

**MINUTES**  
**September 26, 2008; 10:00 a.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

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**I. Call to Order**

**II. Remarks:**

- a. President of the ISU Board of Trustees (Mr. Alley) (Page 2)
- b. Faculty Senate Chairperson (Dr. Sheets) (Pages 2-3)
- c. Support Staff Council (Ms. Torrence) (Page 3)
- d. Student Government Association President (Mr. Scott) (Page 4)
- e. President of the University (Dr. Bradley) (Pages 4-6)

**III. Approval of the Minutes of the Last Meeting and Executive Session Certification  
(Mr. Alley)(Page 6)**

**IV. New Business**

- a. Action Items
  - i. Proposed Reorganization of Affirmative Action and Other Positions Reporting to the President of the University (Dr. Bradley)(Page 7)
  - ii. Proposed Reorganization of Positions in Academic Affairs (Dr. Maynard) (Pages 7-8)
  - iii. Proposed Merger of the Departments of Chemistry and Physics (Dr. Maynard) (Page 8)
  - iv. Proposed Modification of *University Handbook* Language relating to Eligibility for Caleb Mills Distinguished Teaching Awards (Dr. Maynard) (Pages 8-9)
  - v. Proposed Academic Calendar for 2010-2011 (Dr. Maynard) (Pages 9-10)
  - vi. Proposed One-Day Extension of Winter Recess 2008-09 (Dr. Maynard) (Page 10)
- b. Acceptance of Items
  - i. Financial and Purchasing Reports
    1. June 2008 Management Analysis and Discussion (Mr. Runion) (Pages 11-14)
    2. July 2008 Management Analysis and Discussion (Mr. Runion) (Pages 15-17)
    3. Investment Performance Report (Mr. Runion) (Pages 18-22)
    4. Purchasing Report (Mr. Runion) (Page 23)
    5. Vendor Report (Mr. Runion) (Page 23)
  - ii. Personnel Items
    1. Faculty (Dr. Maynard) (Pages 24-41)
    2. Support and Administrative Staff (Mr. Runion) (Pages 41-51)
  - iii. Grants and Contracts (Dr. Maynard) (Pages 51-53)
  - iv. Internship Relationships (Dr. Maynard) (Pages 53-55)
- c. Memorial Resolutions (Mr. Alley) (Page 56)

**V. Old Business (Page 56)**

**VI. Adjournment (Page 56)**

## **I. Call to Order**

The Indiana State University Board of Trustees met in regular session at 10:00 a.m. on Friday, September 26, 2008 in the State Room, Tirey Hall.

Trustees Present: Mr. Alley, Ms. Bell, Mr. Carpenter, Ms. Huntsinger, Mr. LaPlante, Mr. Lowery, Mr. Minas, Mr. Pillow and Mr. Thyen.

President Bradley, Vice Presidents Beacon, Maynard, Ramey, Mr. Runion, representing Ms. McKee, and Ms. Sacopulos, General Counsel and Secretary of the University were present. Also attending were Dr. Virgil Sheets, Chairperson of the University Faculty Senate; Ms. Roxanne Torrence, Chairperson of the Support Staff Council and Mr. Michael Scott, President of the Student Government Association.

There being a quorum present, Mr. Alley called the meeting to order at 10:05 a.m.

## **II. Remarks**

### **Report of the Board President (Mr. Alley)**

Thanks to Trustees as well as all participates in our Board Retreat held on campus September 4. We have not had a format like that before but it was very effective and we had good results getting everyone on the same page to help us to better understand each other and how to work effectively together.

I had an opportunity to attend the Foundation Board meeting last Thursday and Friday and a nice dinner at the Lucas Oil Stadium. There was an alumni reception at the Governor's Mansion on Sunday before the Colts game. It was very nice to see old and new faces at the reception.

The Trustees had an opportunity to participate in the Insurance and Risk Management Golf Outing at the Terre Haute Country Club. We had a good time and it was a good opportunity to interact with some of the top notch students we have at ISU.

I was pleased to join Bob English, John Conant and three Networks scholars on a trip to China earlier this month to attend a Sino-US Economic Relations Conference at Liaoning University. The opportunity we have for international exchange and trade illustrates some tangible opportunities for our international programs. We hope the bond will become stronger between the two universities during the years to come. These can be great opportunities provided the focus is appropriate.

Dr. Bradley has done an outstanding job in identifying priorities for the University and the number one priority remains enrollment.

