer David Glick, Corporal Ian Loomis, and Dispatch Coordinator Tonia Tucker are three staff members who take their jobs very serious and that was evident by their actions on January 14th. On behalf of the Council and myself personally, congratulations and job well done.

F. REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT
(Mr. Patton)

Mr. Patton reported that it has been his honor to represent Student Government. SGA has been busy in the last couple months. The SGA code has been updated and it was good to get that completed. He thanked all those involved for their work on the project.

Over one half of the staff will be going to Mississippi on the Alternate Spring Break in March. That project is led by Nancy Rogers.

SGA has been working with the Bookstore to have more used textbooks available.

The election for Student Government officers was held recently. A.J. introduced the new SGA President Michael Scott.

Michael said he is looking forward to working with everyone. He will take office on March 26 and will be at the next Board meeting.

A.J. noted this will be his last meeting with the Board and he thanked everyone for their support over the last two years. He said he wanted to particularly thank

Trustee Alley for the advice and encouragement given to him when he was first elected President of SGA.

Mr. Alley congratulated A.J. on his excellent leadership and said it was a pleasure to work with him on a number of projects. He congratulated Michael on his election as the new SGA President. We look forward to working with you.

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

President Benjamin said he would like to start his report by recognizing several individuals and sharing some good news.

Center for Public Service and Community Engagement

We found out yesterday that Indiana State University has once again been named to the U.S. Higher Education Honor Roll for Distinguished Community Service. This is a notable achievement and Nancy Rogers, the Director of the Center, along with many faculty, staff and students deserve the credit for earning this recognition. In addition, the Center was recently awarded the "Beyond the Call" Award by the United Way of the Wabash Valley. This award is given to companies and organizations that have demonstrated a commitment to the community. Congratulations Nancy on both of these honors. We are pleased to see the continued expansion of this important work.

Center for Economic Education

The Center for Economic Education was selected to receive the Peter V. Harrington University Center Award from the Indiana Council for Economic Education. During the past year, the Center planned and hosted 13 workshops reaching more than 220 teachers in the Terre Haute region and provided pre-service teacher training for undergraduate students. The Center also assisted seven schools in obtaining Indiana Department of Education economics grants. During the ceremony in November, Dr. John Conant, Professor of Economics and Director of the Center for Economic Education, received a plaque and a check for \$3,500 to use for the advancement of economic education in the Terre Haute region. This is another important example of our community engagement and outreach efforts.

Sustainability Forum

Earlier this week, I was pleased to be a part of a forum discussion on the issue of sustainability. This is an important issue that is growing in momentum. Indiana State is committed to becoming a sustainable campus and has been working on this issue for many years. Since 1990, our campus has reduced greenhouse

emissions by 30 percent and diverted more than 28 million pounds of trash from landfills through our award-winning recycling program. The forum was designed to continue these efforts by engaging more people throughout our campus. I would like to commend Vice President Gregg Floyd, Kevin Runion, Jim Jensen and all of the others who helped plan this forum and who are helping us become a leader in this movement.

Athletic/Academic Success

I am pleased to report that our athletic teams continue to be recognized for their academic achievements. This fall, 100 percent of the women's cross country team and the women's tennis team had grade point averages of 3.0 or higher. Given the demanding schedule of Division I student-athletes, that is a tremendous accomplishment. Congratulations to the student-athletes, the coaches, the athletic administration and others responsible for this achievement.

Andi Myers

I was honored to be able to nominate Andi Myers, Director Emerita of Intercollegiate Athletics, for the Indiana Torchbearer Award, the highest honor given by the State of Indiana to Hoosier women. Andi received the award in the category of sports and fitness. The award was created in 2004 by the Indiana Commission for Women to recognize women who have made significant contributions to their communities, the State of Indiana or to their field of work while overcoming obstacles and removing barriers to equality. Andi's stellar career as a teacher, coach, administrator, advocate and role model exemplifies the qualities of the Torchbearer Award, and she has been a driving force in widening opportunities for women in athletics.

Public Safety

I would also like to recognize three members of our Public Safety Office for their life-saving efforts in responding to a medical emergency of Associate Professor of Music Ted Piechocinski. Thanks to the efforts of responding officers Ian Loomis, David Glick and dispatcher Tonia Tucker, Ted is with us today. Thank you for your dedicated work. Ted, we are so pleased to see you doing so well.

Blumberg Fire

The entire Public Safety Office along with Residential Life, Facilities Management, Risk Management, the Mayor's Office and the Terre Haute Police and Fire Departments are also to be commended for their responsiveness in dealing with the recent fire in Blumberg Hall. We are extremely fortunate that

no one was seriously injured. The evacuation of the facility was handled very efficiently, the students were quickly provided accommodations and assistance with cleaning their belongings and work began almost immediately to clean up and repair the damage. We are very fortunate to have such dedicated and hard-working staff members.

TV Commercials

There also continues to be much effort focused on growing our enrollment. At this time, I am pleased to recognize Vice President for Enrollment Management, Marketing and Communications John Beacon for a preview of our new television commercials as well as the introduction of two new staff members in his division.

Vice President Beacon introduced Mark Edwards, Director of Marketing, to show the new commercials.

Mark thanked Vice President Beacon for his generous leadership.

“We had open auditions with students for the spots and approximately 45 students signed up. A lot of work went into this and the idea behind the spots was that we wanted something unique. The clips were shown to about 150 students with good reviews.” said Edwards.

Vice President Beacon then introduced Elizabeth Benedict who serves as Assistant Vice President for Marketing and Communications and who has been here for about three weeks now. He also introduced Salatha Willis who serves as the Director of New Student Programs. Salatha has been here for about two months.

President Benjamin said we remain cautiously optimistic about our enrollment for this fall while also remaining committed to attracting a well-prepared class.

International Update

Dr. Benjamin introduced Mike Chambers, the Interim Director of the International Affairs Center to provide an update on our international activities.

Dr. Chambers made a power point presentation update on the international activities and briefly discussed the importance and benefits. ISU is becoming more engaged in international activities, and is creating new partnerships as well as strengthening existing partnerships. We are continuing to work on student exchanges. Our International activities are also good for revenue.

President Benjamin reported that during the past week, Provost Maynard, College of Education Dean Brad Balch, El Houcin Chaqra and I were among those in Morocco working on an HED-funded study to develop a system of accreditation for the higher education institution in that country.

This project is the outgrowth of many projects we have engaged in with the country of Morocco including assisting them with implementing their first-ever social work (thanks to the good work of Robyn Lugar), training their higher education administrators, and working with the Morocco Royal Soccer Federation on sports management issues.

Educational reform is never easy, and the country of Morocco has, for many years, been interested in transforming its system of higher education from the French system to become more like the United States system. They have sought out assistance in doing this.

As a follow up to this visit, a Moroccan work group will be coming to our campus later this spring and our social work students will once again be visiting the African country during Spring Break. We anticipate developing an additional grant proposal to help Morocco implement the system of accreditation we help develop.

In recognition of these and other efforts, I was honored to become the first American and only third individual to receive Morocco's top education honor.

