

**MINUTES**  
**Friday, October 10, 2014, 2:00 p.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

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**1. Agenda**

**2. Schedule**

**3. Call to Order**

**4. Remarks**

Faculty Senate Chairperson (Dr. Guell)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Ms. Finley)  
President of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
President of the ISU Board of Trustees (Mr. Baesler)

**5. New Business Items**

- 5a For Passage, Approval of the August 28, 2014 Meeting Minutes (Mr. Baesler)
- 5b For Publication, Whistle Blowers Policy (Ms. Sacopulos)
- 5c **Item Pulled**, Bond Refunding Resolution (Ms. McKee)
- 5d For Passage, Staff Salary Schedule, (Ms. McKee)
- 5e For Passage, Architectural Engineering Technology Major (Dr. Maynard)
- 5f For Passage, Property-Casualty Insurance Certificate (Dr. Maynard)
- 5g For Passage, Revision to Section 338 – Emeritus/Emerita Faculty Status (Dr. Maynard)
- 5h For Passage, Authorization to Modify Tuition Refund Schedule/Rate for Distance Education Students (Dr. Maynard)
- 5i For Passage, Approval to Name Root Hall A011 (Dr. Maynard)

**6. Items for the Information of the Trustees**

- 6a Financial Report
- 6b Purchasing Report
- 6c Vendor Report
- 6d Faculty Personnel
- 6e Other Personnel
- 6f Grants and Contracts
- 6g Agreements and Internships
- 6h Board Representation at University Events
- 6i Memorials

**7. Old Business**

- 7a Discussion Item, Amendment to the Board of Trustees' Bylaws to Create Committees

**8. Adjournment**

**The next meeting will take place on Friday, December 12, 2014**

**MINUTES**  
**Friday, October 10, 2014 2:00 p.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

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**3 CALL TO ORDER**

**3 Call to Order**

The Indiana State University Board of Trustees met in regular session at 2:00 p.m. on Friday, October 10, 2014 in the State Room, Tirey Hall.

Trustees present: Mr. Baesler, Ms. Bell, Ms. Cabello, Mr. Campbell, Mr. Lowery, Mr. Minas, Mr. Pease, Ms. Sluyter and Mr. Taylor. Trustees absent: None

President Bradley, Vice Presidents Beacon, Davis, Maynard, McKee, and Ms. Sacopulos, General Counsel and Secretary of the University were present. Also attending were Mr. Ron Carpenter, President of the ISU Foundation, Dr. Robert Guell, Chairperson of the Faculty Senate, Ms. Roxanne Torrence, Chairperson of the Staff Council, and Ms. Olivia Finley, President of the Student Government Association.

There being a quorum present, Mr. Baesler, called the meeting to order at 2:15 p.m.

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**4 REMARKS**

**4 Remarks**

Faculty Senate Chairperson (Dr. Guell)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Ms. Finley)  
President of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
President of the ISU Board of Trustees (Mr. Baesler)

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**REPORT OF THE FACULTY SENATE CHAIRPERSON (Dr. Guell)**

(Dr. Guell submitted the following report)

At your last meeting, you granted the governance body chairpersons a voice on action items, and for that reason, I will not speak to the action items at this time. I would like to report on Senate actions.

During my August comments, I laid out an ambitious agenda for the Senate. Specifically, I promised you that we would have named a slate for Provost, produced a recommendation for a revision of the biennial review, and that we would have

made substantial progress on the recommendations coming out of the Task Force on departmental success. We accomplished those tasks on schedule. As Jack can attest, it wasn't without a great deal of work. The Senate met on September 16, and again in Special Session on October 2 so that we could meet the President's timeline for the completion of this revision. Recognizing that we have important and often controversial work ahead, we have doubled the scheduled Senate meetings so we can do our work in an effective and timely way. It is our desire to work effectively with the administration and SGA to aggressively meet challenges. We recognize that shared governance is viewed by some as anachronistic. We disagree and are committed to making it work.

In addition, the revised interim grading process seems to have gone well. Some were caught off guard by the earlier reporting date, but for the most part faculty responded as was desired. It appears that with few exceptions, the expectations for syllabi were met by faculty and that chairpersons aggressively dealt with inadequate syllabi.

Going forward, the Senate will take up the question of whether to require faculty to post all assignments and test grades in Blackboard next week. If agreed to, that would give our students the ability to know where they stand in every course at any moment. This would be a huge leap forward and I am going to use all my influence to make that happen. It would help my persuasive abilities considerably if a way were to be found to allow that grade data to move seamlessly into other systems, such as the MapWorks early warning system and into Banner where interim and final grades are housed. CIO Spence knows this to be a priority of the faculty and is working on it. I can get my colleagues to enter their grades into Blackboard so students always have them, but only if I can assure them that everything humanly possible is being done to seamlessly and efficiently move that data where it is needed to foster student success. Please help me make that happen. If you want to know how, just ask.

The Senate's Curriculum and Academic Affairs Committee reports that they have made great progress in dealing with long programs. I believe you will get a report from Jack in December on this topic. CAAC has diligently separated those long programs that can be trimmed from those where trimming would adversely impact students' employment prospects. They have reported their progress to the Senate's Executive Committee. The administration should, in our estimation, accept their work as the best possible outcome.

The Senate's Faculty Affairs Committee has taken a first swing at the Taskforce on Departmental Success's suggestions for revising the Chairperson section. We are very close to being able to pass a complete overhaul of that section of the Handbook. I believe there is a close alignment of the proposed document with administration and Board wishes and want to add that what is in the hopper will maintain chairpersons as faculty, something that the faculty desire.

Though this agenda is light in terms of items from Faculty Senate, that will not be said of the December agenda. You will have, I believe, the entirety of sections dealing with the Taskforce recommendations and the final disposition of the long programs issue.

### **REPORT OF THE STAFF COUNCIL CHAIRPERSON (Ms. Torrence)**

(Ms. Torrence submitted the following report)

Good afternoon. It has been a fun-filled week with staff participating in Spirit Week.

The Public Relations Committee has been busy planning our homecoming activities. We started the week with themed spirit days and tomorrow we will be walking in the parade. This year we will once again have a tent in Tent City and I would like to invite everyone to stop by. The Staff Council coaster that is in front of you will be given to everyone that stops by our tent.

The Council's annual Halloween party for staff and families is scheduled for October 29. This gives a safe place for the children of staff and faculty to bring them for a fun-filled night of treats and games.

The Council will be holding rep sessions this month to give staff the opportunity to ask questions on a wide variety of topics and hear what the Council has planned for the upcoming year.

One of the Council goals this year was to improve the visibility of the Staff Council. With the help of Chad Clark in Student Media and his crew, the Council created a happy video. Over 50 staff and faculty and even a Dean participated in the video. The energy that this group had the day of filming was outstanding.

I would like to make one last plea on behalf of my Dean, John Murray. As some of you may know, the Homecoming Spirit Award that was won by the College of Arts and Sciences last year was stolen earlier this week and a ransom note was left demanding the points received for winning this award. If anyone knows what happened to the Spirit Award, please contact Dr. Murray.

### **REPORT OF THE STUDENT GOVERNMENT ASSOCIATION PRESIDENT (Ms. Finley)**

(Ms. Finley submitted the following report)

Good afternoon. It is an honor to be with you this afternoon as it is such an exciting week for all of ISU.

My name is Olivia Finley and I am the President of SGA. I know I have met many of you in here previously, but I was unable to attend the last meeting due to a class conflict. I am very excited to be able to share with you what new and upcoming events and ideas SGA has to offer.

SGA recently held interviews for OrgFunding where we had approximately 80 student organizations apply. We are fortunate for our strategic planning money because we were able to distribute \$35,000 this semester for organizational funding. Once the interviews were held, Senate approved the finalized budget for organizations, therefore our work is done and organizations will be receiving their money from SGA.

SGA has partnered with other organizations as well as created new events for this semester. For example, SGA partnered up with American Democracy Project to hold a door to door voter registration drive where SGA and students in ADP walked through residential halls and other areas to encourage students to register to vote right there. Also, we are very excited for the music festival which is October 18. SGA has partnered with campus life, RHA, and Union Board to provide a wonderful weekend event for students. The festival will be hosting local talents from 2-6pm with free entry and free food. Our Director of Student Engagement, Drew Harvey, has been working extensively on this project. SGA is looking forward to the musical festival and we believe that will be a huge success.

The Forest has now reached over 1,000 members. With the increase in membership, we are able to give a lot more back to those members. We have paired with the department of Student Affairs to host a tailgate called, "The Valley." This is a student tailgate offered to all students at ISU. There is a tent for free food with a student ID provided by Sodexo as well as another tent to listen to music and mingle. There is also a pepsi truck there. This tailgate has proven to be well attended and effective for students, therefore SGA and the department of Student Affairs will continue this new tradition throughout the football season. SGA is also working on some new and very exciting promotional items for the Forest for both new and returning members. SGA is looking forward to a great year. We have an amazing group of student leaders who are committed to taking Indiana State to the top. We will continue to seek the counsel and guidance from our advisors within Student Affairs, Mr. Nolan Davis and Mr. Brooks Moore. I believe that as a whole SGA will accomplish many things this year regarding student engagement, student success, and the overall Sycamore experience that every student at Indiana State should receive. We look forward to working with the Board this year. We are off to a great start and will only keep the momentum going.

SGA has been working very closely with Dr. Powers and the SuccessX Conference that will take place in mid-October. Our Director of Academic Affairs, Lauren Karcher, and the rest of the SGA Executive Council have been busy working very closely with Dr. Powers to develop the curriculum, confirm keynote speakers, and develop a break out session hosted by SGA. SGA has also helped with the promotion of both the conference as well as the keynote speaker, Collette Carlson. As the conference is next week, we look forward to lending a hand as well as attending the SuccessX Conference.

The freshman branch of student government, the Sycamore Leadership Coalition has seen a significant increase in membership. There are now 40 members of SLC which is a very large increase from the previous years. Under the guidance of Director of Leadership, Jessica Neumann, the membership selection process went very smoothly and she was able to pick 40 freshmen that all will serve future student leaders. SLC has now picked their president, vice president, treasurer and secretary and will now begin planning for the rest of the year.

SGA is kicking the year off right. We have a very committed and excited group of students who live to serve other students. SGA recognizes that our job on this campus is to advocate for students and continue to make improvements. We will continue to plan new events such as the valley tailgate, music festivals, and the voter registration drive. We are excited to continue the work of the students and we do not plan on stopping anytime soon. SGA has made many advances in events and ideas this year and we are proud of those accomplishments, but we also wish to keep up that momentum for the entirety of the year.

### **REPORT OF THE PRESIDENT OF THE FOUNDATION (Mr. Carpenter)**

(Mr. Carpenter made the following comments)

It is great to see everyone back for Homecoming and the activity of the student body. The excitement with athletics is in high gear. We are looking forward to tomorrow and a great parade, fun at tent city, and hopefully a win at the football game.

We are still working on our strategic plan which will have a 5 year shelf life and will continue our work on it.

He said they did have a clean audit and good news in some endowment growth and gave an update on finance information. There was an increase in revenue and a decrease in expenses over 2013. A lot was based on a good market, reduction in staff and selling the Rex Baseball Team.

At one point we were talking about underwater scholarships. At the end of 2013, 195 funds were under water. Now 71 funds are under water. We are happy to see progress in that area. The University is a great partner in working with us as we get back to a healthy standing. We still have a lot to do. One of the big pressure items is to build endowment funds. We are working to get back on track moving in the right direction.

### **REPORT OF THE PRESIDENT OF THE UNIVERSITY (Dr. Bradley)**

(Dr. Bradley submitted the following report)

Welcome to Homecoming which has been labeled the most spirited week of the year. Our students have been active with activities every day and night this week (in addition to their classes) and are looking forward to a full weekend of events including another football victory. Last night, Alpha Cleary, Angie Menser Lansing, Reggie Allen and Steve Parker were inducted into the Athletics Hall of Fame.

Tonight, Tom and Debbie Bareford, Charles E. Brown and Krishna Pendyala will be recognized with the Alumni Association's Distinguished Alumni Awards. Congratulations to all of these alumni.

We are keeping our fingers crossed for dry weather tomorrow for the parade, tent city and the big game. This is a great time to be a Sycamore, and nobody does Homecoming better than Indiana State.

To begin my report, I would like to call upon Dr. Bob English to provide a brief presentation on Indiana State University's Unmanned Systems Center.

The ISU Center for Unmanned Systems is a consortium between academic, government and industry partners promoting the use of unmanned systems, providing education, training, and development of human capital, and creating economic and employment

opportunities. This is part of the Unbounded Possibilities Program. Dr. English said the impact will be huge. It is estimated that in ten years it will be a \$110 billion industry and could create thousands of jobs and salary ranging from \$50,000-\$60,000. The tax revenue will be great. Richard Baker and Jeff Houser are lead members in the Center.

Jay Hein, President of Sagamore Institute and Matt Konkler, Executive Director, National Center for Complex Operations spoke about the unmanned systems. Jay said the Sagamore Institute is an external partner with the University. They have been housed in Indianapolis for the last ten years. We are committed to national security. We want to see our State prosper. He passed out an information publication from American Outlook regarding A State of Defense. Matt said he returned to the area in 2010 after serving as an aide to Donald Rumsfeld and Robert Gates. The goal of the National Center for Complex Operations is to help and promote security assistance. Jay and Matt spoke about the significant economic and employment opportunities of the Unmanned Systems Industry. Terre Haute region is well positioned to benefit from unmanned systems. We would encourage ISU to further commit to be a national leader in training and education. Thank you, Bob, Jay, and Matt. (Materials included at the end of the minutes).