### **Report of the University Faculty Senate Chairperson (Dr. Sheets)**

Faculty Governance has been very active since our last meeting. All of our Senate Committees have been established and have begun to meet and examine and prioritize their charges. In addition to the various "normal" charges to review curricular proposals as well as proposals for faculty research and creative activities, the Executive Committee has asked each of our standing committees to examine aspects of our governance structure to consider

whether any updates are needed to respond to changing times and changes in the number of faculty on campus available to fill committee roles. Self-reflection is not always easy, but it is important to our continued success.

There are a number of items on your agenda today that represent the culmination of work by faculty groups last year. These include the proposed merger of the Departments of Chemistry and Physics and clarification of qualifications for the Caleb Mills Distinguished Teaching Award, the University's highest honor as relates to teaching. The 2010-2011 Academic Calendar was also previously endorsed by the faculty, and the proposed reorganization of the Office of Affirmative Action and Diversity was reviewed by the Administrative Affairs Committee shortly after President Bradley's arrival.

I would like to remark how pleased the faculty is with the President's immediate attention to the issue of campus diversity. Long-standing problems may not be fixed overnight, but they are never fixed by inaction. We are also pleased with the President's attention to the issues of enrollment and retention. Again, quick fixes are unlikely, but there is universal agreement across campus that we must work together to resolve these problems. I note that there is a meeting of many campus leaders this afternoon to review our progress on the other matter of significant campus concern, preparing for our NCA reaccreditation visit.

I want to express my thanks to Chair Alley and the Board of Trustees for inviting governance representatives to participate in the Board of Trustees retreat on September 4<sup>th</sup>. I found it valuable to hear the kinds of broad perspectives on campus issues as seen by the Board. Such open communication—as I believe will be promoted by President Bradley—will go a long way toward building the trust that is essential to unifying the campus to address our challenges.

### **Report of the Support Staff Council Chairperson (Ms. Torrence)**

I would like to thank the Board of Trustees for inviting me to attend the Board of Trustees retreat held on September 4. It was apparent that the Board of Trustees and President Bradley are dedicated to moving the University forward.

Yesterday the Council held our annual Soup and Sandwich fundraiser. The event raised \$1,590, just a little more than our total last year, with all of the proceeds from this event supporting the Support Staff Scholarships. The Council would like to thank Mrs. Bradley, Wil Downs, and Candy Barton for their help in serving, as well as the members of the Scholarship Committee for planning the event; and all faculty, staff, and students who supported the event.

One of the Council goals this year was to have more staff and family events. The first of these events is our family Halloween party scheduled for October 28. The Public Relations Committee is busy planning our 2<sup>nd</sup> murder mystery dinner that will be held on October 14, with the funds supporting these events.

The Council will also have a tent set up at Homecoming as well as sponsoring our annual door decorating contest.

The district representative sessions are scheduled during the month of October. These sessions get the Council out in the different districts and it gives staff a chance to ask questions and hear what the Council has planned for the upcoming year.

## **Report of the Student Government Association President (Mr. Scott)**

Mr. Scott expressed greetings to all in attendance. As always, it is a pleasure to be here. I first want to welcome Trustees Bell and Minas. I look forward to meeting and working with each of you over the coming year. Any assistance I can provide you with, I'm more than willing to do so.

I would like to call on SGA Director of Sponsored Programs, Garrett Hamblen to explain the purpose behind those t-shirts each of you received.

Mr. Hamblen explained he is coordinator of the student pep club called the Blue Crew. Earlier this year the pep club decided to expand to include the football program. With the t-shirts you received you are all now honorary members of the Blue Crew.

Thanks to Garrett for his work as well as the University departmental sponsors. For the past several years, SGA has tried to keep sponsorship within the University and this year we were successful; with support from Dean Comer and the Library, Freda Luers and the Union Board, Rachel Mundell and the Bookstore, and John Sherman in Athletics who has been of much assistance and value in this process.

SGA has recently completed two major council and committee searches for our Freshman Council, and the Recreation Center Steering Committee. As the first President of Freshman Council, I know firsthand the benefits of getting involved and gaining leadership experience early in our collegiate years. If it was not for that experience then I would not be sitting here today. We have some outstanding applicants and I would not doubt that one may be sitting in this chair someday.

I am equally excited about the Recreation Center Steering Committee. We have selected a group of students who are interested in making this facility a success and plan to work toward that goal. We have developed a close relationship with John Lentz and his staff in Recreational Sports to make sure students are involved throughout this entire process, and we thank Vice President Ramey for his support in this stage of our endeavor. Last week I went on my second tour with the entire SGA Exec, and it is progressing. We anticipate a Spring opening with much joy.