The presentation took place before a gathering of dignitaries from throughout the region, including representatives from the U.S. Embassy and U.S. Consulate in Morocco, the Moroccan Ministry of Education, governors of the Casablanca region and presidents from several universities.

I accepted this honor on behalf of everyone at Indiana State who has helped build our relationship with Hassan II and the other institutions of higher education in Morocco. Indiana State is well-known throughout the country of Morocco and our faculty, staff and students are much admired and respected by our higher education colleagues over there.

I was pleased to give an address on the Role of the University in Social Development and Public Diplomacy. I view public diplomacy within the context of globalization in higher education as focused discussions, exchanges and dialogue between peoples or institutions across national borders, outside the realm of formal inter-state diplomacy. From the very beginning, the interest I have had in Moroccan-ISU relations was to use the capacity of the university as a means to promote understanding, opportunities, peace and prosperity among our two countries. One key element of higher education public diplomacy is to

understand the expectations of relationships and be certain that mutual needs are served in ways fair to students, families, and nations. At ISU, we have viewed our relationship with Hassan II and Moroccan higher education as one of equals expressing to each other what needs we have to serve our relationship, but also to serve the communities where we are located and to be partners in the cultural, social, and economic development of our countries. I believe this is important work, especially in this day and age.

NIU Shooting

In closing, we extend our heartfelt sympathy and condolences to the families of the victims of the horrific shooting at Northern Illinois University as well as the entire NIU community. We are gratified to hear that our alumnus Brian Karpes, who was shot multiple times in the incident, is doing well. We extend our best wishes to him for a complete recovery.

H. ROOM AND BOARD RATES, 2008-09 (Dr. Ramey)

Residential Life is proposing an annual residence hall room and board rate of \$6,972.04 for the 2008-09 academic year. This rate applies to all students who have earned fewer than 56 ISU credit hours. As in the past, returning students who have maintained continuous enrollment (summers excluded) and who have earned 56 or more ISU credit hours will receive special consideration on the room and board rate. The rate for these students is frozen at the level applicable during their sophomore year. The rate for students with 56 to 86 ISU credit hours will therefore be \$6,671.48, and the rate for students with 87 or more hours will be \$6,294.08.

The upgrade charge for students occupying single rooms will increase from \$935 to \$1,025.10 (\$1,520.82 for rooms in Jones and Hines halls that include a private bath). An average increase of \$23.00 per month is also proposed for University Apartments. This increase continues the practice of aligning ISU's rental rates with prevailing rates in the community. The ISU rates do include all utilities except long distance telephone.

The increase in rates is necessary to fund staff compensation and benefits expenses, as well as to cover a mandated increase in student wages. Other needs include an additional \$100,000 in utilities expense and increased costs related to food and wages in dining services. The new rates will fund normal operating costs, as well as reserve and debt obligations, but no funds are budgeted for significant program or facilities enhancement.

The new rates are expected to remain lowest among public universities in Indiana that have comparable board programs.

Recommendation: Approval of the proposed 2008-09 residence hall room and board and apartment rental rates, with corresponding effective date as described in Exhibit A.

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

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

Recommendation: Approval of the proposed changes in Academic Laboratory/Course Specific Fees, effective for the fall semester of 2008 as presented in Exhibit B.

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

J. CRIMINAL BACKGROUND CHECKS (Dr. Maynard)

This proposed policy for Faculty Criminal Background Checks was approved by the University Faculty Senate at its meeting on January 17, 2008. The procedures and guidelines associated with this policy are submitted as an information item as Attachment 1. The Policy, set forth below, requires Board of Trustees action and University Handbook modifications.

“Faculty Criminal Background Checks Policy

As mandated by the Indiana State University Board of Trustees, all faculty at Indiana State University will undergo Criminal Background Checks prior to their hire.

Inclusions/Exclusions

This policy shall apply to all part-time temporary and full-time faculty of Indiana State University. This policy shall also apply to graduate assistants.

This policy shall not apply to current or retired faculty of Indiana State University or to temporary faculty who return to work within 36 months of the end of their most recent period of employment. This policy shall not apply to currently enrolled graduate students receiving assistantships through ISU.

Duration of Validity

Criminal background checks shall be considered valid for up to 36 consecutive months of non-ISU employment.

Transferability

ISU employees will not be subject to criminal background checks in order to qualify for transfer or promotion, or to otherwise change positions on the faculty (including moving from graduate assistantship to a part-or full-time faculty line). However, Human Resources will provide criminal history information collected at the time of hire to units considering applications from current employees with less than 36 months of employment at the University.

Faculty who apply for executive, administrative and professional (EAP) positions will be subject to new background checks as appropriate to the position.

Confidentiality

Criminal histories shall be considered confidential, whether self-disclosed or obtained from a third-party.”

Recommendation: Approval of the policy on Faculty Criminal Background Checks and the changes in the ISU Handbook language.

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

K. IN MEMORIAM

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

Lavelda Johnson Goble, Administrative Assistant Emerita to the President, died on February 2, 2008.

Virgil Jarmin, Computer Operator II, Office of Information Technology, support staff, died on December 31, 2007.

Beverly Kelly, Account Data Processing Supervisor, Controller’s Office, support staff, (retired), died on December 6, 2007.

Ruthetta Krause, Associate Professor Emerita of Business, died on November 21, 2007.

Violet Lamb, Housekeeper, Sycamore Towers, support staff (retired), died on January 15, 2008.

Sidney Murray, Professor Emeritus of Music, died on January 18, 2008.

William Nardini, Professor Emeritus of Criminology, died on January 26, 2008.

Charles Nelson, Professor Emeritus of Social Psychology, died on December 19, 2007.

Elenora June Pierce, Bookstore Assistant II, support staff (retired), died on December 16, 2007.

Kathryn Puckett, Custodial Worker III, support staff (retired), died on February 6, 2008.

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

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

L. REVISED UNIVERSITY MISSION STATEMENT

During the September 2007 Board of Trustees's Meeting, Chairperson Alley charged the administration to present a new mission statement to the Board for consideration at the February 2008 board meeting. In response to that charge, a Mission's Committee was formed and charged with developing a revised mission statement and values statements for Indiana State University. Provost Maynard chaired that committee.

During the academic year, the committee led the campus through a review of several drafts of mission statements and value statements. Input was solicited via a web site as well as two campus forums and a campus leadership retreat focused on the mission and values. The committee presented its recommendation to President Benjamin in early February, 2008. President Benjamin carefully reviewed the recommendations of the committee and presents the following mission and value statements for action by the Board of Trustees.

Recommended Mission Statement

Indiana State University, a doctoral research university, combines a tradition of strong undergraduate and graduate education with a focus on community and public service. We integrate teaching, research, and creative activity in an engaging, challenging, and supportive learning environment to prepare productive citizens for Indiana and the world.

Recommended Value Statements

We value high standards for learning, teaching, and inquiry.

We provide a well-rounded education that integrates professional preparation and study in the arts and sciences with co-curricular involvement.

We demonstrate integrity through honesty, civility, and fairness.

We embrace the diversity of individuals, ideas, and expressions.

We foster personal growth within an environment in which every individual matters.