I would like to announce that Indiana State will be adding women's swimming as an intercollegiate sport. I would also like to acknowledge the support and assistance of the Vigo County School Corporation and Superintendent Danny Tanoos who are working with us to make the new aquatics center a part of the program. Athletic Director Ron Prettyman will be launching a search for the head coach with the first full competition schedule to begin in fall of 2016.

Last week, Indiana State was selected by the U.S. Department of Education as a recipient of a \$1.6 million "First in the World" grant. The grant program is designed to help improve student success and return America to its former status of leading the world in the number of college graduates.

Indiana State was one of 24 recipients selected from 500 applications. The four-year grant will fund a project called "Accelerating College Completion Through Academic Mindset." The project builds on research by the College Transition Consortium which Indiana State has recently joined. The research found that by utilizing interventions that help students believe they can succeed, a higher proportion of them do succeed.

Congratulations to Josh Powers, Liz Brown, Linda Behrendt, Caitlin Brez, Eric Hampton, Linda Ferguson, Daniela Shoeter, Mary Murphy and others who were involved in landing this grant. I look forward to seeing the impact it will have.

Next week, Indiana State will be hosting its second annual Student Success Conference for faculty and staff and a new SuccessX conference for our students which will feature brief success talks from alumni, faculty and others in a format similar to the popular TED talks.

Fifteen of our College of Technology students had a rather unique experience last Friday. Through the good work of Teresa Dwyer in our Career Center, Indiana State was already signed up to participate in a Manufacturing Day tour at Millennium Steel Services in Princeton, Indiana.

The opportunity rose in significance when President Obama was suddenly scheduled to speak at the event. The students were among around 200 people present, and ISU Sophomore Kate Cox was one of the few who had the chance to ask him a question. She asked him for his feelings regarding the EPA and the so-called "War on Coal."

Thanks to Teresa Dwyer, Bev Bitzegaio and others who helped provide this opportunity to our students. I am sure the students were eager to share their experience via Twitter, Instagram and maybe even an actual phone call home.

Indiana State University Police Officer Chris Heleine is among 21 individuals across the United States and Canada to be selected by the Carnegie Hero Fund as the latest recipient of the Carnegie Medal for risking their lives while saving or attempting to save the lives of others. Chris is being honored for pulling an Indiana State student to safety from his burning car. The student had suffered a medical problem and struck several other vehicles before his car caught fire. This is the third honor Chris has received for the 2012 incident.

At your places, you will find the first issue of the new STATE magazine published by our Communications and Marketing area. The publication is the first university magazine to be printed in four years and was brought back after discovering that our alumni and others weren't quite ready to shift to reading a totally online publication.

Congratulations to Editor Libby Roerig, Art Director Stephen Turgi, Executive Editor Lisa Moore, Vice President John Beacon and everyone who contributed to this issue. STATE will be published each fall and spring with online versions in between. It should serve as an important part of keeping our alumni and others updated about the great things going on at Indiana State.

As you are aware, this is a budget year for the State of Indiana, and the biennial budget process is underway. I presented to the Commission for Higher Education last month and anticipate presenting to the State Budget Committee either in mid-November or early December.

This will be a challenging process this year, and Indiana State has significant dollars at stake. While it is much too early in the process to predict the outcome, Indiana State could potentially face a cut in appropriation of nearly \$3.9 million if no new dollars are added to the state's higher education budget.

The process will continue through the end of April when the state budget should be finalized. In the meantime, Diann, Greg and I are meeting with state leaders to share the progress that our institution is making and the impact a potential cut of this magnitude would have on providing service to our students. I will keep you posted throughout the process.

### **REPORT OF THE BOARD PRESIDENT (Mr. Baesler)**

Welcome to Homecoming weekend.

For those Board members out of Terre Haute, I would like to let you know that on issues such as business, economics, gas tax, etc, the local news media goes to Dr. Guell for reference. He always represents himself and the University very well. Thank you, Bob.

On October 7, there was a segment on our local Channel 2 television news called Is College Worth It? A job fair was held at Terre Haute North High School with several colleges there. Students and parents were interviewed and in every instance everyone said yes, college is worth it. Research shows that college graduates earn considerably more than non graduates. It was a very good segment. Drs. Josh and Susan Powers' daughter, Katelyn spoke at the event saying it was not an option for her not to go to college. Susan also spoke at the event.

Our number one goal is student success. Our enrollment is very good and the whole University is to be congratulated for that. The retention rates are edging up.

The problem is when college is not worth it. For people going to school for 6 years and still have not graduated it probably is not worth it to them. The University has programs in place to help students but we all need to collaborate and work together to get everyone involved in coming up with ideas to graduate more students. Graduation rates have not moved in two decades.

At the Recognition Ceremony held on September 4, President Bradley was recognized for his years of service to the University. The Trustees thought Cheri Bradley should also be recognized for her service. At the President's Fall Address, Cheri was called to come up on stage and was presented with roses to recognize and thank her for her service to the University.

## **5 NEW BUSINESS ACTION ITEMS**

### **5a APPROVAL OF THE MINUTES OF THE LAST MEETING AND EXECUTIVE SESSION CERTIFICATION**

The Indiana State University Board of Trustees met in Executive Session at 3:00 p.m. on Wednesday, August 27, 2014 in the State Room, Tirey Hall.

Trustees present: Mr. Baesler, Ms. Bell, Ms. Cabello, Mr. Campbell, Mr. Lowery, Mr. Minas, Mr. Pease, Ms. Sluyter and Mr. Taylor. Trustees absent: None

5-14-1.5-6.1 (b) (2) (B) – Litigation

5-14-1.5-6.1 (b) (2) (D) - Purchase or lease of real property

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

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

**Recommendation:** Approval of the Minutes of August 28, 2014 and Certification of Executive Session.

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

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### 5b MODIFIED WHISTLE BLOWERS POLICY

Policy 905, Whistleblower Policy, in the University Handbook prohibits violation of state or federal laws or policies of the University. Since passage of this policy, it has been determined that some clarification is needed to focus the Whistleblower Policy on violation of those policies found in the University Handbook. Some other institutions have qualified application of their whistleblower policies to violations of “major” policies of the university, but we believe that this qualification is too ambiguous. Therefore, we believe that qualification of application of the ISU Whistleblower Policy to University Handbook Policies will clarify application of the policy appropriately.

**Recommendation:** Publish the proposed changes to the university community for comment, the item to be considered by the ISU Board of Trustees at the December meeting. Changes would apply retroactively.

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

### 905 WHISTLEBLOWERS POLICY

*Policy passed by Board of Trustees on February 22, 2013.*

- 905.1 General.** Individuals are expected to abide by state and federal laws and regulations, as well as University Handbook policies. An Indiana State University employee cannot be compelled by a supervisor or other University official to violate a law or University Handbook policy.
- 905.2 Reporting.** Individuals who have knowledge of specific acts that are reasonably believed to violate the law or University Handbook policy (“Wrongdoing”) may disclose those acts to any appropriate University official, and any employment supervisor is obligated to report specific acts that are reasonably believed to be Wrongdoing.
- 905.3 No Retaliation.** This Policy prohibits retaliatory academic or employment action because an individual makes a good faith report of Wrongdoing.
- 905.4 Supplementation of Law and Policy.** This policy supplements the existing Indiana state statute, IC 21-39-3 applicable to State Educational Institutions, and also supplements other University policies under which reporting may also be required, like the Policy on Minors.



**905.5 Development of Procedures.** There shall be reporting procedures devised to handle a report of Wrongdoing and to respond to any reports of retaliation for making such a report.

*Added to handbook March 1, 2013.*

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## 5c BOND REFUNDING RESOLUTION

### **This item was pulled from the agenda**

The University has an opportunity to save an estimated \$2.6 million in debt service expense by refunding existing bond issues. Increasing favorable tax-exempt bond rates are coinciding with scheduled call dates for remaining Series K, Series L, and a portion of Series M issues. The proposed refunded issue, which would be designated Series Q, would include refunding all outstanding principal of Series K and Series L Bonds issued July 20, 2004 and January 27, 2005, respectively, and a portion of Series M Bonds issued June 27, 2007. Total refunding will not exceed \$21.5 million plus costs of issuance. The debt service savings benefit both the State of Indiana and Indiana State University.

The resolution, shown below, allows for authorization and approval of the sale of Indiana State University Student Fee Bonds, Series Q.

**Recommendation:** Approval of the resolution shown below allowing the President of the University and/or Treasurer of the Board of Trustees to develop and submit a plan of financing, to obtain all necessary state agency approvals for the sale of Series Q Bonds.

### **RESOLUTIONS OF THE BOARD OF TRUSTEES FOR THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES APPROVING AND AUTHORIZING THE SALE OF THE INDIANA STATE UNIVERSITY STUDENT FEE BONDS, SERIES Q**

WHEREAS, the Board of Trustees (the "Board") of the Indiana State University Board of Trustees (the "University") has determined that a necessity exists to consider financing the current refunding of (i) all of the outstanding principal amount of the Indiana State University Student Fee Bonds, Series K, issued on July 20, 2004 in the original aggregate principal amount of \$30,165,000 (the "Series K Bonds"); (ii) all of the outstanding principal amount of the Indiana State University Student Fee Bonds, Series L, issued on January 27, 2005 in the original aggregate principal amount of \$38,370,000 (the "Series L Bonds"); and (iii) a portion of the outstanding principal amount of the Indiana State University Student Fee Bonds, Series M, issued on June 29, 2007 in the original aggregate principal amount of \$47,730,000 (the "Series M Bonds"), comprised of the Series M Bonds maturing on October 1, 2025 and October 1, 2032 (the refunded Series M Bonds, together with the Series K Bonds and the Series L Bonds, referred to collectively as the "Refunded Bonds"); and

WHEREAS, the Board has full power and authority under and by virtue of the laws of the State of Indiana, including, more particularly, the provisions of Indiana Code 21-34-1 *et seq.*, to issue bonds secured by Student Fees to finance or refinance academic and building facilities on its Terre Haute campus; and

WHEREAS, the University has heretofore executed and delivered to First Financial Bank, N.A. (formerly known as Terre Haute First National Bank), as trustee (the "Trustee"), a certain Trust Indenture dated as of November 1, 1985, as heretofore supplemented and amended (the "Indenture"), for the purpose of securing its Indiana State University Student Fee Bonds (hereinafter sometimes referred to as the "Bonds"), issued from time to time thereunder; and

WHEREAS, the Treasurer of the University (the “Treasurer”) has investigated, developed and evaluated a Plan of Financing (the “Plan of Financing”) for financing the current refunding of the Refunded Bonds; and

WHEREAS, the Board now desires to authorize the Treasurer to effectuate such Plan of Financing for financing the current refunding of the Refunded Bonds; and

WHEREAS, Article IV of the Indenture authorizes the issuance of additional series of Bonds by the University and the authentication and delivery of those additional series of Bonds by the Trustee under the conditions set forth in Article IV, which conditions have been complied with (subject to approval by the State Budget Committee (if necessary) and the State Budget Director of the State of Indiana) so as to authorize the issuance, authentication and delivery of an additional series of Bonds by the Trustee under the conditions set forth in Article IV, to provide the funds required to finance the current refunding of the Refunded Bonds, as well as certain related costs incidental to the financing; and

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Student Fee Bonds, Series Q (the “Series Q Bonds”), and a Fourteenth Supplemental Indenture (the “Fourteenth Supplemental Indenture”), a Rebate Agreement (the “Rebate Agreement”), a Preliminary Official Statement (the “Official Statement”), a final Official Statement, a Bond Purchase Agreement (the “Bond Purchase Agreement”), a Third Supplement to Amended and Restated Continuing Disclosure Undertaking Agreement (the “Undertaking Agreement”), forms of the Series Q Bonds, and any further documents required to complete the execution and delivery of the Series Q Bonds, subject to approval by the State Budget Committee (if necessary) and the State Budget Director of the State of Indiana; and

WHEREAS, there has now been made available to the Board a form of Fourteenth Supplemental Indenture, a form of Rebate Agreement, a form of Official Statement, a form of Bond Purchase Agreement and a form of Undertaking Agreement in connection with the issuance of the Series Q Bonds in an aggregate principal amount not to exceed \$21,500,000, plus additional amounts needed for underwriters’ discount as described below and any original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance; and

WHEREAS, the Board now desires to authorize and direct the President of the University (the “President”) and the Treasurer to do any and all acts and things, to seek all necessary approvals from the State Budget Committee (if necessary) and the State Budget Director of the State of Indiana, and to make and approve all changes in form or substance to the Fourteenth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Undertaking Agreement or the Official Statement, necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana;

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

- Section 1.** The Plan of Financing investigated, developed and evaluated by the Treasurer is hereby approved and the Treasurer is hereby authorized to effectuate the Plan of Financing with respect to financing the current refunding of the Refunded Bonds.
- Section 2.** The issuance of the Series Q Bonds by the University on the terms and conditions set forth in the Fourteenth Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$21,500,000, plus additional amounts needed for underwriters’ discount as described below and original issue discount or bond premium, as permitted by law, costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. The Series Q Bonds shall be designated the “Indiana State University Board of Trustees, Indiana State University Student Fee Bonds, Series Q.” The true interest cost of the Series Q Bonds shall not exceed 6.00%, with a maximum underwriters’ discount of 1.50%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series Q Bonds shall not extend beyond October 1, 2032, which is the latest maturity of the Refunded Bonds. The Series Q Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to a managing underwriter and co-managing underwriter as selected and appointed pursuant to Section 12 below.
- Section 3.** The President and the Treasurer are hereby authorized and directed to do any and all acts and things, to seek all necessary approvals from the State Budget Committee (if necessary) and the State Budget Director of the State of

Indiana, and to make and approve all changes in form or substance to the Fourteenth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Undertaking Agreement or the Official Statement necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana.