I want to personally thank the University and the Center for Public Service and Community Engagement for sending the ten Political Science majors to the two national political conventions. We thoroughly enjoyed our experience at these historic events. Last week the ten of us participated in a debate and turnout was very good and the event lasted two and a half hours. I am happy to say that we have been selected as an early voting site again. Beginning next month Vigo County registered voters will be allowed to cast ballots at the Library.

Lastly I want to say kudos to President Bradley on his Fall Address. Many students have expressed much excitement, anticipation, and support for many of the initiatives the University will be undertaking in the near future. We look forward to your continued leadership.

## **Report of the University President (Dr. Bradley)**

It has been an enjoyable and busy few weeks since the Board had its Retreat on campus earlier this month. In addition to getting to know more of the people of Indiana State and our community, we have started to meet the many friends and supporters of ISU throughout the State and elsewhere.

Recently, we have had the opportunity to attend alumni events in Cincinnati, Washington, D.C., Indianapolis, and Evansville. It is wonderful to see the enthusiasm and passion our alumni hold for their alma mater. It is obvious that Indiana State has played a meaningful role in shaping their lives. We have had great participation and enthusiasm from alumni groups at each of the sites. I think we are off to a good start.

We also have been utilizing these visits to meet with legislators, members of Congress, community leaders and the media to build support for Indiana State.

We also had a wonderful evening at the Lucas Oil Stadium with the Foundation Board and donors followed by a productive Foundation Board meeting. It is exciting to see the March On Campaign taking hold.

Dr. Bradley asked Vice President Beacon to review the View Book at the Trustees places.

Mr. Beacon briefly reviewed the View Book noting this is the newest edition and is organized in a different fashion. A list of majors in each college is listed as well as a cost summary at the end of the book. We also did some testimonials. This book will be distributed to a far greater extent.

We have received four responses to our request for proposals for a consulting firm to assist with our University-Wide Strategic Planning efforts. We should know by the end of the day today which firms we will invite to campus for presentations.

This week was the deadline for proposals for firms interested in assisting with the land use and facilities planning portion of our planning process. Likewise, we will be reviewing those proposals in the coming days and moving that process forward as well.

The internal search for the affirmative action position is moving forward with interviews scheduled over the next two weeks. We hope to complete this process and have someone in place by mid-October.

The national search for the diversity position is also getting underway, and I will be meeting with the search committee on October 6 as they begin their work.

We have received a number of nominations for the new Indiana State University Council on Diversity. We will be announcing the appointments to this important group next week and will convene its first meeting as soon as possible. There is a lot of expertise within our campus on various aspects of diversity that will be of valuable assistance as we move forward

The ISU College of Business has recently received two significant forms of recognition. To share this good news, I would like to call upon Dean Nancy Merritt.

Dean Merritt announced that Arthur Sherwood and David Robinson, professors in management, received second prize in the Innovation in Business Education Award competition for their "Sycamore Business Advisors Capstone Program. Congratulations to these students and professors for putting together a very innovative class.

The Insurance and Risk Management Program was recognized in the September issue of The Risk Management Magazine as one of the nation's best. The program is one of 8 profiled and was the only University from Indiana.

In 1998 Donald and Patricia Gongaware gave \$5 million to start the Gongaware Center to support the Insurance and Risk Management Program.

Dr. Bradley congratulated everyone involved on these achievements. In particular, the recognition of our Insurance and Risk Management Program bolsters our efforts to build our financial service program of national distinction.

At our meeting next month I hope to have a detailed report on what we are going to do with Sandison Hall. We are moving forward on some athletic improvements. They are not at the level for your approval at this time.

Family Weekend is scheduled for this weekend and we hope you can participate in some of the activities.

The United Way Kickoff was held recently. Cheri and I are on the committee. We are well on the way of meeting our United Way goal.

The NCA has agreed to delay their visit until fall. They were not willing to give us a one year extension but we will get six months.

Riverscapes is a riverfront improvement project that has been going on for three years. Kevin Runion and Nancy Rogers have been involved in that project on behalf of ISU. The University owns some land on Third Street adjacent to the river which could become part of this project. Nothing could improve Terre Haute more than development of the Third Street corridor at the river.