We uphold the responsibility of University citizenship.

We exercise stewardship of our global community.

Recommendation: Approval of the new Mission and Value Statements as present above.

On a motion by Mrs. House, seconded by Mr. Thyen, the recommendation was approved.

D. ACCOUNTS RECEIVABLE WRITE-OFF (Mr. Floyd)

On May 25, 2001, the Board of Trustees established the accounts receivable write-off procedures, which authorized the Treasurer of the Board of Trustees to approve write off amounts owed to Indiana State University which are determined to be non-collectible. The accounts receivable write-off in conjunction with year-end entries for the fiscal year ending June 30, 2007 is \$506,674.25. This amount represented approximately 0.7% of the receivables assessed in calendar 2003, which is the time period predominately represented by these write-offs. This percentage is consistent with past years.

E. PURCHASING REPORT – Information Only (Mr. Floyd)
(purchase order activity for the period November 26, 2007 to February 7, 2008)Purchases over \$25,000Lowest To Meet Specifications

Scott Healy & Associates -- P0061492 -- \$34,525.01
(Search Firm for Financial Aid Director)

Lowest To Meet Specifications

Educational Marketing Group, Inc -- P0061288 -- \$92,650.01
(Production of two commercials, Communications and Marketing)

Sole Source in Conjunction With Insurance Co.

Environmental Drying Services, Inc. -- P0061635 -- \$320,000.00
(Fire damage clean-up Blumberg Hall)

SECTION III

FEBRUARY 22, 2008

PERSONNEL (Dr. Maynard)

Recommendation: Approval of all the items in this section.

On a motion by Mr. Lowery, seconded by Mrs. House, the recommendation was approved.

A. FACULTY

1. Appointments

(Effective August 1, 2008, unless otherwise indicated)

Lakshmi Balasubramanyan; Assistant Professor of Finance, Analytical Department; M.S., The Pennsylvania State University; salary \$98,000 per academic year.

Amro A. Maher; Assistant Professor of Marketing, Organizational Department; M.B.A., University of Massachusetts; salary \$88,000 per academic year.

Carol S. Lunce; Assistant Librarian, Reference Department, Library Services; M.L.S., Texas Women's University; salary \$42,000 per fiscal year, prorated from the effective date of February 1, 2008.

Temporary Part-time Faculty Appointments—2008 Spring Semester

(Effective January 1, 2008, unless otherwise indicated)

Linda L. Airhart; Lecturer I, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$2,100.

Irina Albig; Lecturer III, Department of Music; M.A., Washington State University; twelve hours; salary \$11,400.

Connie L. Allen; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; six hours; salary \$8,082.

Eric R. Anderson; Lecturer III, Department of Psychology; M.A., University of Waterloo, Ontario; six hours; salary \$5,700.

Alan L. Backler; Lecturer III, Social Science Education Program; Ph.D., The University of Michigan; three hours; salary \$3,000.

James J. Ball; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$17,424.

Crystal M. Barrett; Lecturer III, Department of Music; M.M., Louisiana State University; twelve hours; salary \$11,400.

Renee N. Bauer; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana State University; six hours; salary \$7,770.

Gregory A. Bernhard; Lecturer III, Department of Electronics, Computer, and Mechanical Engineering Technology; B.S., Purdue University; nine hours; salary \$9,000.

William J. Brett; Professor Emeritus, Department of Life Sciences; Ph.D., Northwestern University; three hours; salary \$2,850.

Lynette Browne; Lecturer III, Department of Music; D.M.A., University of Miami; twelve hours; salary \$15,386.

Sarah E. Burk; Lecturer III, Department of Music; DMA, University of Illinois at Urbana; ten hours; salary \$9,500.

Chester J. Burton; Lecturer III, Department of Art; M.F.A., Indiana State University; nine hours; salary \$9,603.

Robert K. Byrer; Lecturer II, Department of Life Sciences; M.S., Indiana State University; two hours; salary \$1,650.

Amber L. Cadick; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Erin L. Cheever; Lecturer I, Department of Physical Education; M.S., Indiana State University; two hours; salary \$1,400.

Newell Chiesl; Lecturer III, Organizational Department; Ph.D., North Texas State University; three hours; salary \$5,000.

Mark J. Clauss; Lecturer III, Department of Technology Management; M.S., Indiana State University; three hours; salary \$3,600.

Daniel J. Cleveland; Lecturer III, Department of Psychology; Pharm.D., Purdue University; three hours; salary \$2,850.

Penny Clevenger; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,475.

Christina A. Collins; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,850.

Deana K. Conner; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500.

Charles A. Cooper; Lecturer III, Organizational Department; M.B.A., Indiana State University; two hours; salary \$3,000.

Chad A. Creasey; Lecturer III, Organizational Department; M.B.A., Indiana State University; ten hours; salary \$9,700.

Darla K. Crist; Lecturer I, Department of English; M.A., Indiana State University; three hours; salary \$2,100.

Kathy M. Davis; Lecturer II, Department of Curriculum, Instruction, and Media Technology; Ed.D., East Texas State University; three hours; salary \$3,000.

Katrina R. Davis; Lecturer II, Departments of Economics and Mathematics and Computer Science; M.S., Purdue University; 15 hours; salary \$12,375.

Rush Davis; Lecturer II, Department of Mathematics and Computer Science; M.Ed., Indiana State University; 14 hours; salary \$11,550.

Margaret R. DeHoff; Lecturer I, Department of Psychology; M.S., Indiana State University; three hours; salary \$2,100.

Lisa A. Diedrick; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.Ed., Indiana State University; three hours; salary \$3,000.

Andrew M. Dorsett; Lecturer I, Department of Mathematics and Computer Science; M.Ed., Indiana State University; four hours; salary \$2,800.

Cindy Douthitt; Lecturer I, Baccalaureate and Higher Degree Nursing Department; MSN, University of Southern Indiana; three hours; salary \$3,885.

Cynthia D. Dowers; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana Wesleyan University; six hours; salary \$8,082.

Richard Dunfee; Lecturer III, Organizational Department; Ph.D., Ohio State University; three hours; salary \$2,850.

Lynn A. Dunnagan; Lecturer II, Department of Languages, Literatures, and Linguistics; M.L.S., Indiana State University; three hours; salary \$2,475.

Sherri Eaton-Bin Daar; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; twelve hours; salary \$12,000.

Allison Marie Edberg; Lecturer III, Department of Music; M.M., University of Michigan; 6.33 hours; salary \$6,014.

Julie B. Edwards; Lecturer III, Department of Music; M.M., University of North Carolina; twelve hours; salary \$11,544.

Linda M. Edwards; Lecturer III, Department of Communication; M.S., Indiana Wesleyan University; three hours; salary \$2,850.

Scot E. Elkins; Lecturer II, Department of Electronics, Computer, and Mechanical Engineering Technology; B.S., Indiana State University; three hours; salary \$2,700.

Margaret J. Erthal; Lecturer III, Organizational Department; Ph.D., Southern Illinois University; three hours; salary \$2,850.

David A. Felstein; Lecturer I, Department of Aviation Technology; B.S., Indiana State University; three hours; salary \$2,500.