**Section 4.** The Fourteenth Supplemental Indenture is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The President and the Vice President of the University (the “Vice President”), or either of them, are hereby authorized to execute and deliver, and the Secretary and the Assistant Secretary of the University (the “Secretary” and the “Assistant Secretary”, respectively), or either of them, are hereby authorized to attest the signature of and to imprint the corporate seal of the University on the Fourteenth Supplemental Indenture in substantially the form presented to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Fourteenth Supplemental Indenture, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

**Section 5.** The Official Statement is approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Treasurer is hereby authorized and directed to make those changes in form or substance as are necessary or appropriate, to authorize the distribution of the Official Statement, to deem an Official Statement to be final or nearly final for purposes of applicable Securities and Exchange Commission rules, to execute and deliver the form of any final Official Statement with those changes in form or substance that the Treasurer shall approve, and to cause printed copies of the Preliminary and final Official Statements to be provided to those prospective purchasers, investors and other persons as he may deem advisable in order to market the Series Q Bonds, and any such prior actions are hereby ratified and confirmed.

**Section 6.** The Bond Purchase Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The President, Vice President and Treasurer, or any of them, are hereby authorized to execute and deliver the Bond Purchase Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Bond Purchase Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

**Section 7.** The Rebate Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The President, Vice President and Treasurer, or any of them, are hereby authorized to execute and deliver, and the Secretary or Assistant Secretary, or either of them, is hereby authorized to attest the signature of and to imprint the corporate seal of the University on, the Rebate Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Rebate Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

**Section 8.** The Undertaking Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The President, Vice President, and Treasurer, or any of them, are hereby authorized to execute and deliver the Undertaking Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Undertaking Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

**Section 9.** The Treasurer is hereby authorized to prepare the bond forms required for use in the issuance of the Series Q Bonds, on the terms and conditions set forth in the Fourteenth Supplemental Indenture, and to cause the same to be executed manually or by facsimile by the proper officers of the University as provided in the Fourteenth Supplemental Indenture and the Indenture. Upon execution of the Series Q Bonds, the Treasurer shall deliver the Series Q Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to deliver the Series Q Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriters’ discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

**Section 10.** The President, Vice President, Treasurer, Secretary and Assistant Secretary, or any of them acting singly or jointly, are hereby authorized and directed to do any and all further acts and things necessary underlying the execution and delivery of such additional or supporting agreements, documents or certificates as may be requested or necessary in order to

complete the transactions contemplated by the Bond Purchase Agreement, the Fourteenth Supplemental Indenture, the Rebate Agreement, the Undertaking Agreement and the Official Statement hereby authorized.

- Section 11.** The Board hereby approves the calculations made by the Treasurer with respect to the coverage factor of Student Fees to Maximum Annual Debt Service after the issuance of the Series Q Bonds, all as shown in the Official Statement for the Series Q Bonds.
- Section 12.** The Board hereby ratifies the selection of, and appoints, PNC Capital Markets LLC as senior managing underwriter for the Series Q Bonds, and Edward D. Jones & Co., L.P., as co-managing underwriter for the Series Q Bonds. The Board hereby ratifies the selection of, and appoints, (i) Ice Miller LLP as bond counsel for the Series Q Bonds, and (ii) John S. Vincent & Company LLC as financial advisor for the Series Q Bonds.
- Section 13.** The use of bond insurance is hereby approved in connection with the Series Q Bonds, if deemed beneficial to the University in the best judgment of the President and the Treasurer. The President and Treasurer are hereby authorized to select a bond insurer, if deemed beneficial at their discretion and using their best judgment, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with any such bond insurance for the Series Q Bonds.
- Section 14.** The Board hereby finds that the current refunding of the Refunded Bonds will benefit the University because (i) a net savings to the University will be effected; and (ii) the net present value of principal and interest payments on the Series Q Bonds will be less than the net present value of the principal and interest payments on the outstanding Bonds comprising the Refunded Bonds.

Dated: October 10, 2014

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#### 5d STAFF SALARY SCHEDULE 2014-2015

The Staff Salary Schedule shown below reflects the staff salary increase, effective November 1, 2014 (October 25, 2014 for non-exempt staff).

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

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

## PROPOSED STAFF SALARY PAY GRADES EFFECTIVE 11/1/14

		Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
Pay Grade 1	Hourly					
	Annual					
Pay Grade 2	Hourly	\$ 10.20	\$ 11.29	\$ 12.38	\$ 13.47	\$ 14.56
	Annual	\$ 19,890.00	\$ 22,015.50	\$ 24,141.00	\$ 26,266.50	\$ 28,392.00
Pay Grade 3	Hourly	\$ 10.61	\$ 11.87	\$ 13.12	\$ 14.37	\$ 15.62
	Annual	\$ 20,689.50	\$ 23,146.50	\$ 25,584.00	\$ 28,021.50	\$ 30,459.00
Pay Grade 4	Hourly	\$ 11.49	\$ 12.88	\$ 14.27	\$ 15.66	\$ 17.05
	Annual	\$ 22,405.50	\$ 25,116.00	\$ 27,826.50	\$ 30,537.00	\$ 33,247.50
Pay Grade 5	Hourly	\$ 12.48	\$ 14.04	\$ 15.59	\$ 17.15	\$ 18.70
	Annual	\$ 24,336.00	\$ 27,378.00	\$ 30,400.50	\$ 33,442.50	\$ 36,465.00
Pay Grade 6	Hourly	\$ 13.62	\$ 15.36	\$ 17.10	\$ 18.84	\$ 20.58
	Annual	\$ 26,559.00	\$ 29,952.00	\$ 33,345.00	\$ 36,738.00	\$ 40,131.00
Pay Grade 7	Hourly	\$ 14.92	\$ 16.88	\$ 18.84	\$ 20.80	\$ 22.76
	Annual	\$ 29,094.00	\$ 32,916.00	\$ 36,738.00	\$ 40,560.00	\$ 44,382.00
Pay Grade 8	Hourly	\$ 16.31	\$ 18.52	\$ 20.73	\$ 22.94	\$ 25.14
	Annual	\$ 31,804.50	\$ 36,114.00	\$ 40,423.50	\$ 44,733.00	\$ 49,023.00
Pay Grade 9	Hourly	\$ 18.03	\$ 20.54	\$ 23.04	\$ 25.54	\$ 28.04
	Annual	\$ 35,158.50	\$ 40,053.00	\$ 44,928.00	\$ 49,803.00	\$ 54,678.00
Pay Grade 10	Hourly	\$ 20.00	\$ 22.85	\$ 25.69	\$ 28.54	\$ 31.38
	Annual	\$ 39,000.00	\$ 44,557.50	\$ 50,095.50	\$ 55,653.00	\$ 61,191.00
Pay Grade 11	Hourly	\$ 22.30	\$ 25.54	\$ 28.78	\$ 32.02	\$ 35.26
	Annual	\$ 43,485.00	\$ 49,803.00	\$ 56,121.00	\$ 62,439.00	\$ 68,757.00
Pay Grade 12	Hourly	\$ 24.94	\$ 28.65	\$ 32.35	\$ 36.06	\$ 39.76
	Annual	\$ 48,633.00	\$ 55,867.50	\$ 63,082.50	\$ 70,317.00	\$ 77,532.00
Pay Grade 13	Hourly	\$ 28.02	\$ 32.28	\$ 36.53	\$ 40.79	\$ 45.04
	Annual	\$ 54,639.00	\$ 62,946.00	\$ 71,233.50	\$ 79,540.50	\$ 87,828.00
Pay Grade 14	Hourly	\$ 31.59	\$ 36.50	\$ 41.40	\$ 46.30	\$ 51.20
	Annual	\$ 61,600.50	\$ 71,175.00	\$ 80,730.00	\$ 90,285.00	\$ 99,840.00

This program is designed to provide graduates with an architectural education combining an understanding of the philosophy of building design with an applied technical knowledge of construction systems and materials acquired in a technically oriented studio structure. A variety of graphic tools and techniques is explored including freehand drawing, building information management systems (BIM), physical models, virtual computer models, and computer imaging. Students are exposed to a wide range of software programs, graphic communication techniques, and problem-solving skills.

The program will place graduates in the architectural profession working as technologists and managers for architects, engineers, city planners, interior designers, construction managers, and facilities managers.  
Curriculum:

The curriculum has been designed to satisfy the criteria published by the Accreditation Board of Engineering and Technology – Technology Accreditation Commission (ABET-TAC). The proposed ArET program requires a minimum of 71 major credit hours, which can be completed in eight semesters. Course content includes technical requirements, technical and management electives, math and science, and other foundational studies. Experiential learning is emphasized through laboratories, cooperative practice, internship, and other community/industry engagements.

The proposal has been approved by the Dean of the College of Technology, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

**Recommendation:** That the Architectural Engineering Technology Major be approved and effective Fall 2015, pending approval of the Indiana Commission of Higher Education.

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

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## 5f PROPERTY-CASUALTY INSURANCE CERTIFICATE

The purpose of this certificate is to provide career specific training for young professionals who want to advance their career in insurance, risk management and other related fields. The IRM program at the Scott College of Business has been successfully educating IRM major and minor students to be confident and responsible individuals with the knowledge and skills they will need for their life and career.

The insurance certificate program will consist of four selected insurance courses that are already in the IRM's curriculum. These courses in the IRM curriculum serve as the foundation for professional designations. The certificate program will help young professionals improve their understanding of insurance products and risk management. In addition, the certificate program will help them prepare for a few exams of eight required exams to earn the Chartered Property Casualty Underwriters (CPCU) designation, one of the highly sought insurance designations by insurance professionals. The certificate program also prepares students for the Associate in General Insurance (AINS) designation and the Certified Insurance Counselor (CIC) designation.

The proposal has been approved by the Dean of the Scott College of Business, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

**Recommendation:** That the Property-Casualty Insurance Certificate be approved and effective Fall 2015, pending approval of the Indiana Commission of Higher Education.

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

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## 5g REVISION TO SECTION 338 – EMERITUS/EMERITA FACULTY STATUS

The Faculty Senate is recommending modification of Section 338 of the University Handbook. The changes relate to eligibility, revocation, and benefits. These changes have been approved by the appropriate faculty committees.

**Recommendation:** Approval of the changes to Section 338 (Effective – Upon Approval)

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

### 338 EMERITUS/EMERITA FACULTY STATUS POLICY

*Policy 338 was approved by the ISU Board of Trustees on August 30, 2011.*

**338.1 Fifteen Years of Service.** Tenured Faculty who have provided at least fifteen (15) years of continuous, honorable service to Indiana State University shall be awarded and conferred the title of Emeritus/Emerita upon retirement ~~from the University at age 62 or older, unless the immediate supervisor, prior to the individual's retirement, presents significant cause in a petition for denial. In most cases, the immediate supervisor is the chair of the retiree's academic unit.~~ **except in cases of denial or revocation.**

#### 338.1.1 Denial.

**338.1.1.1 Petition for Denial.** Any petition for denial of Emeritus/Emerita status must be presented, in writing **and prior to the individual's retirement, by the immediate supervisor of the retiring party (which is usually the department chair)** to the dean of the college in which the retiree served.

**338.1.1.2 Statement of Significant Cause.** Any Petition for Denial submitted under 338.1.1.1, above, shall state significant cause for denial of Emeritus/Emerita status.

**338.1.1.3 Approval of Petition.** To deprive an individual of Emeritus/Emerita status, the petition must be approved by both the dean and the faculty governance body of that college.

#### 338.1.2 Revocation.

**338.1.2.1 Petition for Revocation.** After a Tenured Faculty member has retired with Emeritus/Emerita status, the Provost may petition to revoke this status.

**338.1.2.2 Grounds and Procedures for Revocation.** The grounds appropriate for revocation and the procedures for revocation shall be the same as those for dismissal of Tenured Faculty in general.

**338.1.3 Exception to Age 62 Rule.** A Tenured Faculty member who satisfies the fifteen (15) years of service rule stated above but who does not otherwise qualify for automatic Emerita/Emeritus status because s/he separates from the University before age 62 may petition to his/her dean and faculty governance body (both of which must approve the

petition) for Emerita/Emeritus status as long as such petitioning Tenured Faculty member is not employed on a full-time basis at any other institution of higher education. Such petition must include a representation by the petitioning Tenured Faculty member that s/he will notify the University in the event that s/he accepts full-time employment by any other institution of higher education.

**338.2 Ten years of Service.** Tenured Faculty who have provided at least ten (10) years of continuous, honorable service to Indiana State University may, upon nomination from the retiree's department chair, be awarded and conferred the title of Emeritus/Emerita upon retirement.

**338.2.1 Approval of Nomination.** Any nomination under this section shall be considered by both the appropriate academic dean and the faculty governance body of that college, and must be approved by both the dean and the faculty governance body.