### **Item (III):**

#### **Approval of the Minutes of the Last Meeting and Executive Session Certification (Mr. Alley)**

The Indiana State University Board of Trustees met in Executive Session at 2:15 p.m. on Thursday, July 31, 2008 in the State Room, Tirey Hall. Trustees present: Mr. Alley, Mr. Carpenter, Ms. Huntsinger, Mr. LaPlante, Mr. Lowery, Mr. Pillow and Mr. Thyen. Trustees absent: Ms. Bell and Mr. Minas.

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

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

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

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

On a motion by Ms. Huntsinger, seconded by Mr. Thyen, the minutes of the July 31, 2008 meeting, and Executive Certification were approved as presented.

**Item (IV)(a)(i):**

**Proposed Reorganization of Affirmative Action and Other Positions Reporting to the President of the University (Dr. Bradley)**

The President of the University proposes to reorganize affirmative action functions at ISU. Currently, at ISU both the diversity and affirmative action functions are housed in one office with one Director. The reporting line for the Director of Diversity and Affirmative Action is through Human Resources to the Vice President for Business Affairs and Finance. Therefore, the Diversity and Affirmative Action functions are the third level down from the President.

It is the goal of the President to enhance the prominence of both the diversity and affirmative action functions at ISU. To this end, it is proposed that a reorganization of structure is made to enhance the prominence of each function. It is proposed that each have its own chief officer and each report to the Office of the President. The Diversity Function will report to the President through the Executive Assistant to the President for Internal Relations. The Affirmative Action function will report to the President through General Counsel.

It is hoped that this proposed change in organizational structure will help to engender further success in developing more robust diversity and affirmative action functions, thereby enhancing the diversity of our university.

The Office of Internal Audit is another very important function. To ensure that appropriate time and attention are paid to the ongoing functions of the Internal Auditor, it is proposed that this position report to the President through Legal Affairs.

Further, the position Executive Assistant to the President for Strategic Planning, Institutional Research/Effectiveness (formerly held by Kevin Snider) will be eliminated.

Recommendation: Approval of the proposal for the reorganization described above, effectively immediately.

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

**Item (IV)(a)(ii):**

**Proposed Reorganization of Positions in Academic Affairs (Dr. Maynard)**

The Provost and Vice President for Academic Affairs proposes to eliminate one Associate Vice President position and to reallocate the responsibilities of that position among other positions that report directly to the Provost. General Education issues and the Honors Program that were formally addressed by the position eliminated would be handled by the Associate Vice President for Academic Affairs, Bob English. Dr. English's position would focus on curriculum and faculty affairs issues. The Office of the Registrar would also report to Dr. English.

The functions of assessment and accreditation, testing, and the Office of Strategic Planning, Institutional Research & Effectiveness (OSPIRE) would report to the Associate Vice President for Information Technology and CIO, Dr. Ed Kinley. Part of these responsibilities were formerly handled by the position eliminated from the President's staff.

The Center for Public Service & Community Engagement, which formerly reported directly to the Provost, would report to Associate VP for Academic Affairs and CRO, Dr. Mark Green. Corrections Education, the Community Learning Centers, and Continuing Education, which previously reported to a position that no longer exists, would also report to Dr. Green.

The Student Academic Services Center, which has been a direct reporting line to the Provost, would now report to the Dean of the Library.

The IU School of Medicine, which was also formerly reporting directly to the Provost, would now report to the Dean of the College of Arts and Sciences.

Networks, which formerly reported directly to the Provost, would now report to the Dean of the College of Business.

Recommendation: Approval of the proposal for reorganization of above described changes in areas supervised by the Provost and Vice President for Academic Affairs, effective immediately.

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

**Item (IV)(a)(iii):  
Proposed Merger of the Departments of Chemistry and Physics (Dr. Maynard)**

The Departments of Chemistry and Physics hereby propose to merge into a single academic unit under the name Department of Chemistry and Physics. The implementation of this proposal is intended to strengthen the chemistry and physics programs while reducing administrative overhead.

This proposal has been approved and endorsed by the appropriate groups within the College of Arts and Sciences and University faculty government, and has the support of the Vice President for Academic Affairs.

Recommendation: That the proposed merger of the respective Departments of Chemistry and Physics into a Department of Chemistry and Physics be approved, effective Fall 2008.

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

**Item (IV)(a)(iv):  
Proposed Modification of *University Handbook* Language relating to Eligibility for Caleb Mills Distinguished Teaching Awards (Dr. Maynard)**

This is a recommendation approved by the University Faculty Senate at its meeting on February 21, 2008, which requires Board of Trustees action and *University Handbook* modification.