Jessica D. Fields; Lecturer II, Departments of Ecology and Organismal Biology and History, and the Liberal Studies Program; M.A., Indiana State University; fifteen hours; salary \$12,375.

John R. Fish; Lecturer III, Department of History; M.A., Eastern Illinois University; six hours; salary \$5,700.

Deborah Flurkey; Lecturer III, Department of Elementary, Early, and Special Education; M.Ed., Clemson University; six hours; salary \$6,000.

Todd Alan Gallagher; Lecturer II, Department of Music; M.M., Indiana State University; 9.67 hours; salary \$7,978.

Christopher R. Geyer; Lecturer III, Departments of English and Ecology and Organismal Biology; Ph.D., Indiana University; twelve hours; salary \$11,400.

Timothy C. Govert; Lecturer III, Department of Technology Management; B.S., Construction Technology; three hours; salary \$3,600.

Evan Greve; Lecturer I, Department of Art; M.A., Indiana State University; three hours; salary \$2,100.

Edmund B. Grosskopf; Assistant Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; three hours; salary \$2,850.

Cynthia L. Hamilton; Lecturer I, Baccalaureate and Higher Degree Nursing Department; M.N., Indiana State University; four hours; salary \$5,877.

Richard E. Harden; Lecturer III, Department of Mathematics and Computer Science; M.E., Indiana State University; twelve hours; salary \$12,480.

Melody J. Hardway; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana Wesleyan University; four hours; salary \$5,877.

Timothy S. Harlan; Lecturer II, Department of English; M.S., Indiana State University; nine hours; salary \$7,425.

Michael Harrold; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,116.

Gary R. Hartsock; Lecturer III, Department of Criminology and Criminal Justice; M.S., Indiana State University; nine hours; salary \$8,550.

Bryan T. Hayden; Lecturer III, Department of Communication; M.S., Indiana State University; twelve hours; salary \$11,400.

J. Bryan Heath; Lecturer II, Department of Music; M.M., Indiana University; twelve hours; salary \$9,900.

David B. Hoffa; Lecturer II, Department of Physical Education; M.S., Indiana State University; two hours; salary \$1,650.

Susan Hoffman; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,116.

Casondra D. Hoggatt; Lecturer III, Organizational Department; M.B.A., Indiana State University; one hour; salary \$1,000.

Amy Ann Holbert; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.A., Indiana State University; nine hours; salary \$11,655.

Xiaoxia Huang; Lecturer III, Department of Recreation and Sport Management; M.A., National University of Singapore; three hours; salary \$2,850.

Joseph G. Huber; Associate Professor Emeritus, Department of Technology Management; Ph.D., University of Kansas; three hours; salary \$3,600.

Jeffrey Huttinger; Lecturer I, Department of Psychology; Psy.D., Indiana State University; three hours; salary \$2,100.

Priscilla A. Hutton; Lecturer III, Departments of Music and Psychology; M.A. Psychology, Phillips Graduate Institute; twelve hours; salary \$11,400.

John B. Ibberson; Associate Professor Emeritus, Department of Music and the University Honors Program; Ph.D., Indiana University; six hours; salary \$5,850.

Richard Jinbo; Assistant Professor Emeritus, Department of Electronics, Computer, and Mechanical Engineering Technology; M.Ed., Bowling Green State University; five hours; salary \$6,000.

Melinda F. Joy; Lecturer II, Department of Family and Consumer Sciences; B.S. + 26, Indiana State University; three hours; salary \$2,475.

Elizabeth N. Juarez-Cummings; Lecturer III, Department of Languages, Literatures, and Linguistics; M.A., Cleveland State University; twelve hours; salary \$11,400.

Saundra K. Kassis; Lecturer III, Department of Elementary, Early, and Special Education; M.S., Indiana State University; nine hours; salary \$9,000.

Lynda J. Keim; Lecturer III, Department of Elementary, Early, and Special Education; M.A., Ball State University; three hours; salary \$3,999.

David Kelty; Lecturer III, Department of English; M.Ed., Indiana State University; twelve hours; salary \$13,116.

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

Bryan S. Kirby; Lecturer III, Department of Theater; M.S., Indiana State University; three hours; salary \$2,850.

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

Kent D. Koerner; Lecturer III, Departments of Life Sciences and Political Science; M.A., University of Illinois; twelve hours; salary \$11,400.

Barbara Lowe Kraus; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,475.

Kimberly LaGrange; Lecturer III, Organizational Department; M.B.A., Indiana State University; twelve hours; salary \$20,000.

Margaret Landess; Lecturer III, Department of English; M.A., Indiana State University; fifteen hours; salary \$16,395.

Sam Lane; Lecturer I, Department of Health, Safety, and Environmental Health Sciences; special credentials on file; three hours; salary \$2,100.

Alexander Lapins; Lecturer II, Department of Music; M.M., University of Michigan; 12.33 hours; salary \$10,172.

Nancy R. Latta; Lecturer III, Department of History; Ph.D., Purdue University; six hours; salary \$5,700.

Joseph T. Leinberger; Lecturer I, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$4,200.

Jacqueline T. Lessard; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S.N., Fitchburg State College; 1.5 hours; salary \$1,943.

Marci Bounds Littlefield; Lecturer III, Department of Sociology; Ph.D., University of Texas; six hours; salary \$5,700.

Lisa Moana Lowry; Lecturer II, Department of Music; M.M., Indiana University; 6.67 hours; salary \$5,503.

Daniel S. Lucky; Lecturer I, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; 1.5 hours; salary \$1,943.

Lori K. Lund; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Northern Illinois University; 1.5 hours; salary \$1,500.

Eric Magnuson; Lecturer I, Department of Life Sciences; M.S., Indiana State University; three hours; salary \$2,100.

Michael Mann; Lecturer II, Department of Music; M.M., University of Oklahoma; twelve hours; salary \$9,900.

David B. Mannell; Lecturer III, Department of Music; M.S., Indiana University; twelve hours; salary \$11,544.

Marthann B. Markle; Assistant Professor Emerita, Department of Physical Education; M.S., Indiana State University; one hour; salary \$700.

Ricardo M. Marte; Lecturer III, Departments of Communication Disorders and Counseling, School, and Educational Psychology, and Sociology; Ph.D., University of Nevada; six hours; salary \$5,850.

H. Larry Martin; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; nine hours; salary \$8,550.

David H. McCarter; Lecturer III, Department of History; Ph.D., University of Iowa; nine hours; salary \$8,658.

James N. McKirahan; Lecturer III, Department of Technology Management; Ed.D., Ball State University; three hours; salary \$3,600.

C. Alexandra McNichols; Lecturer II, Department of Communication; M.A., Indiana State University; nine hours; salary \$7,425.

Brent McPike; Lecturer III, Department of Music; M.M., Indiana University; twelve hours; salary \$11,544.

Nancy A. McWilliams; Lecturer III, Department of Economics; M.A., Eastern Illinois University; six hours; salary \$5,700.

Rhea Meyerholtz; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$13,104.

Dorothy Mimms; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; 6.6 hours; salary \$12,949.20.