**338.3 Exceptional Cases.** In truly exceptional cases, tenured faculty with fewer than ten (10) years of honorable service to Indiana State University may be awarded and conferred Emeritus/Emerita status upon retirement.

**338.3.1 Approval of Nomination.** In these cases, the nomination and approvals specified in 338.2, above, shall apply.

**338.4. Use of Title.** The title Emeritus/Emerita normally will follow the regular professional title, as in "Professor Emeritus of History."

**338.4.1 Continue Scholarly Pursuits.** Once Emeritus/Emerita status has been conferred, such faculty will be encouraged to continue scholarly pursuits and enjoy participation in University activities.

**338.4.2 Laboratory and Office Space.** The Emeritus/Emerita retiree will be offered laboratory and/or office space, as available, on campus.

**338.4.3 Library Privileges.** The Emeritus/Emerita retiree will retain continued privileges at the ISU library.

**338.4.4 Email Account.** The Emeritus/Emerita retiree will retain use of an ISU email account.

**338.4.5 Wired/Wireless Access.** The Emeritus/Emerita retiree will retain use of wired and wireless access to Indiana State University computing systems in a fashion identical to that provided regular faculty, generally, without regard to the ownership status of any device by which access to such computing systems is established.

**338.4.6 Student Recreation Center.** The Emeritus/Emerita retiree will retain use of the Student Recreation Center identical to other employees of the University, generally. This provision shall override any other Handbook provisions that could be interpreted to restrict Student Recreation Center use because of age or years of service at separation from service.

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## 5h AUTHORIZATION TO MODIFY TUITION REFUND SCHEDULE/RATE FOR DISTANCE EDUCATION STUDENTS IN ORDER TO COMPLY WITH STATE MANDATED SCHEDULES/RATES



In order for ISU to enroll non-resident students in our distance education courses, the University is required in some instances to comply with a specific refund policy as defined by the resident state of that student. We are asking that the Board authorize the Provost to apply any state mandated schedule/rate when refunding students residing in those states

**Recommendation:** That the Board authorize the Provost & Vice-president of Academic Affairs, or his/her designee, to apply any state-mandated refund schedules/rates when refunding students residing out-of-state that were enrolled in online courses, to be effective immediately.

Currently Indiana State University is delivering online degree programs to students in forty-eight states. As a condition for state approval to offer on-line courses within the respective states, some jurisdictions are now requiring out-of-state institutions to comply with legislated drop/withdrawal refund policies when dealing with online students who are residing within their respective states. This requirement only applies to online students living within the state's jurisdiction, while not applying to students from the respective states that are participating in classes from within the state of Indiana, for example, from their residence hall room.

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

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**5i APPROVAL TO NAME ROOT HALL A011  
“THE RICHARD J EASTON MATH EDUCATION CLASSROOM”**

In honor of an irrevocable bequest agreement between Linda L. & Richard J. Easton and the Indiana State University Foundation to create an endowed scholarship and an endowed program fund, we are seeking approval to name Root Hall Room A011 *The Dr. Richard J. Easton Math Education Classroom*. This recommendation has the approval of the department of Mathematics and Computer Science, the Dean of the College of Arts and Sciences, and the President.

**Recommendation:** That the Board of Trustees approve the naming of Root Hall Room A011 *The Dr. Richard J. Easton Math Education Classroom*.

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

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## 6a FINANCIAL REPORT

INDIANA STATE UNIVERSITY GENERAL FUND OPERATING REVENUE SUMMARY For the Year Ending June 30, 2014						
	2013-14 Budget	Actual through 6/30/14	Percent of Budget	2012-13 Budget	Actual through 6/30/13	Percent of Budget
<b>Revenues</b>						
State of Indiana						
Operational	\$ 66,161,986	\$ 66,161,986	100.0%	\$ 67,854,483	\$ 67,854,493	100.0%
Fee Replacement	8,496,084	8,496,084	100.0%	8,153,440	8,153,440	100.0%
DegreeLink	460,245	460,245	100.0%	460,245	460,245	100.0%
Gross Student Fees	71,823,010	85,925,157	119.6%	67,839,626	77,507,472	114.3%
Other Fees and Charges	1,212,308	1,608,144	132.7%	1,172,657	1,470,269	125.4%
Sales and Services	837,750	886,371	105.8%	704,500	766,149	108.8%
Miscellaneous Income	4,020,796	4,059,678	101.0%	3,642,491	3,678,626	101.0%
Total Budgeted Revenue	\$ 153,012,179	\$ 167,597,665		\$ 149,827,442	\$ 159,890,694	
Encumbrances and Carryforward	10,708,227	10,708,227		10,877,424	10,877,424	
Reimbursements and Income Reappropriated From Other Sources	10,482,674	10,482,674		10,413,040	10,413,040	
Total Revenues	\$ 174,203,080	\$ 188,788,566	108.4%	\$ 171,117,906	\$ 181,181,158	105.9%

INDIANA STATE UNIVERSITY GENERAL FUND OPERATING EXPENSE SUMMARY For the Year Ending June 30, 2014						
	2013-14 Budget	Actual through 6/30/14*	Percent of Budget	2012-13 Budget	Actual through 6/30/13*	Percent of Budget
Salaries and Wages	\$ 79,472,516	\$ 78,851,080	99.2%	\$ 76,697,833	\$ 75,742,649	98.8%
Fringe Benefits	25,367,508	25,210,736	99.4%	25,416,105	25,246,301	99.3%
Student Wages	4,396,689	3,725,159	84.7%	4,377,490	3,632,942	83.0%
Utilities	12,041,306	12,039,477	100.0%	10,900,944	10,900,944	100.0%
Training, Representation, and Travel	1,838,649	1,562,788	85.0%	1,909,184	1,610,968	84.4%
Student Aid	15,203,211	14,784,873	97.2%	13,940,823	13,680,680	98.1%
Supplies and Expense/Transfers	41,895,638	34,371,497	82.0%	40,312,025	35,976,788	89.2%
Repairs and Maintenance	5,422,805	5,020,684	92.6%	3,461,067	3,298,765	95.3%
Capital Equipment	3,150,244	732,582	23.3%	4,165,687	999,331	24.0%
Total Expenditures	\$ 188,788,566	\$ 176,298,876	93.4%	\$ 181,181,158	\$ 171,089,368	94.4%
*Includes encumbrances and open commitments						

## **Revenues**

### Operational

In December of 2013 the State of Indiana announced a 2% reversion in the state appropriations to offset state budget shortfalls for 2013-14 year. Revenue and expense budgets were reduced by \$1,346,165 to reflect this adjustment.

### Student Fees

Student Fees are above last year's amount by \$8,417,685. Summer II, Fall, Spring and Summer I tuition were above budget by \$78,397, \$6,716,044, \$6,413,202, and \$1,628,808. The University's operating budget had earlier been adjusted by \$560,000 to increase student wage budgets. The remaining income budget reversions were used to cover operating needs such as utilities, remitted fees, and other operations, as well as strategic planning and capital improvements.

### Other Fees and Charges

Other Fees and Charges are above last year's level by \$137,875. For the year, revenues exceeded the budget by \$395,836 due to increases in life exam, on-campus credit, and change of course fees

### Sales and Services

Sales and Services finished the year at 106% of budget as transcript fees and miscellaneous income are above budget.

### Miscellaneous Income

Miscellaneous Income is above last year's amount by \$381,052. This is due to additional utility reimbursement from Residential Life.

## **Expenses**

### Salaries and Wages

Salaries and wages are above last year's level by \$3,108,431. Instructional salaries are above last year's total by \$2,262,685 which includes increases in adjunct salaries of \$486,866 and summer salaries of \$202,555. Administrative salaries and retirement incentive payouts are up \$730,220 and \$337,457 while support salaries are down \$135,104.

### Fringe Benefits

Fringe benefits shows a decrease of \$35,565 from last year. Medical insurance, TIAA/CREF, PERF, and FICA are up \$333,549, \$256,019, \$175,593, and \$188,988. Retired medical benefits decreased \$1,041,355 as the VEBA was activated for one-half of benefits beginning January 1, 2014.

### Student Wages

Student wages shows an increase of \$92,217. An additional \$560,000 was added to student wage budgets to hire new students and maintain current levels of employment. The remaining budget of \$671,530 will carry forward in 2015 to be used for student employment.

### Utilities

Utilities expenses increased by \$1,138,533 and reflects increases in electricity of \$412,039, natural gas of \$561,275, and sewage of \$138,745. Rate increases in sewage and electricity and usage increases of natural gas due to extremely cold winter months caused the growth in expenditures.

Training, Representation and Travel

Training, Representation, and Travel used 85% of their budget which is up slightly from the previous year. The \$275,861 positive reversion will be carried forward into the new fiscal year and will be used to supplement the 2014-15 base budget.

Student Aid

Student Institutional Aid grew by \$1,104,193 for the year to \$14,784,873. Reversion of \$418,338 includes \$250,000 in graduate assistantships to be used for 2014 summer awards and \$161,523 for laptop scholarships.

Supplies and Expense/Transfers

Supplies and Expense/Transfers decreased by \$1,605,291 as this reflects a change in OIT recording of expenses in 2014. \$17,236,422 of total Supplies and Expenses are transfers which includes lab fees, capital improvements, strategic initiatives, budgeted transfers, and Unbounded Possibilities programs.

Repairs and Maintenance

Repairs and Maintenance expenses are above last year's amount by \$1,721,919. This represents a realignment of budgets within OIT to more accurately reflect expenditure types. This resulted in a reduction of Supplies and Expenses. A total of \$402,121 will be carried forward into the new year.

Capital Equipment

Capital equipment had a reduction of \$266,749 from 2013 to 2014. A total of \$2,417,662 will carry forward into the 2015 fiscal year which includes the University's reserve for capital improvements. Many departments utilize a multiple-year planning approach for the purchase of capital equipment utilizing carry forward dollars.

**6b PURCHASING REPORT**

**Purchasing Report**

Purchase Order Activity for Period August 7, 2014 to September 17, 2014

**Purchases Over \$50,000**

**Sole Source, Compatible With Existing Equipment**

Daktronics Incorporated	P0076220	Scoreboards For New Track Facility	\$141,405.00
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## 6c VENDOR REPORT

The following vendors have accumulated purchases from the University for the time period July 1, 2014 through August 31, 2014 (Fiscal Year) in excess of \$250,000:

Vendors with Purchases Exceeding \$250,000

### August 1-30, 2014

EDF Trading North America LLC	\$ 269,244	Natural Gas Purchases
Servpro of Vigo County	\$ 273,853	Family Housing Fire Rehabilitation
Bell Industries Inc	\$ 275,260	Microsoft Software License Payment
CDI Inc	\$ 277,957	Multi-Purpose Track & Soccer Construction
Network Solutions Inc	\$ 335,857	Network Computer Equipment Maintenance Agreements
Medco Health Solutions	\$ 357,274	Prescription Drug Coverage
AmWins/NEBCO Group Benefits	\$ 370,017	Retiree Insurance Coverage
Sodexo Inc and Affiliates	\$ 382,036	Dining and Catering Services
Crown Electric Inc	\$ 513,295	North Residence Hall Electrical Construction
A A Huber and Sons Inc	\$ 533,511	North Residence Hall Mechanical Construction
Foliot Furniture Inc	\$ 540,468	Reeve Hall Furniture
Weddle Brothers Construction Co Inc	\$ 945,461	Normal Hall Renovation
TIAA-CREF	\$ 1,592,738	Retirement Contributions
Lenovo Inc	\$ 1,938,187	Computer Equipment Purchases

Previously Reported Vendors with Purchases

### Exceeding \$250,000

Otis Elevator	\$ 419,553	Hulman Center Elevator Renovation and Elevator Maintenance and Repairs
Duke Energy	\$ 1,233,988	Electricity Utility Payments
CIGNA Health Care	\$ 2,764,171	Medical Claim Payments
Hannig Construction Inc	\$ 3,397,142	Mills Hall and Science Lab Renovation and Reeve Residence Hall Construction

## 6d FACULTY PERSONNEL

### FACULTY

#### Appointments

(Effective August 1, 2014 unless otherwise noted)

Nicole Heck; Assistant Professor, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; salary \$78,000 per fiscal year, prorated from the effective date of August 15, 2014.

Paula Jarrard; Assistant Professor, Department of Applied Medicine and Rehabilitation; D.O.T., Rocky Mountain University; salary \$83,000 per academic year.

Oscar Rodriguez; Assistant Professor, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$70,000 per academic year.

Kayla Siddell; Assistant Librarian, Department of Library Services; salary \$51,000 per fiscal year, prorated from the effective date September 1, 2014.

#### Instructor Appointments of 2-5 years—2014-2015 Academic Year

(Effective August 1, 2014 unless otherwise noted)

Tamara Arrington; Instructor, Department of Communication; M.A., University of Memphis; salary \$36,000 per academic year.

Karen Bacher; Instructor, Department of Applied Health Sciences; Ph.D., University of New Mexico; salary \$49,000 per academic year.

Kailee Burdick; Instructor, Department of Baccalaureate Nursing; M.S., Indiana State University; salary \$48,500 per academic year.

Nancy Cummins; Instructor, Department of Kinesiology, Recreation, and Sport; B.S., Indiana University; special credentials on file; salary \$38,204 per academic year.