Replace the second paragraph in the *ISU Handbook* under the heading, DISTINGUISHED TEACHING AWARDS, section III-16:

“Any tenured faculty member teaching a minimum of 15 semester hours or 24 contact hours at ISU during the current or previous calendar year is eligible for consideration.”



Recommendation: That the Board of Trustees approve the changes in *ISU Handbook* language.

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

**Item (IV)(a)(v):  
Proposed Academic Calendar for 2010-2011 (Dr. Maynard)**

**Fall, 2010:**

August 19, Thursday	Opening day for returning faculty and nine-month staff
August 21, Saturday	Residence halls open
August 23-24, Mon-Tues	Advisement and Registration for New Students
August 25, Wednesday	Classes begin
September 6, Monday	Labor Day; University closed; No evening classes
October 8, Friday	Fall Break; No classes
October 11, Monday	Classes resume
October 21-26, Thurs-Fri	Midterm grading; deadline is 4:00 p.m. on Tuesday, October 26
November 24-26, Wed-Fri	Thanksgiving Break; No classes
November 25-26, Thurs-Fri	University closed
November 29, Monday	University offices reopen; Classes resume
December 6-10, Mon-Fri	Study week
December 10, Friday	Last day of classes
December 13-17, Mon-Fri	Final Examinations
December 18, Saturday	Commencement
December 10-21, Fri-Tues	Final grading; Deadline is 4:00 p.m. Tues., Dec.21
December 24-Jan 2, Fri-Sun	Winter recess; University closed

**Spring, 2011**

January 3, Monday	University opens
January 4, Tuesday	Opening day for returning faculty and nine-month staff
January 5, Wednesday	Residence halls open
January 6-7, Thurs-Fri	Advisement and registration for new students
January 10, Monday	Classes begin
January 17, Monday	Martin Luther King, Jr. Day; University closed; no evening classes
January 18, Tuesday	Classes Resume
January 31-Feb 4, Mon-Fri	3-week attendance reporting
March 3-15, Thurs-Tues	Midterm grading; Deadline is 4:00 p.m. Tues., March 15
March 7-11, Mon-Fri	Spring Break; No classes
March 14, Monday	Classes resume
April 25-29, Mon-Fri	Study Week
April 29, Friday	Last day of classes
May 2-6, Mon-Fri	Final examinations
May 7, Saturday	Commencement
April 29-May 10, Fri-Tues	Final grading; Deadline is 4:00 p.m. Tues., May 10

**Summer I, 2011**

May 16, Monday	Advisement/Registration/3- and 8-week classes begin
May 30, Monday	Memorial Day; University closed
May 31, Tuesday	Classes resume
June 3-June 7, Fri-Tues	Final grading for 3-week courses; deadline is 4:00 p.m. Tues., June 7
June 6, Monday	5-week classes begin
July 4, Monday	Independence Day observed; University closed
July 8, Friday	Summer I ends
July 8-12, Fri-Tues	Final grading; Deadline is 4:00 p.m. Tues., July 12
August 11-15, Thurs-Mon	Final grading for 10- and 13-week courses; Deadline 4:00 p.m. Mon., August 15

**Summer II, 2011**

July 11, Monday	Advisement/Registration/Classes begin (5-week)
August 11, Thursday	Summer II ends
August 12-16, Fri-Tues	Final grading; Deadline is 4:00 p.m. Tues., August 16

Recommendation: Approval of the proposed Academic Calendar for 2010-2011.

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

**Item (IV)(a)(vi):**

**Proposed One-Day Extension of Winter Recess 2008-09 (Dr. Maynard)**

Winter Recess generally concludes each year on January 1; the university reopens each January 2. January 2, 2009 falls on a Friday. Given the likelihood of extensive use of vacation days and the resulting uncertainty of staffing levels, it is proposed that the 2008-2009 Winter Recess be extended by one day to include Friday, January 2, 2009.

Recommendation: Approval of this proposed extension of Winter Recess.