Linda A. Minty; Lecturer III, Department of English; M.A., Indiana State University; nine hours; salary \$8,550.

Richard W. Modesitt; Lecturer I, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$2,100.

Ronald W. Moore; Lecturer III, Department of Political Science; M.P.A., National Defense University; six hours; salary \$5,700.

Michelle Killion Morahn; Lecturer III, Department of History; M.A., Indiana State University; twelve hours; salary \$11,400.

Matthew J. Morgan; Lecturer II, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$4,950.

Michael S. Morris; Lecturer II, Department of Sociology and the Liberal Studies Program; M.S., Indiana State University; nine hours; salary \$7,425.

Edward B. Motley; Lecturer II, Department of Criminology and Criminal Justice; M.S., Salve Regina University-Newport; three hours; salary \$2,475.

Martin A. Nagy; Lecturer III, Department of Technology Management; M.S., Ball State University; three hours; salary \$3,600.

Michael D. Neary; Lecturer II, Department of Art; M.F.A., Indiana University; twelve hours; salary \$9,900.

Leah M. Nellis; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Ball State University; three hours; salary \$3,000.

Rosemary A. Onyango; Lecturer III, Department of African and African American Studies; M.Ed., University of Illinois; six hours; salary \$6,000.

Lamprini Pantazi; Lecturer III, Organizational Department; M.B.A., Indiana State University; six hours; salary \$5,700.

Jean Ann Peacock; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana University; 13.5 hours; salary \$27,000.

Karen E. Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; three hours; salary \$4,041.

Tanya R. Phillips; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; 1.5 hours; salary \$2,020.

Christina L. Pickens; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500.

Kathleen D. Pickrell; Associate Professor Emerita, Baccalaureate and Higher Degree Nursing Department; M.S., IUPUI; 7.5 hours; salary \$15,000.

Georgeanne R. Pinkston; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana Wesleyan University; six hours; salary \$8,082.

James R. Pond; Lecturer II, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$4,950.

William R. Powell; Lecturer III, Department of Elementary, Early, and Special Education; B.S., Ball State University; three hours; salary \$3,999.

Daniel Powers; Lecturer III, Department of Music; B.M., Indiana University; eight hours; salary \$7,600.

Carrie Hixson Proffitt; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Trevor W. Ramsey; Lecturer I, Department of Political Science; B.A., University of Illinois; three hours; salary \$2,100.

Monty Records; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,116.

Jennifer A. Renn; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,000.

Donald J. Reuland; Professor Emeritus, Department of Chemistry; Ph.D., Carnegie-Mellon University; three hours; salary \$2,850.

Crystal Reynolds; Lecturer III, Department of History and Corrections Education Program; Ph.D., Indiana State University; twelve hours; salary \$11,400.

Wesley R. Richardson; Lecturer III, Department of Technology Management; M.B.A., University of Kentucky; three hours; salary \$3,600.

Dottie Rigsby; Lecturer III, Departments of Criminology and Criminal Justice, and Sociology; M.S., Indiana State University; six hours; salary \$5,700.

Lee W. Robbins; Lecturer I, Department of Physical Education; M.S., Indiana State University; three hours; salary \$2,100.

Chad Roseland; Lecturer III, Department of Music; M.M., University of Arizona; twelve hours; salary \$11,544.

Angela Sagarsee; Lecturer I, Department of Family and Consumer Sciences; B.S., Indiana State University; six hours; salary \$4,800.

James H. Sanchez; Lecturer II, Department of Mathematics and Computer Science; M.S., Indiana State University; three hours; salary \$2,475.

Bonnie Saucier; Professor, Baccalaureate and Higher Degree Nursing Department; Ph.D., Indiana University; thirteen hours; salary \$26,000.

Jeffrey L. Schrink; Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; six hours; salary \$5,700.

Richard C. Setliff; Lecturer III, Analytical and Organizational Departments; M.B.A., Indiana State University; twelve hours; salary \$12,000.

Mohammad Sharifi; Lecturer III, Department of Political Science; M.B.A., Indiana State University; three hours; salary \$2,850.

Glenna Simons; Lecturer III, Departments of Political Science and Sociology; J.D., Loyola University School of Law; twelve hours; salary \$11,400.

Neil A. Singleton; Lecturer III, Department of Communication; M.S., Indiana State University; twelve hours; salary \$11,400.

Becky Jo Smallwood; Lecturer III, Department of Elementary, Early, and Special Education; M.A., Western Michigan University; three hours; salary \$3,999.

Christopher R. Smith; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; Masters in Clin-Couns, LaSalle University; three hours; salary \$3,000.

Tracy L. Smith; Lecturer I, Women's Studies Program; M.A., West Virginia University; three hours; salary \$2,100.

Brian C. Snow; Lecturer I, Department of Health, Safety, and Environmental Health Sciences; B.S., Indiana State University; three hours; salary \$2,100.

John Spicknall; Professor Emeritus, Department of Music; Ph.D., University of Maryland; .67 hour; salary \$637.

Sharilyn Spicknall; Lecturer III, Department of Music; M.S., Indiana State University; 1.33 hours; salary \$1,264.

Lisa G. Stein; Lecturer III, Department of Technology Management; M.S., Indiana State University; three hours; salary \$3,000.

Christopher L. Stokes; Lecturer II, Department of Criminology and Criminal Justice; M.S., Saint Leo University; three hours; salary \$2,475.

Lisa D. Summers; Lecturer II, Department of English; M.F.A., Purdue University; three hours; salary \$2,475.

James K. Tanner; Lecturer III, Department of Aviation Technology; special credentials on file; three hours; salary \$3,000.

James J. Tanoos; Lecturer III, Organizational Department; M.B.A., Indiana University; twelve hours; salary \$19,000.

Joseph P. Tenerelli; Lecturer III, Department of Communication; Ph.D., University of Iowa; three hours; salary \$2,850.

Marcia A. Tozer; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$13,104.

Jacquelyn S. Trinler; Lecturer III, Department of Communication; M.A., Ohio University; nine hours; salary \$8,550.

Nathaniel Truedell; Lecturer III, Department of African and African American Studies; M.A., Butler University; one hour; salary \$1,133.

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

Millie A. Vaughn; Lecturer III, Department of Elementary, Early, and Special Education; Ph.D., Indiana State University; six hours; salary \$6,000.

Linda Vickers; Lecturer III, Department of Elementary, Early, and Special Education; M.S., Indiana State University; nine hours; salary \$9,000.

Debra A. Vincent; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; three hours; salary \$4,041.

Raymond Vrydaghs; Lecturer II, Department of Sociology; M.S., Indiana Wesleyan University; nine hours; salary \$7,425.

Linda K. Walters; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S.N., University of Phoenix; three hours; salary \$3,885.

Carole Waltman; Lecturer III, Department of Elementary, Early, and Special Education; B.S., West Chester University; nine hours; salary \$9,000.

Kevin S. Ward; Lecturer III, Department of Communication; M.S., Indiana State University; twelve hours; salary \$11,400.

Theresa S. Watson; Lecturer III, Organizational Department; M.Ed., Indiana State University; twelve hours; salary \$12,000.