Candace Florence; Instructor, Department of Applied Health Sciences; M.S., Indiana State University; salary \$49,000 per academic year.

Michael Harrold; Instructor, Department of English; M.A., Indiana State University; salary \$37,455 per academic year.

Brian Johnston; Instructor, Department of Communication; Ph.D., University of South Florida; salary \$49,500 per academic year.

Laila Kteily-O'Sullivan; Instructor, School of Music; Ph.D., University of North Texas; salary \$42,000 per academic year.

Kimberly LaGrange; Instructor, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; salary \$45,252.30 per academic year.

Eddie Ludema; Instructor, School of Music; M.M., Indiana University; salary \$38,000 per academic year.

Donald Maxwell; Instructor, Department of History; Ph.D., Indiana University; salary \$40,000 per academic year.

Catherine McCullough; Instructor, Department of Kinesiology, Recreation and Sport; M.A., Indiana State University; salary \$38,204 per academic year.

Katherine Pine; Instructor, Department of Communication; M.S., Indiana State University; salary \$36,000 per academic year.

Jessica Singleton; Instructor, Department of English; M.A., Indiana State University; salary \$37,455 per academic year.

Kevin Ward; Instructor, Department of Communication; M.A., Indiana State University; salary \$38,204 per academic year.

Katherine Zimmer; Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$37,455 per academic year.

**Temporary Appointments of 1 year—2014-2015 Academic Year**

(Effective August 1, 2014 unless otherwise noted)

Heather Adams; Full-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; salary \$37,454.40 per academic year.

Travis Behem; Full-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; salary \$36,720 per academic year.

Kelly Brown; Full-Time Lecturer, Department of Communication; M.S., Indiana State University; salary \$36,000 per academic year.

Linda Edwards; Full-Time Lecturer, Department of Management, Information Systems, and Business Education; M.S., Indiana Wesleyan University; salary \$42,840 per academic year.

Mark Frederick; Full-Time Lecturer and Research Associate, Department of Educational Leadership; Ph.D., Indiana State University; salary \$50,000 per academic year.

Johnathan Gerber; Full-Time Lecturer, Department of Political Science; Ph.D., Washington State University; salary \$36,000 per academic year.

Eric Graves; Full-Time Lecturer, Department of Math and Computer Science; M.S., Indiana State University; salary \$40,000 per academic year.

Colleen Haas; Full-Time Lecturer, Department of History; Ph.D., Indiana University; salary \$30,000 per academic year.

Lori Henson; Full-Time Lecturer, Department of Communication; M.A., Indiana University; salary \$48,898.80 per academic year.

Gary Hartsock; Full-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; salary \$36,720 per academic year.

Jason Huffman; Full-Time Lecturer, Department of Math and Computer Science; M.S., Indiana State University; salary \$40,000 per academic year.

Aimee Jacobs; Full-Time Lecturer, Department of Management, Information Systems, and Business Education, and Department of Marketing and Operations; Ph.D., University of Reading, UK; salary \$52,000 per academic year.

Floyd McWilliams; Full-Time Lecturer, Department of Math and Computer Sciences; Ph.D., Indiana State University; salary \$37,455 per academic year.

Joshua Perry; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$50,000 per academic year.

Erik Rohde; Full-Time Lecturer, School of Music; D.M.A., Indiana University; salary \$35,000 per academic year.

Chad Roseland; Full-Time Lecturer, School of Music; M.M., University of Arizona; salary \$35,000 per academic year.

James Sanchez; Full-Time Lecturer, Department of Math and Computer Science; M.S., Indiana State University; salary \$37,455 per academic year.

Harold Seifers; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$51,250 per academic year.

David Sivley; Full-Time Lecturer, College of Technology Dean's Office; M.B.A. and M.S., Miami University; salary \$45,900 per academic year.

John Sweat; Full-Time Lecturer, Department of Electronics and Computer Engineering Technology; M.S., Indiana State University; salary \$50,000 per academic year.

Jamal Watson; Full-Time Lecturer, Department of Communication; Ph.D., University of Massachusetts Amherst; salary \$45,000 per academic year.

Mark Wright; Full-Time Lecturer, Department of English; M.S., Indiana State University; salary \$30,000 per academic year.

**Temporary Part-Time Appointments—2014 Fall Semester**

(Effective August 1, 2014 unless otherwise noted)

Eli Aba; Part-Time Lecturer, Department of Applied Engineering and Technology Management; Ph.D., Indiana State University; nine hours; salary \$11,016.

Soulaf Abas; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; three hours; salary \$3,060.



Portia Adams; Part-Time Lecturer, Department of Social Work; Ph.D., Brown School of Social Work, Washington University; six hours; salary \$6,000.

Meredith Addison; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; four hours; salary \$9,384.

Eyad Alhudhalf; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana State University; three hours; salary \$3,000.

Ken Amos; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; three hours; salary \$3,600.

Louise Anderson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.N.A., IUPUI; two hours; salary \$4,692.

Athmane Antara; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; nine hours; salary \$9,000.

James Archer; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$6,242.40.

Steve Baker; Part-Time Lecturer, Department of Math and Computer Science; M.S., Indiana State University; three hours; salary \$3,060.

Roxie Barnes; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; five hours; salary \$10,405.

Keith Barnett; Part-Time Lecturer, Department of Aviation Technology; B.S., Indiana State University; three hours; salary \$3,600.

David Beach; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., University of Missouri- Columbus; six hours; salary \$7,344.

Jeremy Bennett; Part-Time Lecturer, Department of Political Science and Environmental Science; M.A., Seton Hall University, M.B.A., Stillman School of Business; six hours; salary \$6,120.

Nandini Bhowmick; Part-Time Lecturer, Department of Math and Computer Science; M.S., Louisiana State University; nine hours; salary \$11,016.

Matthew Bird; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.L.S., Indiana University; nine hours; salary \$9,189.

Beverly Bitzegaio; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; two hours; salary \$2,400.

Glenn Blackstone; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.A., Kent State University; six hours; salary \$6,242.40.

Megan Bland; Part-Time Lecturer, Department of Applied Health Sciences; B.S., Indiana State University; six hours; salary \$6,000.

Charles Bridges; Part-Time Lecturer, Department of Criminology and Criminal Justice; J.D., Indiana University; nine hours; salary \$9,363.60.

Stephanie Brown; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,120.

Robert Burton; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,836.

Teresa Byers; Part-Time Lecturer, Department of Music; M.Ed., Indiana State University; three hours; salary \$3,000.

Marilyn Byrd; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; 2.4 hours; salary \$5,630.40.

Kimberly Campbell; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.S., Indiana State University; three hours; salary \$3,060.

David Chambers; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,000.

Nicole Christlieb; Part-Time Lecturer, Department of Political Science; B.S., Indiana State University; three hours; salary \$3,120.

Donna Clark; Part-Time Lecturer, School of Music; M.M., Butler University; three hours; salary \$3,850.

Ellen Clark; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise one student; salary \$572.

Mark Clauss; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; six hours; salary \$7,490.88.

Daniel Cleveland; Part-Time Lecturer, Department of Psychology; Pharm.D., Purdue University; three hours; salary \$3,060.

Gerald Cockrell; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., Indiana University; three hours; salary \$3,672

Lynette Coffey; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S.N., Indiana Wesleyan University; seven hours; salary \$16,422.

Christy Coleman-Brown; Part-Time Lecturer, Department of Communication Disorders and Counseling, School and Educational Psychology; Ph.D., University of California- Los Angeles; three hours; salary \$3,060.

Joanna Connors; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; six hours; salary \$7,344.

Valerie Craig; Part-Time Lecturer, Department of African American Cultural Center; M.S., Indiana State University; three hours; salary \$3,000.

Terry Crowe; Student Teacher Supervisor, Education Student Services; M.S., Purdue University; supervise four students; salary \$2,288.

Frances D'Andrea; Part-Time Lecturer, Department of Elementary, Early, and Special Education; Ph.D., University of Pittsburgh; three hours; salary \$4,080.

Robin Danek; Part-Time Lecturer, Department of Applied Health Sciences; M.P.H., West Virginia University; three hours; salary \$3,000.

Irma Davis; Part-Time Lecturer, Department of Communication Disorders and Counseling, School and Educational Psychology; M.S., Indiana State University; 1.5 hours; salary \$1,530.

Rush Davis; Part-Time Lecturer, Department of Math and Computer Science; M.Ed., Indiana State University; nine hours; salary \$9,180.

Jason Dean; Part-Time Lecturer, Department of Human Resources Development and Performance Technologies; M.B.A., Indiana State University; three hours; salary \$3,672.

Candace deCourville; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; six hours; salary \$12,486.

Judith DeSantis; Part-Time Lecturer, Department of Kinesiology, Recreation and Sport; B.S., Indiana State University; two hours; salary \$2,000.

Julie DeVault; Part-Time Lecturer, Department of Elementary, Early and Special Education; B.S., Indiana State University; three hours; salary \$3,000.

Glen Dimick; Part-Time Lecturer, School of Music; M.M., DePaul University; nine hours; salary \$9,180.

Mary Ellen Doucette-Lunstrum; Part-Time Lecturer, Department of Criminology and Criminal Justice; J.D., Thomas M. Cooley Law School; six hours; salary \$6,242.40.

Max Douglas; Professor Emeritus, Department of Management, Information Systems, and Business Education; Ph.D., Indiana University; six hours; salary \$10,200.

Melissa Dreher; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; 1.5 hours; salary \$1,500.

Jessica Durbin; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana University; seven hours; salary \$14,280.

Julie Edwards; Part-Time Lecturer, School of Music; M.M., University of North Carolina; nine hours; salary \$9,180.

Margaret Erthal; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; Ph.D., Southern Illinois University; three hours; salary \$3,060.

Robert Farrington; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., Indiana State University and Rose Hulman Institute of Technology; special credentials on file; six hours; salary \$7,344.

Anna Farrugia; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., University of Phoenix; six hours; salary \$12,486.

Jessica Fields; Part-Time Lecturer, Department of History; M.A., Indiana State University; nine hours; salary \$9,180.

Lauren Ford; Part-Time Lecturer, Department of Biology; M.S., Indiana State University; one hour; salary \$1,000.

Angela Francis; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500.

Paula Betsy Frank; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; Ph.D., University of Utah; four hours; salary \$8,000.

Melissa Froderman; Part-Time Lecturer, Department of Applied Engineering and Technology Management; B.S., Indiana State University; three hours; salary \$3,672.

Ivan Furre; Part-Time Lecturer, Department of Psychology; M.A., Indiana University; three hours; salary \$3,060.

Leslie Gackle; Part-Time Lecturer, Department of Applied Health Sciences; nine hours; salary \$10,344.

Christian Gallagher; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.A., Indiana State University; three hours; salary \$3,000.

Todd Gallagher; Part-Time Lecturer, School of Music; M.M., Indiana State University; four hours; salary \$4,080.

Larry Gambaiani; Part-Time Lecturer, Department of Educational Leadership; Ed.D., Indiana University; six hours; salary \$6,120.

Jennifer Gaspar; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; 4.5 hours; salary \$9,180.

Pamela Gibboney; Student teacher Supervisor, Education Student Services; M.S., Indiana University; supervise two students; salary \$1,144.

Mark Gibson; Part-Time Lecturer, Department of Communication; B.S., Indiana State University; three hours; salary \$3,000.

Tonya Gimbert; Part-Time Lecturer, Department of Kinesiology, Recreation and Sport; M.S., Indiana State University; three hours; salary \$3,060.

Christina Greive; Part-Time Lecturer, Department of Art and Design; M.A., Western Illinois University; three hours; salary \$3,000.

Pamela Gresham; Part-Time Lecturer, Department of Elementary, Early and Special Education; Ph.D., Indiana State University; twelve hours; salary \$12,060.

Mary Griffy; Part-Time Lecturer, Department of Human Resources Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,672.

Edmund Grosskopf; Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; three hours; salary \$3,121.20.

Katherine Gunn; Part-Time Lecturer, School of Music; M.M., Texas Tech University; 4.67 hours; salary \$4,763.40.

Alexander Hagedorn; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; three hours; salary \$3,672.

Sandra Haggart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,600.

Uwe Hansen; Professor Emeritus, University Honors and Department of Math and Computer Science; Ph.D., Brigham Young University; six hours; salary \$6,060.

Karina Hanson; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Purdue University; four hours; salary \$4,000.

Richard Harden; Part-Time Lecturer, Department of Mathematics and Computer Science; M.E., Indiana State University; nine hours, salary \$9,000.

Timothy Harlan; Part-Time Lecturer, Department of English; M.S., Indiana State University; six hours; salary \$6,000.

David Harris; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise five students; salary \$3,060.

Steven Harris; Part-Time Lecturer, Department of Philosophy; Ph.D., Indiana University; six hours; salary \$6,120.

Charles Henry; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.B.A., Lawrence Technological University; nine hours; salary \$10,800.

Debra Hills; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., State University at Stony Brook; 3.5 hours; salary \$8,211.

David Hoffa; Part-Time Lecturer, Department of Kinesiology, Recreation and Sport; M.S., Indiana State University; two hours; salary 2,040.

Susan Hoffman; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$10,382.58.

James Houston; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,121.20.

Robert Huckabee; Professor Emeritus, Department of Criminology and Criminal Justice; Ph.D., Sam Houston State University; three hours; salary \$3,121.20.