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

**Item (IV)(b)(i)(1):  
June 2008 Management Analysis and Discussion (Mr. Runion)**

INDIANA STATE UNIVERSITY  
CURRENT OPERATING REVENUE SUMMARY  
Comparisons of Budget by Month and YTD  
As of June 2008

	For the Month of June				Year to Date			
	Revenue 6/30/07	Budget 6/30/08	Revenue 6/30/08	Variance	Accumulated Budget through June 08	Accumulated YTD Actual through June 08	Accumulated Variance	Accumulated Revenue through June 07
<u>Revenues</u>								
State of Indiana								
Operational	\$ 6,159,268	\$ 6,262,457	\$ 6,262,457	\$ -	\$ 75,149,462	\$ 75,149,462	\$ -	\$ 73,911,172
Fee Replacement	\$ -	\$ -	\$ -	\$ -	\$ 9,465,482	\$ 9,465,482	\$ -	\$ 7,081,016
DegreeLink	\$ 41,708	\$ 45,123	\$ 45,123	\$ -	\$ 541,465	\$ 541,465	\$ -	\$ 500,375
Gross Student Fees	\$ (38,348)	\$ (41,388)	\$ 15,838	\$ 57,226	\$ 47,919,590	\$ 47,899,458	\$ (20,132)	\$ 47,472,988
Enrollment Reserve	\$ -		\$ -	\$ -	\$ (500,000)	\$ -	\$ 500,000 *	\$ -
Other Fees and Charges	\$ 78,485	\$ 45,920	\$ 93,590	\$ 47,670	\$ 1,006,637	\$ 1,407,132	\$ 400,495	\$ 1,376,866
Sales and Services	\$ 43,216	\$ 65,625	\$ 73,838	\$ 8,213	\$ 827,500	\$ 885,553	\$ 58,053	\$ 899,587
Rent, Interest, Dividends, and Gifts	\$ 139,752	\$ 150,507	\$ 154,984	\$ 4,477	\$ 1,806,000	\$ 1,816,873	\$ 10,873	\$ 1,814,176
Miscellaneous Income	\$ 412,148	\$ 264,164	\$ 370,321	\$ 106,157	\$ 2,394,000	\$ 2,544,771	\$ 150,771	\$ 2,441,663
Total Budgeted Revenue	\$ 6,836,229	\$ 6,792,408	\$ 7,016,150	\$ 223,742	\$ 138,610,136	\$ 139,710,196	\$ 1,100,060	\$ 135,497,843
Encumbrances and Carryforward	\$ 8,333,111	\$ 9,517,223	\$ 9,517,223	\$ -	\$ 9,517,223	\$ 9,517,223	\$ -	\$ 8,333,111
Reimbursements and Income Reappropriated								
From Other Sources	\$ 1,375,035	\$ 1,668,257	\$ 1,668,257	\$ -	\$ 10,873,814	\$ 10,873,814	\$ -	\$ 9,606,372
Total Revenues	\$ 16,544,375	\$ 17,977,888	\$ 18,201,630	\$ 223,742	\$ 159,001,173	\$ 160,101,233	\$ 1,100,060	\$ 153,437,326

\*The \$500,000 Enrollment Reserve is used to cover tuition shortfalls

INDIANA STATE UNIVERSITY  
CURRENT OPERATING EXPENSE SUMMARY  
Comparisons of Budget by Month and YTD  
As of June 2008