Wanda Wilkey; Lecturer I, Department of Art; MFA, Indiana State University; three hours; salary \$2,100.

Rebecca G. Williams; Lecturer II, Department of English; MAT, DePauw University; nine hours; salary \$7,425.

Michael G. Williamson; Lecturer III, Department of Technology Management; M.S., Indiana State University; three hours; salary \$3,000.

Donna L. Wilson; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.Ed., Indiana State University; 1.5 hours; salary \$1,500.

Jeffrey D. Wireman; Lecturer II, Department of English; M.A., University of Wyoming; nine hours; salary \$7,425.

Amy J. Wollowski; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500.

Elaine S. Yaw; Lecturer III, Department of Communication; M.S., Indiana State University; six hours; salary \$5,700.

Ahmad Saad Zaher; Lecturer III, Department of Health, Safety, and Environmental Health Sciences; M.D., Alfateh University, Libya; twelve hours; salary \$11,400.

Qun Zhang; Lecturer II, Department of Electronics, Computer, and Mechanical Engineering Technology; M.S., East China Normal University-Shanghai, China; three hours; salary \$2,475.

2. Changes of Status and/or Rate

Todd E. Alberts; from Instructor, Department of Industrial and Mechanical Technology, to Instructor, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

R. Troy Allen; from Assistant Professor of Aerospace Technology, Department of Aerospace Technology, to Assistant Professor of Aviation Technology, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

Joe E. Ashby; from Assistant Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Assistant Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Mohammad Affan Badar; from Assistant Professor of Industrial and Mechanical Technology, Department of Industrial and Mechanical Technology, to Assistant Professor of Industrial and Mechanical Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

David P. Beach; from Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Vern E. Bothwell; from Instructor, Department of Aerospace Technology, to Instructor, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

Donald F. Burger; from Assistant Professor of Aerospace Technology, Department of Aerospace Technology, to Assistant Professor of Aviation Technology, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

Michael R. Chambers; Chairperson and Professor of Political Science, Department of Political Science; extension of appointment as Interim Director, International Affairs Center; supplement of \$4,000 for the 2008 spring semester and stipend of \$2,000 for additional duties and responsibilities; effective May 5, 2008, through June 30, 2008.

William W. Clyburn; from Associate Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Associate Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Phillip Cochrane; from Assistant Professor of Automotive Technology, Department of Industrial and Mechanical Technology, to Assistant Professor of Automotive Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Gerald W. Cockrell; from Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Robert J. Corcoran; from Instructor, Department of Aerospace Technology, to Instructor, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

William E. Croft; from Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Cynthia L. Crowder; from Assistant Professor of Industrial Technology Education, Department of Industrial Technology Education, to Assistant Professor of Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Bassou El Mansour; from Assistant Professor of Industrial Technology Education, Department of Industrial Technology Education, to Assistant Professor of Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Lee A. Ellingson; from Associate Professor of Construction Management, Department of Manufacturing and Construction Technology, to Associate Professor of Construction Management, Department of Technology Management; salary unchanged; effective October 1, 2007.

Robert E. English; from Associate Vice President for Academic Affairs and Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Associate Vice President for Academic Affairs and Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Nicholas D.W. Farha; from Assistant Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Assistant Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Beth A. Fauber; from Associate Professor of Manufacturing Technology, Department of Manufacturing and Construction Technology, to Associate Professor of Manufacturing Technology, Department of Technology Management; salary unchanged; effective October 1, 2007.

W. Tad Foster; from Dean, College of Technology, and Professor of Industrial Technology Education, Department of Industrial Technology Education, to Dean, College of Technology, and Professor of Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Robert C. Guell; from Coordinator of the First-Year Programs and Professor of Economics, Department of Economics, to Faculty Fellow, Office of the Provost and Vice President for Academic Affairs, and Professor of Economics, Department of Economics; effective January 5, 2008, through July 31, 2008; salary for the 2007-2008 fiscal year remains unchanged.

Michael A. Hayden; from Professor of Industrial and Mechanical Technology, Department of Industrial and Mechanical Technology, to Professor of Mechanical Technology, Department of Technology Management; salary unchanged; effective October 1, 2007.

Richard W. Herling; from Visiting Assistant Professor in Industrial Technology Education, Department of Industrial Technology Education, to Visiting Assistant Professor in Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Kandace G. Hinton; Assistant Professor, Department of Educational Leadership, Administration, and Foundations; supplemental instructional stipend for teaching an additional class in the Department of Communication Disorders and Counseling, School, and Education Psychology for the 2007 fall semester; stipend of \$3,000 prorated from the effective date of September 26, 2007.

Susan Hoffman; Lecturer III, Department of English; stipend of \$500 for the 2008 spring semester for duties as Special Purpose and Part-time Temporary Faculty Advocate in the Faculty Senate.

Douglas R. Keiser; Associate Professor of Music, Associate Director of Bands, and Marching Band Director; stipend of \$1,000 for additional duties as Administrative Fellow, College of Arts and Sciences; effective for the 2007-2008 academic year.

Chul Soo Kim; from Associate Professor of Construction Management, Department of Manufacturing and Construction Technology, to Associate Professor of Construction Management, Department of Technology Management; salary unchanged; effective October 1, 2007.

Kyle D. Lanoue; from Instructor, Department of Industrial Technology Education, to Instructor in Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Yuetong Lin; from Assistant Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Assistant Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Robyn R. Lugar; Chairperson and Associate Professor of Social Work, Department of Social Work; stipend of \$4,000 for additional duties as Faculty Fellow, Office of Academic Affairs; effective November 19, 2007, through May 9, 2008.

David J. Malooley; from Associate Professor of Electronics and Computer Technology, Department of Electronics and Computer Technology, to Associate Professor of Electronics and Computer Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

George R. Maughan; from Director of the Ph.D. Program in Technology and Professor of Industrial Technology Education, Department of Industrial Technology Education, to Director of the Ph.D. Program in Technology and Professor of Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Cinda A. May; Assistant Librarian and Coordinator of Library Digital Initiatives, Library Services; stipend of \$5,000 for additional duties as Acting Head of Special Collections in Library Services; effective January 1, 2008, through June 30, 2008.

Donald R. McNabb; from Instructor, Department of Manufacturing and Construction Technology, to Instructor in Construction Management, Department of Technology Management; salary unchanged; effective October 1, 2007.

Jeffrey G. McNabb; from Associate Dean, College of Technology, and Associate Professor, Department of Manufacturing and Construction Technology, to Associate Dean, College of Technology, and Associate Professor of Manufacturing Technology, Department of Technology Management; salary unchanged; effective October 1, 2007.

Harry E. Minniear; from Assistant Professor of Aerospace Technology, Department of Aerospace Technology, to Assistant Professor of Aviation Technology, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

Gordon Minty; from Professor of Manufacturing Technology, Department of Manufacturing and Construction Technology, to Professor of Manufacturing Technology, Department of Technology Management; salary unchanged; effective October 1, 2007.