Lisa Hughes; Part-Time Lecturer, Department of English; M.A., IUPU-Fort Wayne; three hours; salary \$3,060.

Cody Inskip; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.S., McNeese State University; three hours; salary \$3,000.

Mindy Johnson; Part-Time Lecturer, Department of Communication; Ph.D., University of Wisconsin, Milwaukee; three hours; salary \$3,000.

Kenneth Jones; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana University; three hours; salary \$5,100.

E. Stephen Joseph; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.A., Ball State University; three hours; salary \$3,745.44.

Sandra Kassis; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise two students; salary \$1,224.

Sarah Kearns; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,600.

Thomas Keeley; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,060.

Lynn Kellett; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., IUPUI; two hours; salary \$4,600.

David Kelty; Part-Time Lecturer, Department of English; M.Ed., Indiana State University; six hours; salary 6,242.

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

Megan King; Part-Time Lecturer, Department of Communication; M.S., Indiana State University; three hours; salary \$3,000.

Sylvia Kirchner; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,836.

Kara Kish; Part-Time Lecturer, Department of Kinesiology, Recreation and Sport; B.S., Indiana State University; special credentials on file; three hours; salary \$3,060.

Jason Krueger; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; three hours; salary \$3,060.

Ralph Leck; Part-Time Lecturer, University Honors; Ph.D., University of California-Irvine; nine hours; salary \$9,000.

Susan Livingston; Part-Time Lecturer, Department of Interdisciplinary Programs; M.A., University of Illinois at Urbana-Champaign; six hours; salary \$6,000.

Christine Love; Part-Time Lecturer, Department of Psychology; Ph.D., Indiana State University; one hour; salary \$3,000.

John Mantooth; Part-Time Lecturer, Department of Educational Leadership; M.Ed., Auburn University; three hours; salary \$3,000.

Ron Martin; Part-Time Lecturer, Department of English; M.S., Indiana State University; seven hours; salary \$7,282.40.

Florence Mathieu-Conner; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., University of Illinois; six hours; salary \$6,126.

Tara Matteson; Part-Time Lecturer, Department of Baccalaureate Nursing Completion and Department of Advanced Practice Nursing; M.S., Indiana State University; 5.5 hours; salary \$11,220.

Matthew McClure; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Indiana State University; three hours; salary \$3,600.

Rebecca McElroy; Part-Time Lecturer, Department of English; M.S., Indiana State University; six hours; salary \$6,242.40.

Christopher McGrew; Part-Time Lecturer, Department of Economics; Ph.D., Purdue University; three hours; salary \$3,000.

David McMannus; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; three hours; salary \$3,060.

Ann McNeill; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., Indiana State University; one hour; salary \$2,040.

Brent McPike; Part-Time Lecturer, School of Music; M.M., Indiana University; nine hours; salary \$9,180.

Deborah McQueen; Part-Time Lecturer, Department of English; M.A., Depauw University; three hours; salary \$3,000.

Kathy Miller; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,672.

Mark Miller; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,716.

Dorothy Mimms; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; four hours; salary \$9,200.

Linda Minty; Part-Time Lecturer, Department of English; M.A., Indiana State University; six hours; salary \$6,242.40.

Teressa Moore; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; 7.5 hours; salary \$17,595.

Matthew Morgan; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,121.

Sarah Mullican; Part-Time Lecturer, Department of Political Science; J.D., Valparaiso University School of Law; three hours; salary \$3,555.

Tammy Mundy; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; six hours; salary \$12,486.

Martin Nagy; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S., Ball State University; three hours; salary \$3,600.

Cheryl Newbold-Thompson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., IUPUI; 1.5 hours; salary \$3,519.

Kelley Niyama; Part-Time Lecturer, School of Music; M.M., Indiana University; 7.67 hours; salary \$7,823.40.

Timothy Payne; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise three students; salary \$1,716.

Virginia Payne; Part-Time Lecturer, Department of Art and Design; B.G.D., North Carolina State University; three hours; salary \$3,000.

Tammy Pearson; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; two hours; salary \$4,162.

Ken Pell; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,363.60.

Samantha Penney; Part-Time Lecturer, Department of Communication; M.A., Austin Peay State University; three hours; salary \$3,060.



Brian Pike; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Indiana University; four hours; salary \$4,080.

Eloise Pitt; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.P.H., Kentucky State University; three hours; salary \$3,121.

Kathryn Pommier; Part-Time Lecturer, Department of Applied Health Sciences and Department of Kinesiology, Recreation, and Sport; M.A., Eastern Illinois University; six hours; salary \$6,000.

Jean Potts; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S.N., IUPUI; 5.5 hours; salary \$11,220.

William Powell; Part-Time Lecturer, Department of Elementary, Early and Special Education; B.S., Ball State University; three hours; salary \$4,080.

Daniel Powers; Part-Time Lecturer, School of Music; M.M., Indiana University; eight hours; salary \$8,160.

Matthew Powers; Part-Time Lecturer, Department of Political Science; M.A., University of Illinois at Chicago; six hours; salary \$6,000.

Cheryl Rader; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S.N., Indiana Wesleyan University; two hours; salary \$4,692.

Traci Ray; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; five hours; salary \$5,000.

Monty Records; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,363.60.

Janice Redenbarger; Part-Time Lecturer, Department of Human Resources Development; M.S., Indiana State University; nine hours; salary \$11,016.

Blake Reed; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; J.D., Valparaiso University; three hours; salary \$3,000.

Blake Reynolds; Part-Time Lecturer, School of Music; M.M.E., Florida State University; one hour; salary \$1,000.

Dottie Rigsby; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; nine hours; salary \$9,362.40.

Jianren Rong; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.S.-M.E., Rose Hulman Institute of Technology; three hours; salary \$3,672.

Eugenia Saylor; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; nine hours; salary \$9,189.

Jennifer Scheuchenzuber; Part-Time Lecturer, Department of Communication Disorders and Counseling, School and Educational Psychology; Ph.D., Indiana State University; three hours; salary \$3,060.

Harold Schipp; Student Teacher Supervisor, Education Student Services; M.S., Indiana University; supervise two students; salary \$1,144.

Jeffrey Schrink; Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; six hours; salary \$6,242.40.

Richard Setliff; Part-Time Lecturer, Department of Economics; Ph.D., Indiana State University; nine hours; salary \$9,363.60.

Michael Sheridan; Student Teacher Supervisor, Education Student Services; M.A.E., Ball State University; supervise four students; salary \$2,288.

Michele Simms; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Ball State University; two hours; salary \$4,600.

Glenna Simons; Part-Time Lecturer, Department of Psychology; J.D., Loyola University School of Law; six hours; salary \$6,120.

Neil Singleton; Part-Time Lecturer, Department of Communication; M.S., Indiana State University; nine hours; salary \$9,363.

Carolyn Sinnott; Student Teacher Supervisor, Education Student Services; M.S.Ed., Indiana University; supervise two students; salary \$1,144.

Stacey Smith; Part-Time Lecturer, Department of Advanced Practice Nursing; M.S., University of South Florida; eight hours; salary \$16,320.

Michelle Sorrell; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., IUPUI; one hour; salary \$1,000.

Catherine Spicer; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,000.

John Spicknall; Professor Emeritus, School of Music; Ph.D., University of Maryland; .67 hours; salary \$683.40.

Rachel Star; Part-Time Lecturer, Department of Communication Disorders and Counseling, School and Educational Psychology; Doctor of Education; University of Cincinnati; six hours; salary \$6,000.

Anthony Stenger; Part-Time Lecturer, Department of Political Science; M.A., Washington University; three hours; salary \$3,000.

Scotty Stepp; Part-Time Lecturer, School of Music; Ph.D., University of Illinois; 6.01 hours; salary \$6,130.20.

Kristal Stewart; Part-Time Lecturer, Department of Baccalaureate Nursing; M.P.C.N., Indiana Wesleyan University; six hours; salary \$14,076.

Crystal Sullivan; Part-Time Lecturer, Department of English; M.A., Indiana State University; nine hours; salary \$9,363.60.

Kori Swalls; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; six hours; salary \$6,126.

James Tanoos; Part-Time Lecturer, Department of Marketing and Operations; M.B.A., IUPUI; six hours; salary \$6,000.

Patti Thum; Part-Time Lecturer, Department of Advance Practice Nursing; D.N.P., Indiana State University; one hour; salary \$2,040.

Lisa Tincher; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; four hours; salary \$8,324.

Larysa Tudorica; Part-Time Lecturer, School of Music; Doctor of Music; Indiana University; two hours; salary \$2,000.

David Vancil; Part-Time Lecturer, Department of English; Ph.D., University of Southern Louisiana; three hours; salary \$3,121.20.

Millie Vaughn; Student Teacher Supervisor, Education Student Services; Ph.D., Indiana State University; supervise three students; salary \$1,836.

Mandi Walker; Part-Time Lecturer, Department of Applied Health Sciences; B.S., Brigham Young University; three hours; salary \$3,000.

Camille Wallace; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; three hours; salary \$3,672.

Alexandrea Warren; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; six hours; salary \$12,486.

James Waugh; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$2,142.

Deborah Webster; Part-Time Lecturer, Department of Math and Computer Science; M.Ed., Indiana State University; six hours; salary \$6,120.

Yana Weinstein; Part-Time Lecturer, School of Music; M.M., The Ohio State University; 5.67 hours; salary \$5,783.40.

Karen Wilcox; Part-Time Lecturer, Department of Elementary, Early, and Special Education; M.A., Western Michigan University; three hours; salary \$4,080.

Marissa Wiley; Part-Time Lecturer, Department of Communication; M.A., Pittsburgh State University; three hours; salary \$3,000.

Wanda Wilkey; Part-Time Lecturer, Department of Art and Design; M.F.A., Indiana State University; six hours; salary \$6,240.

Lisa Wilson; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,600.

Shannon Wood; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; supervise three students; salary \$1,716.

Crystal Woods; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; two hours; salary \$4,600.

Jason Wrench; Part-Time Lecturer, Department of Communication; Ed.D, West Virginia University; three hours; salary \$3,750.

Mary Wright; Part-Time Lecturer, Department of English; M.Ed., University of Illinois; nine hours; salary \$9,000.

James Wyeth; Part-Time Lecturer, Department of Marketing and Operations; B.S.-M.E., Rose Hulman Institute of Technology; three hours; salary \$5,000.

Randi Zwerner; Part-Time Lecturer, Department of Advanced Practice Nursing; B.S.N., Millikin University; seven hours; salary \$14,280.

#### **Change of Status and/or Pay Rate**

Todd Alberts; Instructor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Ronald T. Allen; from ten-month faculty position as Assistant Dean, College of Graduate and Professional Studies, and Associate Professor, Department of Aviation Technology, to a twelve-month exempt position as Associate Dean, College of Graduate and Professional Studies, and Associate Professor, Department of Aviation Technology; early end of stipend as Assistant Dean, College of Graduate and Professional Studies; effective May 31, 2014; twelve-month exempt position as Associate Dean, College of Graduate and Professional Studies, and Associate Professor, Department of Aviation Technology effective August 1, 2014; salary \$104,000 per fiscal year, prorated from the effective date.

Leslie Barratt; from Chairperson, and Professor, Department of Languages, Literatures, and Linguistics, to Professor, Department of Languages, Literatures, and Linguistics; surrenders chair supplement of \$8,000; effective December 31, 2014.

Kimberly Bodey, Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Kevin Bolinger; from Associate Professor, Elementary, Early, and Special Education, to Graduate Program Coordinator and Associate Professor, Department of Elementary, Early, and Special Education; stipend of \$5,000 for additional duties as Program Coordinator; effective August 1, 2014 through May 31, 2015.

Scott Buchanan; from Associate Professor and Director of Choral Activities, School of Music, to Associate Professor and Director of Choral Activities, School of Music, and College of Arts and Sciences Faculty Fellow for Assessment, College of Arts and Sciences; stipend of \$6,000 for additional duties; effective August 1, 2014 through May 31, 2015.

Stan Buchanan; from Associate Professor, Department of Political Science, to Interim Chairperson and Associate Professor, Department of Political Science; stipend of \$4,000 for additional duties as chairperson; effective August 1, 2014 through December 31, 2014.

Daniel Clark; from Associate Professor, Department of History, to Associate Professor, Department of History, and Coordinator, Social Science Education Program; stipend of \$3,000 for additional duties; effective August 1, 2014 through May 31, 2015.

Phillip Cochrane; Associate Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Emanuel Cohen; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Gaston Fernandez; from Professor, Department of Political Science, to Interim Chairperson and Professor, Department of Political Science; stipend of \$4,000 for additional duties as chairperson; effective January 1, 2015 through May 31, 2015.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$7,000 for teaching an additional seven hours; for the fall semester of the 2014-2015 academic year.

Susan Frey; from Associate Librarian, Library Services, to Acting Department Chairperson and Associate Librarian, Library Services; stipend of \$5,000 for additional Chair duties; effective August 1, 2014 through November 30, 2014.

Harry Gallatin; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Claudine Gaston; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Robert Guell; Professor, Department of Economics; stipend of \$5,000 for an exceptional teaching load; for the fall semester of the 2014-2015 academic year.

Michael Hayden; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Lori Henson; Full-Time Lecturer, Department of Communication; stipend of \$1,000 for additional duties as Faculty Senate One and Multi-Year, and Part-Time Faculty Advocate; for the 2014-2015 academic year.