	For the Month of June				Year to Date			
	Expense Jun-07 (incl commit)	Budget Jun-08	Expense Jun-08 (incl commit)	Variance	Accumulated Budget through June 08	Accumulated YTD Actual through June 08 (incl commit)	Accumulated Variance	Accumulated YTD Actual through June 07 (incl commit)
Salaries and Wages	\$ 3,279,672	\$ 3,841,630	\$ 3,278,947	\$ 562,683	\$ 68,340,668	\$ 68,106,454	\$ 234,214	\$ 67,929,941
Fringe Benefits	\$ 2,591,959	\$ 2,874,420	\$ 2,064,491	\$ 809,929	\$ 26,095,977	\$ 26,007,285	\$ 88,692	\$ 26,100,204
Student Wages	\$ 224,186	\$ 984,960	\$ 253,703	\$ 731,257	\$ 3,830,407	\$ 3,088,890	\$ 741,517	\$ 2,672,404
Utilities	\$ 656,631	\$ 901,652	\$ 656,862	\$ 244,790	\$ 7,363,255	\$ 7,362,255	\$ 1,000	\$ 7,301,642
Training, Representation, and Travel	\$ 256,176	\$ 546,167	\$ 342,991	\$ 203,176	\$ 1,735,437	\$ 1,546,674	\$ 188,763	\$ 1,374,528
Student Aid	\$ 100,894	\$ (72,104)	\$ 58,389	\$ (130,493)	\$ 12,168,831	\$ 11,801,071	\$ 367,760	\$ 10,113,405
Bond and Interest	\$ 513,043	\$ 553,820	\$ 532,643	\$ 21,177	\$ 532,643	\$ 532,643	\$ -	\$ 513,043
Supplies and Expense	\$ 2,353,636	\$ 7,982,912	\$ 2,493,682	\$ 5,489,230	\$ 23,101,992	\$ 17,486,576	\$ 5,615,416	\$ 16,017,078
Repairs and Maintenance	\$ 468,771	\$ 759,196	\$ 539,576	\$ 219,620	\$ 3,311,145	\$ 2,978,098	\$ 333,047	\$ 2,810,588
Capital Equipment	\$ 732,018	\$ 2,821,946	\$ 1,225,687	\$ 1,596,259	\$ 7,152,256	\$ 5,783,463	\$ 1,368,793	\$ 4,936,440
Strategic Initiatives Reserve	\$ 4,100,285	\$ -	\$ 4,625,377	\$ (4,625,377)	\$ 4,625,377	\$ 4,625,377	\$ -	\$ 4,100,285
Utility Reserve	\$ 919,833	\$ -	\$ 1,000,000	\$ (1,000,000)	\$ 1,000,000	\$ 1,000,000	\$ -	\$ 919,833
Delayed Payment	\$ 2,399,680	\$ -	\$ 1,039,210	\$ (1,039,210)	\$ 1,039,210	\$ 1,039,210	\$ -	\$ 2,399,680
<b>Total Expenditures</b>	<b>\$ 18,596,784</b>	<b>\$ 21,194,599</b>	<b>\$ 18,111,558</b>	<b>\$ 3,083,041</b>	<b>\$ 160,297,198</b>	<b>\$ 151,357,996</b>	<b>\$ 8,939,202</b>	<b>\$ 147,189,071</b>

## Revenues

### Student Fees

The June monthly activity shows a \$57,226 favorable variance and year-to-date performance reflects a \$20,132 unfavorable variance. The breakdown for the year is as follows: Fall a \$335,099 positive variance, Spring a \$116,904 negative variance, Summer I a \$117,816 negative variance, Summer II a \$99,496 negative variance, and prior year adjustments a \$21,015 negative variance. The \$20,132 unfavorable budget variance for tuition is before considering the \$500,000 enrollment stabilization reserve. This reserve was established to cover any potential shortfalls in budgeted enrollment.

### Other Fees and Charges

Other Fees and Charges have a favorable variance of \$47,670 for June and are above budget for the year by \$400,495. The following programs are above budget: Correction Education Program (CEP) overhead fees \$62,124, admission fees \$67,827, collection fees \$37,500, deferred payment fees \$30,080, credit by exam \$57,330, on-campus credit \$44,705, College Challenge \$21,010, and change of course fees \$20,465.

### Sales and Services

Sales and Services have a favorable variance of \$8,213 for June and a positive year-to-date variance of \$58,053. This is a result of parking violations, transcripts, library fines, and royalty income being above budget by \$27,005, \$17,629, \$10,250 and \$3,614.

### Rent, Interest, Dividends & Gifts

Rent and Interest has a favorable variance of \$4,477 for June and an accumulated positive variance of \$10,873 as rentals were higher than budget.

### Miscellaneous Income

Miscellaneous Income shows a favorable variance of \$106,157 for June and a year-to-date positive variance of \$150,771. Indirect cost recovery on grants and other miscellaneous income were above budget by \$104,457 and \$42,038.

## **Expenses**

### Salaries and Wages

Salaries and Wages have a favorable variance of \$562,683 for the month of June. Salary budget reversions are transferred to the Strategic Initiatives Reserve. These budgetary savings are due in large part to a number of vacant positions that were held open through out the 2007-08 fiscal year.

### Fringe Benefits

Fringe Benefits have a favorable variance of \$809,929 for the month of June, largely due to a fringe benefit reserve of \$375,987 that was unused during the year. These reversions result from vacant administrative and support staff positions through out the year and the ability to hold medical premium costs below budget. Fringe benefit budgets savings are also transferred to the Strategic Initiatives Reserve.

### Student Wages

Student Wages has a year-to-date favorable variance of \$741,517, which represents the carry forward of unspent budget balances for the upcoming 2009 fiscal year. The University has more fully utilized Federal College Work Study funds in the last two fiscal years resulting in savings in student wage budgets. These carry forward funds will be needed to help offset the increase in the minimum wage for 2008-09.