Davison Mupinga; from Associate Professor of Industrial Technology Education, Department of Industrial Technology Education, to Associate Professor of Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Randell W. Peters; from Assistant Professor, Department of Industrial and Mechanical Technology, to Assistant Professor of Automotive Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

Rhonda J. Reed; Instructor, Baccalaureate and Higher Degree Nursing Department; salary adjustment of \$11,019 to the 2007-2008 academic year base; salary \$49,583, prorated from the effective date of January 1, 2008.

John H. Reposa; from Associate Professor of Construction Management, Department of Manufacturing and Construction Technology, to Associate Professor of Construction Management, Department of Technology Management; salary unchanged; effective October 1, 2007.

Marion D. Schafer; from Associate Professor of Packaging Technology, Department of Industrial and Mechanical Technology, to Associate Professor of Packaging Technology, Department of Technology Management; salary unchanged; effective October 1, 2007.

Gregory L. Schwab; from Chairperson and Associate Professor of Aerospace Technology, Department of Aerospace Technology, to Chairperson and Associate Professor of Aviation Technology, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

Olga Shinkareva; from Visiting Assistant Professor, Department of Industrial Technology Education, to Visiting Assistant Professor in Industrial Technology Education, Department of Technology Management; salary unchanged; effective October 1, 2007.

Stephen W. Shure; from Assistant Professor of Aerospace Technology, Department of Aerospace Technology, to Assistant Professor of Aviation Technology, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

James E. Smallwood; change in academic title from Professor and Chairperson, Department of Manufacturing and Construction Management, to Chairperson and Professor of Manufacturing and Construction Technology, Department of Technology Management; salary unchanged; effective October 1, 2007.

Steven W. Smidley; Assistant Professor, Department of Recreation and Sport Management; stipend of \$5,000 for added duties as Interim Chairperson, Department of Recreation and Sport Management; effective for the 2008 spring semester.

Larry S. Tinnerman; Assistant Professor, Department of Curriculum, Instruction, and Media Technology; change in educational status to that of the doctorate; Ed.D., Indiana University of Pennsylvania; effective January 1, 2008; no change in salary.

Bruce W. Welsh; from Assistant Professor of Aerospace Technology, Department of Aerospace Technology, to Assistant Professor of Aviation Technology, Department of Aviation Technology; salary unchanged; effective October 1, 2007.

William J. Wilhelm; Associate Professor of Business Education, Information, and Technology, Organizational Department; stipend of \$2,000 for the added responsibility as Program Coordinator, Organizational Department, for the 2007-2008 academic year.

Dorothy C. Yaw; from Assistant Professor of Human Resource Development, Department of Industrial Technology Education, to Assistant Professor of Human Resource Development, Department of Technology Management; salary unchanged; effective October 1, 2007.

Joyce A. Young; Professor of Marketing, Organizational Department; salary adjustment of \$9,055 to the 2007-2008 academic year base; salary \$92,000, prorated from the effective date of December 1, 2007.

Rebecca A. Zakrajsek; Assistant Professor of Physical Education, Department of Physical Education; change in educational status to that of the doctorate; Ph.D., West Virginia University; \$1,200 to be added to the 2007-2008 academic year base; salary \$50,200, prorated from the effective date of January 1, 2008.

Ming Zhou; from Professor of Industrial and Mechanical Technology and Interim Chairperson, Department of Industrial and Mechanical Engineering Technology, to Professor of Industrial and Mechanical Technology and Interim Chairperson, Department of Electronics, Computer, and Mechanical Engineering Technology; salary unchanged; effective October 1, 2007.

3. Resignations

Irene F. Brock; Assistant Professor, Department of Elementary, Early, and Special Education; effective December 31, 2007.

Malcolm Legault; Assistant Professor, Department of Health, Safety, and Environmental Health Sciences; effective December 31, 2007.

B. ADMINISTRATION

1. Appointments

Elizabeth Benedict; Assistant Vice President for Marketing and Communications; M.A., Emerson College; salary \$87,000 per fiscal year, prorated from the effective date of February 4, 2008.

Derrick Ray Bowman; Admissions Counselor; Admissions; B.S., Indiana State University; salary \$28,600 per fiscal year, prorated from the effective date of February 4, 2008.

Derrin Dicus; Technical Support Specialist, Office of Information Technology; A.S., Indiana State University; salary \$33,500 per fiscal year, prorated from the effective date of January 2, 2008.

Nathanael Hamil; Admissions Counselor; Admissions; B.A.; Bethel College; salary \$28,600 per fiscal year, prorated from the effective date of February 11, 2008.

James Johnson; Director of Information Technology, College of Education; M.Ed., Ohio University; salary \$48,000 per fiscal year, prorated from the effective date of January 1, 2008.

Catherine Saunders; Director of Development for the College of Nursing, Health and Human Services/ISU Foundation – Development; salary \$55,000 per fiscal year, prorated from the effective date of January 7, 2008.

Salatha Willis; Director New Student Programs; First-Year Experience Programs; M.A., Western Michigan University; salary \$70,000 per fiscal year, prorated from the effective date of January 1, 2008.

Temporary Appointments

Meredith H. Baldwin; Administrative Program Specialist, Department of Family and Consumer Sciences; B.S., Indiana State University; salary \$33,884 per fiscal year; effective November 1, 2007, through October 31, 2008.

Robert G. Clouse; Senior Researcher, College of Arts and Sciences; Ph.D., State University of Iowa; stipend of \$1,500 for this added responsibility; effective for the spring semester of the 2007-08 academic year.

Luana G. Nissan; Curriculum Specialist, Networks; B.S., Indiana University; salary \$42,250 per fiscal year, prorated from the effective date of January 22, 2008, through June 30, 2008.

Rebecca Ann Shorter; Director of Career Development, Gongaware Center; B.S., Indiana State University; salary \$43,977 per fiscal year, prorated from the effective date of January 7, 2008, through June 30, 2008.

2. Changes of Status and/or Rate

Alberta D. Comer; change in administrative supplement from \$1,500 per month to \$1,700 per month for added duties and responsibilities as Acting Dean, Library Services; effective September 19, 2007.

Elizabeth A. Gaither; change in title from Assistant Director, Upward Bound Program, to Project Director, Upward Bound Program; no change in salary; effective September 1, 2007.

Mark D. Green; Special Assistant to the Provost for Budgets, Personnel, and Research; addition of \$12,000 supplement to be added to 2007-2008 base for added duties and responsibilities; salary \$107,790 per fiscal year, prorated from the effective date of November 1, 2007.

Mechele R. Hodge; from Administrative Associate (support staff), Networks, to Market Associate (professional staff), Networks; salary \$39,500 per fiscal year, prorated from the effective date of January 1, 2008, through June 30, 2008.

Debbie C. Huckabee; Tutor Coordinator/Counselor, Student Support Services; \$800 stipend for added duties and responsibilities; effective September 1, 2007, through December 31, 2007.

Jeffrey Jacso; change in title from Assistant to the Vice President and Controller to Assistant Vice President and Controller; effective January 1, 2008.

Aimee Janssen-Robinson; Outreach Educator, Student Counseling Center; market adjustment; salary \$34,358, prorated from the effective date of October 1, 2007.