Diana Hews; Interim Chairperson and Professor, Department of Biology; stipend of \$13,700 for additional duties as Interim Chairperson; for the 2014-2015 academic year.

Jolynn Kuhlman; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$2,000 for teaching an additional two hours; for the fall semester of the 2014-2015 academic year.

Kristina Lawyer; Instructor, Department of Applied Engineering and Technology Management; supplemental instructional teaching stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Jennifer Mullen; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

Randell Peters; from Associate Professor, Department of Applied Engineering and Technology Management, to Interim Chairperson and Associate Professor, Department of Applied Engineering and Technology Management; stipend of \$10,000 for additional Chair duties; effective August 1, 2014 through May 31, 2015.

John Pommier; from 10-month faculty position as Professor, Department of Kinesiology, Recreation, and Sport, to twelve-month faculty position as Interim Chairperson, Department of Applied Medicine and Rehabilitation, and Professor, Department of Kinesiology, Recreation, and Sport; new base salary of \$116,497 plus chairperson supplement of \$10,000; salary \$126,497, prorated for the appointment period August 1, 2014 through June 30, 2015.

Bridget Roberts-Pittman; from Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology, to Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology, and Acting Director, William and Norma Grossjean Clinic; no change in salary.

Ali Mehran Shahhosseini; Associate Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2014-2015 academic year.

C. Russell Stafford; from Chairperson and Professor, Department of Earth and Environmental Systems, to Professor, Department of Earth and Environmental Systems; surrenders chair supplement of \$12,000; effective May 31, 2015.

Steven Stofferahn; from Associate Professor, Department of History, to Faculty Fellow, Center for Community Engagement, and Associate Professor, Department of History; stipend of \$5,000 for duties as Faculty Fellow; effective August 1, 2014 through May 31, 2015.

Elaina Tuttle; from Professor, Department of Biology, to Professor, Department of Biology, and Institutional Animal Care and Use Committee Chairperson, Office of Sponsored Programs; stipend of \$5,000 for additional duties; effective August 1, 2014 through May 31, 2015.

Peggy Weber; from Associate Professor, Department of Social Work, to Associate Dean for Students and Community Relations, College of Nursing, Health and Human Services, and Associate Professor, Department of Social Work; salary \$105,000 per fiscal year; prorated for the appointment period of August 1, 2014 through July 31, 2017.

**Leave of Absence without Pay**

Tatsiana Singh; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective July 23, 2014 through August 23, 2014.

**Retirements**

Steven Pontius; Professor, Department of Earth and Environmental Systems; effective May 31, 2015.

**Separations**

Christine Boone; Full-Time Lecturer, School of Music; effective May 31, 2014.

Karl Burgher; Professor, Department of Built Environment; effective December 31, 2014.

Gary Bullock; Instructor, Department of Aviation Technology; effective May 31, 2014.

Carrie Lawrence; Instructor, Department of Applied Health Sciences; effective May 31, 2014.

Volodymyr Lazar; Full-Time Lecturer, Department of Languages, Literatures, and Linguistics; effective August 1, 2014.

Christopher Roman; Assistant Professor and Clinical Coordinator, Department of Applied Medicine and Rehabilitation; effective August 15, 2014.

Florence Uruakpa-Nweke; Assistant Professor, Department of Applied Health Sciences; effective May 31, 2014.

## 6e OTHER PERSONNEL

### **NON-EXEMPT Appointments**

Nicholas Brunn; Events Setup Technician II, Hulman Center; \$10.40/hr; effective September 8, 2014.

David Gibbs; Groundskeeper, Facilities Management; \$10.00/hr; effective September 16, 2014.

Sherry Lee; Custodian I, Facilities Management; \$10.00/hr; effective August 11, 2014.

Mark Luczak; Custodian I, Facilities Management; \$10.00/hr; effective September 8, 2014.

Emilie McFaddin; Student Services Assistant I, Psychology Department; \$12.24/hr; effective August 18, 2014.

Aimee Nelson; Overnight Library Supervisor, Library Services; \$12.24/hr; effective September 15, 2014.

Shayla Parr; Nursing Testing Assistant, Dean, College of Nursing, Health and Human Services; \$14.63/hr; effective September 8, 2014.

Jerry Smith; Student Services Assistant I, Admissions and High School Relations; \$12.24/hr; effective September 16, 2014.

Angar Tsoggerel; Laboratory Research Assistant, IU School of Medicine-Terre Haute; \$12.24/hr; effective August 5, 2014.

### **Separations**

Teri Coppel; Custodian I, Lincoln Quad Housing; effective August 15, 2014.

Darrel Pruiett; Custodian II, Maehling Terrace University Apartments; effective August 6, 2014.

Angar Tsoggerel; Laboratory Research Assistant, IU School of Medicine – Terre Haute; effective July 31, 2014.

Dena White; Accounting Unit Supervisor, Associate VP Finance Assistant Treasurer; effective September 5, 2014.

### **Retirements**

David Glick; Police Officer, Public Safety; effective October 8, 2014.

### **Transfers**

Edith Fitch; from Administrative Assistant I, Central Housing; \$14.14/hr to Administrative Assistant I, Sycamore Housing; \$14.14/hr; effective August 16, 2014.



## **Reclassification**

Rhonda Beecroft; from Administrative Assistant I, \$12.75/hr to Administrative Assistant II, \$14.43/hr; Bureau of School Services; effective August 16, 2014.

## **Other**

Jeffrey Bucklin; skill assessment from Police Officer, Public Safety; \$18.10/hr to Police Officer; Public Safety; \$18.83/hr; effective September 16, 2014.

## **EXEMPT**

### **Appointments**

Vincent Applegate; New Student Programs Assistant Director, New Student Transitions Program; M. ED., University of Southern Florida; salary \$39,600 per fiscal year, prorated from the effective date of August 25, 2014.

Robin Banks; Academic Associate, College of Arts and Sciences; M.S., Western Illinois University; salary \$32,273 per fiscal year, prorated from the effective date of August 4, 2014.

Joseph Cole; Technical Support Specialist, College of Nursing, Health, and Human Services; B.S., Indiana State University; salary \$39,000 per fiscal year, effective July 1, 2014.

Margaret Dalrymple; Institutional Research Associate Director - Research & Analysis, Office of Institutional Research; Ph.D., Purdue University; salary \$70,000 per fiscal year, prorated from the effective date of August 4, 2014.

Glenn Herring; Residential Life Area Coordinator, Residential Life; M.S., Eastern Illinois University; salary \$35,000 per fiscal year, prorated from the effective date of July 28, 2014.

Camilla Hoffman-Patrick; OIT Resource Manager, Office of Information Technology; B.A., Indiana State University; salary \$43,000 per fiscal year, prorated from the effective date of July 21, 2014.

Shetina Jones; Residential Life Assistant Director – Residential Education, Central Housing; M.A., Eastern Michigan University; salary \$44,776 per fiscal year, effective July 1, 2014.

Kory Miller; Programmer Analyst, Office of Information Technology; B.S., Arizona State University; salary \$43,000 per fiscal year, prorated from the effective date of September 2, 2014.

Martha Milner; Student Publications Director, Student Publications; M.Ed., University of Virginia; salary \$57,000 per fiscal year, prorated from the effective date of August 4, 2014.

Kyle Moore; Career Center Coordinator, Career Center; M.S., Arkansas Tech University; salary \$35,000 per fiscal year, prorated from the effective date of September 2, 2014.

Nathan Moreland; Systems Integrator, Office of Information Technology; B.S., Huntington University; salary \$46,000 per fiscal year, prorated from the effective date of August 18, 2014.

Megan Smalley; Athletic Trainer I, Department of Applied Medicine and Rehabilitation; M.S., Boston College; salary \$37,000 per fiscal year, prorated from the effective date of July 21, 2014.

Randa Wells; Program Coordinator; Admissions and High School Relations; B.S., Indiana State University; salary \$30,000 per fiscal year, prorated from the effective date of August 11, 2014.

Brian Zuel; Bayh College of Education Educational Technology Interim Coordinator, Bayh College of Education; M.S., Indiana State University; salary \$31,181 per fiscal year, prorated from the effective date of July 7, 2014.

### **Temporary Appointments**

Tyler Barley; Hardware Support Specialist, Office of Information Technology; B.S., Indiana State University; salary \$34,476 per fiscal year, prorated from the effective date of July 7, 2014 through June 30, 2015.

Amy Bouman, from Web Services Social Media Associate Director to Director of Web and New Media; Communications and Marketing; salary \$52,629 per fiscal year, prorated from the effective date of September 1, 2014.

Joni D. Clark; Interim Student Wellness Associate Director, Student Health Promotion; salary \$45,500 per fiscal year; effective July 1, 2014 through January 31, 2015.

Curtis Cormier; Financial Aid Systems Manager; Student Financial Aid; salary of \$52,000 per fiscal year, prorated from effective date of September 1, 2014.

Andrea Grunst; Postdoctoral Research Fellow, Center for Genomic Advocacy; Ph.D., University of California, Riverside; salary \$40,800 per fiscal year, effective July 1, 2014 through June 30, 2015.

Valerie L. Holmes, Interim Assistant to the Vice President, Student Affairs; M.S., Iowa State University; salary \$71,550 per fiscal year, effective August 4, 2014 through June 30, 2015.

Nora Hooker; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; M.S., Governors State University; salary \$70,000 per fiscal year, prorated from the effective date of August 11, 2014 through September 30, 2014.

Angela McKinney; Blumberg Center Project Coordinator, Blumberg Center; Ph.D., Indiana State University; salary \$66,066 per fiscal year, prorated from the effective date of July 1, 2014 through September 30, 2014.

Elizabeth Nesius; Operations Supervisor, IU School of Medicine Terre Haute; B.A., Indiana State University; salary \$46,248 per fiscal year, effective July 1, 2014 through June 30, 2015.

Grace Oliver; Business Intelligence Analyst, Office of Information Technology; B.S., Indiana State University; salary \$42,627 per fiscal year, prorated from the effective date of July 14, 2014 through June 30, 2015.

Brittany Russell; Program Coordinator, IU School of Medicine Terre Haute; M.S., Indiana University; salary \$42,000 per fiscal year, prorated from the effective date of September 8, 2014 through June 30, 2015.

Mary Beth Seaward; Medical Education Specialist, IU School of Medicine, Terre Haute; M.S., Indiana State University; salary \$14,933; for the appointment period July 1, 2014 through June 30, 2015.

Carol Wetherell; Blumberg Center Director, Blumberg Center; M.Ed., Eastern Illinois University; salary \$75,480 per fiscal year, effective July 1, 2014 through June 30, 2015.

Gail Wright; Program Coordinator, West Central Indiana Area Health Education Center; B.S., Indiana State University; salary \$39,997 per fiscal year, prorated from the effective date of August 11, 2014 through June 30, 2015.

### **Change of Status and/or Pay Rate**

Carrie Anderson; from Rehabilitation Specialist, Physical Therapy & Sports Rehabilitation Clinic, to Marketing Project Manager, Communications and Marketing; salary \$42,000 per fiscal year, prorated from the appointment period September 22, 2014 through June 30, 2015.

Kristi Barley; from Administrative Assistant II, Lee Hamilton Center for Global Engagement, to International Affairs Assistant Director, Faculty Initiatives, Lee Hamilton Center for Global Engagement; salary \$39,209 per fiscal year, prorated from the appointment period August 30, 2014 through June 30, 2015.

Robert Barley; Technology Infrastructure Services Director, Office of Information Technology; stipend of \$9,790, prorated from the appointment period August 1, 2014 through January 31, 2015, for additional duties as Chief Information Security Officer, Office of Information Technology.

Anthony Certain; from Hardware Support Specialist, Office of Information Technology, to Systems Integrator, Office of Information Technology; salary \$42,627 per fiscal year, prorated from the effective date of July 21, 2014.

Ashley Crowe; from University College Adviser, University College, to Probation and Mentoring Programs Coordinator, University College; salary \$45,000 per fiscal year, effective July 1, 2014.

Tiandra Finch; University College Adviser, University College; change from full-time professional appointment to part-time professional appointment; \$18.83 hourly rate; effective August 18, 2014.

Holly Hobaugh; Academic Advisor, College of Arts and Sciences; stipend of \$800 per month for additional duties; for the appointment period of August 1, 2014 through May 31, 2015.

Ashley Holt; from Administrative Assistant I, IU School of Medicine, Terre Haute, to Program Coordinator, IU School of Medicine, Terre Haute; salary \$32,000 per fiscal year, prorated from the appointment period of August 2, 2014 through June 30, 2015.

Cody Inskip; from Athletic Trainer I, Department of Applied Medicine and Rehabilitation, to Athletic Training Services Associate Director, Department of Applied Medicine and Rehabilitation; salary \$51,000 per fiscal year; effective July 1, 2014.

Michelle Landis; from Co-Head Athletic Trainer, Department of Applied Medicine and Rehabilitation, to Athletic Training Services Director, Department of Applied Medicine and Rehabilitation; salary \$72,500 per fiscal year; effective July 1, 2014.

Heather Miklozek; from Center for Community Engagement Associate Director, Center for Community Engagement, to Community Engagement Director, Center for Community Engagement; salary \$65,000 per fiscal year, prorated from the effective date of August 1, 2014.

Stephanie Percy; from Residential Life Associate Director, Central Housing, to First Year Student Outreach and Success Director, University College; salary \$57,868 per fiscal year; effective July 1, 2014.

Jessica Robinson; from Residential Life Assistant Director-Residential Education, Central Housing, to Residential Life Associate Director, Central Housing; salary \$52,400; effective July 1, 2014.

Dawn Underwood; from Sponsored Programs Director, Office of Sponsored Programs, to Associate Dean for Sponsored Programs, Office of Sponsored Programs; salary \$85,064 per fiscal year, prorated from the effective date of August 1, 2014.

Dan Watson; from Electronic Technician, Video Services Group, to Broadcast Engineer, Office of Information Technology; no change in salary; effective June 1, 2014.

Peggy Weber; from Associate Professor, Department of Social Work, to Associate Dean for Students and Community Relations, College of Nursing, Health, and Human Services; salary \$105,000 per fiscal year, prorated from the effective date of August 1, 2014.

### **Separations**

Valerie Allen; Program Coordinator, New Student Transition Programs; resignation effective August 22, 2014.

Cory Campbell; Scott College of Business Undergraduate Student Services Assistant Director, Scott College of Business; effective July 29, 2014.

Curtis P Cormier; Financial Aid Systems Manager; Student Financial Aid; resignation effective September 24, 2014.

Josh Flaherty; Information Technology Security Officer, Office of Information Technology; effective July 31, 2014.

Mary Meduna-Gross; Blumberg Center Compliance/Instructional Specialist; Blumberg Center; effective August 29, 2014.

Colleen Haas; University College Adviser, University College; effective August 17, 2014.

Tracy M. Machtan; Fraternity and Sorority Life Assistant Director, Student Activities and Organizations; effective August 20, 2014.

Barbara Racker; University Curator, Permanent Art Collection; effective August 22, 2014.

Heather Strohm; Indiana Small Business Development Center Program Director, ISU/Wabash Valley Small Business Development Center; effective August 31, 2014.

Dale Tryon; Applications System Manager, Office of Information Technology; effective October 3, 2014.

Yong Xue; Postdoctoral Research Associate, Department of Chemistry and Physics; effective August 14, 2014.

### **ATHLETICS**

#### **Appointments**

Nicholas Crissman; PT No Ben Video Coordinator; annual salary \$7200; effective September 2, 2014 through May 31, 2015.

Janet Eaton; Assistant Coach, Women's Basketball; annual salary \$69,440; effective September 5, 2014.

Andrew Foster; PT No Ben Director of Football Operations; \$10.72/hr effective September 2, 2014.

Josh Keister; Assistant Coach, Women's Basketball; annual salary \$69,000; effective September 8, 2014.

Brenton McNeil; PT No Ben Director of Baseball Operations; \$8.25/hr effective August 1, 2014.

Michelle Sorrell; Athletics Business Coordinator; annual salary \$35,000 effective August 25, 2014.

#### **Change in Status and/or Pay Rate/Promotion**

Joseph Wells; promoted from Associate Head Coach, Women's Basketball to Head Coach, Women's Basketball; annual salary \$115,000; effective August 16, 2014.

## Separations

Rhet Wierzba; Assistant Coach, Women's Basketball; effective August 22, 2014.

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## 6f GRANTS AND CONTRACTS

1. National Science Foundation, Fund No. 548643, 548644, Proposal No. 15-016

Additional appropriations in the amount of \$34,658.00 have been received from the National Science Foundation for the project entitled, "Collaborative Research: An International Professional-Development Workshop in Dendrochronology: North American Dendroecological Field Week (NADEF)," under the direction of James Speer, Department of Earth and Environmental Systems, for the period of May 1, 2011 through April 30, 2016.

2. US Department of Education, Fund No. 548947, Proposal No. 14-162

An agreement in the amount of \$320,477.00 has been received from the US Department of Education for the project entitled, "Student Support Services Project at Indiana State University," under the direction of Rita Worrall, Student Support Services, for the period September 1, 2014 through August 31, 2015.

3. Indiana Housing and Community Development Authority, Fund No. 548948, Proposal No. 14-098

An agreement in the amount of \$50,000.00 has been received from Indiana Housing and Community Development Authority for the project entitled, "Community Supportive Housing Impact Research Study – 2011 Cohort," under the direction of David Robinson, Department of Management, Information Systems, and Business Education, for the period July 1, 2014 through June 30, 2015.

4. Indiana Economic Development Corporation, Fund No. 548907, Proposal No. 14-018

An agreement in the amount of \$133,832.83 has been received from the Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-Federal," under the direction of Heather Strohm, Department of Indiana Small Business Development Center, for the period January 1, 2014 through December 31, 2014.

5. Indiana Economic Development Corporation, Fund No. 548946, Proposal No. 14-018

An agreement in the amount of \$7,614.97 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center – Federal OCRA," under the direction of Heather Strohm, Indiana Small Business Development Center, for the period January 1, 2014 through December 31, 2014.

6. Indiana Economic Development Corporation, Fund No. 548908, Proposal No. 14-018

An agreement in the amount of \$25,879.78 has been received from Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center – State," under the direction of Heather Strohm, Indiana Small Business Development Center, for the period January 1, 2014 through December 31, 2014.

7. The United States Department of the Interior-The National Park Service, Fund No. 548944, Proposal No. 14-158

An agreement in the amount of \$82,308.00 has been received from The United States Department of the Interior-The National Park Service for the project entitled, "Summer Roost Ecology of Northern Long-Eared Bats and Indiana Bats Across Great Smoky Mountains National Park," under the direction of Joy O'Keefe, Department of Biology, for the period June 10, 2014 through October 31, 2014.

8. Indiana Academy of Science, Fund No. 548929, Proposal No. 14-108

An agreement in the amount of \$2,185.00 has been received from Indiana Academy of Science for the project entitled, “Describing Social Behavior of Indiana Bats *Myotis Sodalis* at Day Roost Sites,” under the direction of Caroline Byrne, Department of Biology, for the period April 24, 2014 through April 23, 2015.

9. Purdue University, Fund No. 548941, Proposal No. 14-101

A sub agreement under the National Aeronautics and Space Administration (NASA) through the Indiana Space Grant Consortium in the amount of \$6,000.00 has been received from Purdue University for the project entitled, “INSGC – 2014-15 Scholarship Program,” under the direction of Caroline Byrne, Department of Biology, for the period May 17, 2014 through May 16, 2015.

10. Purdue University, Fund No. 548943, Proposal No. 14-100

A sub agreement under the National Aeronautics and Space Administration (NASA) through the Indiana Space Grant Consortium in the amount of \$12,000.00 has been received from Purdue University for the project entitled, “INSGC – 2014-15 Scholarship Program,” under the direction of Scott Bergeson, Department of Biology, for the period May 17, 2014 through May 16, 2015.

11. U.S. Department of Education, Fund No. 548952, Proposal 15-019

An agreement in the amount of \$210,093.00 has been received from U.S. Department of Education for the project entitled, “The Indiana Deaf-Blind Services Project,” under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2014 through September 30, 2015.

12. Indiana Campus Compact, Fund No. 548938, Proposal 14-131

An agreement in the amount of \$3,750.00 has been received from Indiana Campus Compact for the project entitled, “Civic Engagement: A Key Tool to Increase the Value and Meaning of Distance Education Courses,” under the direction of Lisa Borrero, Department of Applied Health Sciences, for the period July 1, 2014 through May 31, 2015.

13. Stimulus Engineering Services, Inc., Fund No. 548955, Proposal No. 13-133

An agreement in the amount of \$14,000.00 has been received from Stimulus Engineering Services, Inc. for the project entitled, “Training Sessions,” under the direction of Heather Miklozek, Center for Community Engagement, for the period February 4, 2014 through February 3, 2015.

14. Vigo County Local Coordinating Council, Fund No. 548950, Proposal No. 14-151

An agreement in the amount of \$8,608.00 has been received from Vigo County Local Coordinating Council for the project entitled, “Indiana State University Legal Age Card Swipe Project,” under the direction of Joseph Newport, Department of Public Safety, for the period January 1, 2014 through December 31, 2014.

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## 6g AGREEMENTS AND INTERNSHIPS

### Nursing Agreements

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

AHS Hospital Corp. (Morristown Hospital), Morristown, NJ)  
Baptist Health, Louisville, KY  
Bluefield Regional Medical Center, Bluefield, WV  
Central Florida Regional Hospital, Sanford, FL  
Clay County Hospital Medical Center, Flora, IL  
Delta Regional Medical Center, Greenville, MS  
Eastern Shore Community Services Board, Nassawadox, VA  
Edward Hospital, Elmhurst, IL  
Ferguson Medical Group, Sikeston, MO  
Franklin Square Medical Center (MedStar), Baltimore, MD  
Golden Plains Community Hospital, Borger, TX  
Greater Clark County Schools, Jeffersonville, IN  
Griffin Hospital, Derby, CT  
Indiana University Health Southern Indiana Physicians, Bedford, IN  
Logansport Memorial Hospital, Logansport, IN  
Memorial Health University Medical Center, Savannah, GA  
North Knox, School Corporation, Bicknell, IN  
Oconee Regional Medical Center, Milledgeville, GA  
Opportunity Place, Fort Walton, Beach, FL  
Recovery Center of King County, Seattle, WA  
Seminole Medical Clinic, Seminole, OK  
SurgiCare LLC, Bloomington, IN  
Washington County Mental Health Services, Inc., Montpelier, VT  
Woodlawn Hospital, Rochester, IN

Doctors Hospital of Augusta, Augusta, GA

The purpose of this agreement is to provide internships for students in the Department of Applied Medicine and Rehabilitation.

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## **6h BOARD REPRESENTATION AT UNIVERSITY EVENTS**

### **Events Requiring Board Representation**

December 12, 2014 (Friday)	Board of Trustees Activities and Meeting, State Room, Tirey Hall
December 13, 2014 (Saturday)	9:30 a.m. Commencement Brunch, Condit House
December 13, 2014 (Saturday)	12:00 p.m. Commencement Ceremony, Hulman Center

### **Optional Events**

November 27-28, 2014      Men's Basketball Tournament in Las Vegas  
(Thursday-Friday)

December 3, 2014              3:00 p.m. Faculty and Staff Holiday Open House at Condit House  
(Wednesday)

December 7, 2014              1:00 p.m. Community Open Holiday at Condit House  
(Sunday)

**If you are planning to attend any of these events, please contact Kay Ponsot so that the appropriate arrangements can be made. Contact Kay at (812)237-7768 or [kay.ponsot@indstate.edu](mailto:kay.ponsot@indstate.edu).**

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## 6i MEMORIALS

### **IN MEMORIAM: Chester S. Ellington**

WHEREAS, Chester S. Ellington, Refrigeration Mechanic (retired), died on the twenty-third day of August two thousand fourteen and;

WHEREAS, Chester S. Ellington had given loyal and devoted service to Indiana State University for sixteen years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

### **IN MEMORIAM: Mary Evelyn Baker**

WHEREAS, Mary Evelyn Baker, Administrative Assistant I in the School of Education (retired), died on the twenty-fifth day of August two thousand fourteen; and

WHEREAS, Mary Evelyn Baker had given loyal and devoted service to Indiana State University for twenty eight years and had gained the respect and affection of those who knew her as a co-worker and friend; and

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and respect for the service which she gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.



**IN MEMORIAM: Mrs. Ethel D. Bell**

WHEREAS, Mrs. Ethel D. Bell, Associate Professor Emerita of Nursing, died on the twenty-sixth day of August two thousand fourteen;

WHEREAS, Mrs. Ethel D. Bell had given loyal and devoted service to Indiana State University for twenty two years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

THEREFORE, BE IT RESOLVED, that the Indiana State University Board of Trustees by this Resolution expresses to her family deep sympathy and condolence and further expresses gratitude and profound respect for the superior service which she gave to the University; and

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Dr. William D. Brooks**

WHEREAS, Dr. William D. Brooks, Professor Emeritus of Geography and Geology, died on the twenty-eighth day of August two thousand fourteen; and

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

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Dr. Henry Tamar**

WHEREAS, Dr. Henry Tamar, Professor Emeritus of Life Sciences, died on the ninth day of September two thousand fourteen; and

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

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Dr. Robert H. Jerry**

WHEREAS, Dr. Robert H. Jerry, Professor Emeritus of Education, died on the twelfth day of September two thousand fourteen; and

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

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

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**7 OLD BUSINESS**

Mr. Baesler said at the last Board meeting there was discussion about having Board Committees. At this point we are talking about a Finance Committee. He asked Melony to prepare an amendment to the Board By-Laws to include a Finance Committee. The amendment will be brought to the Board at the December 12 meeting.

**NEW BUSINESS**

Mr. Baesler commented on the issue of changing the title of the Board officers from President and Vice President of the Board to Board Chairperson and Vice Chairperson. We have asked Greg Goode to look in to the procedure for changing the designation. It is a simple matter but we need to do that. The new designation should be in place by the time we have the election of officers for the next year.

Mr. Pease asked if there will be changes to the May commencement ceremony since there are more students participating in commencement.

Dr. Maynard said the commencement committee has met and had a conversation about changes for the May ceremony. We are discussing having 2 ceremonies with one in the morning and another in the afternoon. One session would have 2 colleges, graduate and undergraduate, and another session with 3 colleges, graduate and undergraduate. There are many details to be worked out. I would hope the committee will have a proposal within the next month or so. The December ceremony will remain the same as in the past.

**8 ADJOURNMENT**

Mr. Baesler adjourned the meeting at 3:30 p.m.