Laura K. Kennedy; from Assistant Director of Grants and Contracts, Office of the Controller, to Budget Analyst, Office of the Provost and Vice President for Academic Affairs; salary \$47,000 per fiscal year, prorated from the effective date of February 11, 2008.

Angela MacLaren; from Student Support Supervisor in Distance Support Services, to Assistant Director; Distance Support Services; B. S., Indiana State University; salary \$35,000 per fiscal year, prorated from the effective date of January 2, 2008.

Kelly A. Renteria; Project Manager, Department of Psychology; change in FTE from 80 percent to 100 percent; salary \$30,900 per fiscal year, prorated from the effective date of January 1, 2008, through June 30, 2008.

Mark E. Schaffer; from Student Services Specialist (support staff), College of Nursing, Health, and Human Services, to Nursing Contract Coordinator (professional staff), College of Nursing, Health, and Human Services; salary \$36,000 per fiscal year, prorated from the effective date of February 1, 2008, through June 30, 2008.

Brianne L. Walters; Research Assistant, Bat Research and Conservation Center, Department of Ecology and Organismal Biology; salary adjustment of \$2,000 to the 2007-2008 fiscal year base salary; salary \$32,900 per fiscal year, prorated from the effective date of November 1, 2007.

Rita L. Worrall; Director, Student Support Services; stipend of \$3,000 as Interim TRIO Project Coordinator, Student Academic Services Center; effective January 1, 2008, through June 30, 2008.

3. Resignations

Hyun Suk Kim Chung; Instructional Design Specialist, Center for Instruction, Research, and Technology; effective January 22, 2008.

William R. Epp; Programmer Analyst, Office of Information Technology; effective December 20, 2007.

Lori L. Essig; Programmer Analyst, Office of Information Technology; effective February 13, 2008.

Jared M Hayman; Admissions Counselor, Admissions and High School Relations; effective January 18, 2008.

Jacob A. Lackey; Network Engineer TIS, Office of Information Technology; effective November 30, 2007.

Katherine Lloyd; Career Center; effective January 18, 2008.

Sandra E. Moore; Assistant Director, Educational Talent Search Program; position ended due to the end of the grant; effective December 31, 2007.

Jennifer Hurd Morales; Temporary Community Learning Center Coordinator; South Central Educational Alliance; effective November 28, 2007.

Jeffrey Schultz; Career Center; effective January 2, 2008.

Susan M. Simkowski; Associate Director, Center for Instruction, Research, and Technology; effective May 19, 2008.

Scott Stump; Director of Development, College of Business/ISU Foundation-Development; effective January 31, 2008.

Michael A Vicory; Financial Aid Counselor, Student Financial Aid; effective January 18, 2008.

LaNeece Ranae Williams, Interim Director, Affirmative Action; effective January 18, 2008.

4. Retirement

Carolyn Sue Kidder, Coordinator of Legal Services, Legal Affairs; effective January 4, 2008.

5. Emeriti

Janet M. Arnett, Dean of Students Emerita; effective December 31, 2007.

Dennis Raetz; Associate Director Emeritus of Athletics; effective December 31, 2007.

6. Termination

Gordon R. Sinning; Assistant Athletic Trainer, Department of Athletic Training; administrative leave of absence without pay effective November 19, 2007; termination effective February 1, 2008.

C. ATHLETICS

1. Appointments

Traci Dahl; Head Women's Volleyball Coach; 4 year contract for the period January 1, 2008 through December 31, 2011; salary \$50,000 per employment period of January 1, 2008 through December 31, 2008, prorated from the effective date of February 5, 2008.

William Diedrick; Assistant Football Coach; employment period January 1, 2008 through December 31, 2008; salary \$42,000, prorated from the effective date of January 25, 2008.

Shannon Jackson; Assistant Football Coach; employment period January 1, 2008 through December 31, 2008; salary \$50,000, prorated from the effective date of December 10, 2007.

Troy Johnson; Assistant Football Coach; salary \$50,000 for the employment period of January 1, 2008 through December 31, 2008.

Trent Miles; Head Football Coach; 5 year contract for the period December 5, 2007 through December 31, 2012; salary \$100,000 per employment period of January 1, 2008 through December 31, 2008, prorated from the effective date of December 5, 2007.

Stephanie Spychaj; Assistant Softball Coach; salary \$27,000 per employment period of July 1, 2007 through June 30, 2008, prorated from the effective date of January 1, 2008.

Shea Swoboda; Assistant Women's Soccer Coach; salary \$23,660 for the employment period of January 1, 2008 through December 31, 2008.

Ted Unbehagan; Assistant Football Coach; salary \$42,000 for the employment period of January 1, 2008 through December 31, 2008.

Reappointments

Robert K. Caskey; Assistant Football Coach; salary \$30,000 for the employment period of January 1, 2008 through December 31, 2008.

Vernon Croft; Head Women's Soccer Coach; salary \$35,602 for the employment period of January 1, 2008 through December 31, 2008.

Edmund Jones; Assistant Football Coach; salary \$36,000 for the employment period of January 1, 2008 through December 31, 2008.

Nicholas Wolf; Assistant Women's Volleyball Coach; one month extension for employment period of January 1, 2008 through January 31, 2008; salary \$24,370, prorated from the effective dates.

2. Change of Status and/or Rate

Louis West from Head Football Coach to Director of Community Outreach; salary \$95,790 effective October 1, 2007 through June 30, 2008.

3. Resignation

Richard Jones; Women's Soccer; effective November 30, 2007.

4.. Non-Reappointments

Stephen Barrows; Assistant Football Coach; effective December 31, 2007.

Blair Hrovat; Assistant Football Coach; effective December 31, 2007.

Julie Krofcheck; Head Volleyball Coach; effective December 31, 2007.

Tommie Liggins; Assistant Football Coach; effective December 31, 2007.

William Orbin; Assistant Football Coach; effective December 31, 2007.

D. SUPPORT STAFF REPORT

The Support Staff Personnel Report for the period ending February 22, 2008 is presented in Exhibit A.

SECTION IV

FEBRUARY 22, 2008

INFORMATION/DISCUSSION ITEMS

A. Agreements - Information Only (Dr. Maynard)

1. Nursing Agreements

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

Department of Health – Florida, Jacksonville, FL
Good Samaritan hospital, Vincennes, IN
Harris County Hospital District, Houston, TX
Indiana Heart Hospital, Indianapolis, IN
Johns Hopkins Community Physicians, Baltimore, MD
Planned Parenthood of the Columbia/Willamette, Portland, OR
St. Vincent’s Medical Center, Inc., Jacksonville, FL
Suburban Hospital, Bethesda, MA

2. St. Elizabeth Regional Health., Lafayette, IN

The purpose of this agreement is to provide internships for Speech Pathology graduate students in the Communication Disorders Program.

3. Driver Education Internships

Agreements have been reached with the following facilities provide driver education internships for students in the Department of Health, Safety, and Environmental Health Sciences.

Concordia Lutheran High School, Ft. Wayne, IN
New Albany Floyd County Schools, New Albany, IN
Premier Driving Institutes, Inc., Elkhart, IN
Top Driver Acquisition, Greenwood, IN

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

Mr. Alley adjourned the meeting at 11:00 a.m.