### Utilities

For the year, utilities had a budget reversion of \$1,301,728. Of this amount \$1,000,000 was transferred to a designated utility reserve. The remaining funds of \$301,728 were used to cover shortages in other operating accounts.

### Training, Representation, and Travel

Training, Representation, and Travel has a positive variance of \$188,763 carried forward into the new fiscal year. This can be used to supplement the 2008-09 base budget allocation.

### Student Aid

Student Institutional Aid shows a \$367,760 accumulated favorable variance which will carry forward into the 2008-09 year. This includes \$250,000 in graduate assistant scholarships to be used for Summer 2008 awards and \$117,760 of Terre Haute Med Ed scholarships. Other institutional student aid, including guaranteed scholarships and laptop computer scholarships, exceeded budget by \$696,780. This overage was covered out of the Enrollment Reserve and Strategic Initiatives Reserve. Higher tuition rates and an increased number of students qualifying for guaranteed scholarships contributed to the overage.

### Bond and Interest

The funding for the Central Chiller was transferred in June leaving a favorable variance of \$21,177. This amount was transferred to the Strategic Initiatives Reserve at the end of June.

### Supplies and Expenses

Supplies and Expenses show a year-to-date positive variance of \$5,615,416. This represents the cumulative carry forward budget unspent in 2008 and prior years, which will supplement 2009 expenditures. A part of these carry forward dollars include funds set aside for costs associated with the NCA 2010 review and other University and departmental initiatives.

### Repairs and Maintenance

Repairs and Maintenance shows a \$333,047 positive accumulated variance which will carry forward into the new year.

### Capital Equipment

Capital Equipment shows a favorable year-to-date variance of \$1,368,793 that will carry forward into 2009 fiscal year.

Expenditures increased by \$847,023 from the prior fiscal year. Many departments utilize a multiple year planning approach for the purchase of capital equipment utilizing carry forward dollars.

### Strategic Initiatives Reserve

The amount shown reflects the net amount of salary, benefit and miscellaneous budget reversions. This reserve is set aside for one-time funding of strategic priorities of the University.

### Utility Reserve

This reserve is to provide resources to manage highly volatile energy costs and to reinvest in energy conservation projects resulting in a demonstrated cost savings. Reserve is funded with utility budget reversions.

### Repayment of Delayed Payment

In fiscal year 2001-02 one-twelfth or approximately \$6.5 million of the state operating appropriation was withheld because of state budget constraints. In fiscal year 2008, the state released approximately \$2.4 million of the withheld payment and restricted its use to repair and rehabilitation projects. During 2007-08 an additional \$2.2 million was released. The last of these repayments will occur in fiscal year 2009. Because of the nature of the restriction, the University must replace those funds that were previously expended for University operations and recorded as a state receivable in 2001-02. The amount shown of \$1,039,210 reflects the amount not previously set aside to offset the state receivable.

**Item (IV)(b)(i)(2):  
July 2008 Management Analysis and Discussion (Mr. Runion)**

INDIANA STATE UNIVERSITY  
CURRENT OPERATING REVENUE SUMMARY  
Comparisons of Budget by Month and YTD  
As of July 2008

	For the Month of July				Year to Date			
	Revenue 7/31/07	Budget 7/31/08	Revenue 7/31/08	Variance	Accumulated Budget through July 08	Accumulated YTD Actual through July 08	Accumulated Variance	Accumulated Revenue through July 07
<u>Revenues</u>								
State of Indiana								
Operational	\$ 6,262,455	\$ 6,430,095	\$ 6,430,095	\$ -	\$ 6,430,095	\$ 6,430,095	\$ -	\$ 6,262,455
Fee Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
DegreeLink	\$ -	\$ 45,122	\$ 45,122	\$ -	\$ 45,122	\$ 45,122	\$ -	\$ -
Gross Student Fees	\$ 1,171,167	\$ 1,284,448	\$ 1,380,728	\$ 96,280	\$ 1,284,448	\$ 1,380,728	\$ 96,280	\$ 1,171,167
Enrollment Reserve	\$ -	\$ -	\$ -	\$ -	\$ (350,000)	\$ -	\$ 350,000 *	\$ -
Other Fees and Charges	\$ 52,087	\$ 63,260	\$ 57,004	\$ (6,256)	\$ 63,260	\$ 57,004	\$ (6,256)	\$ 52,087
Sales and Services	\$ 30,353	\$ 35,625	\$ 37,476	\$ 1,851	\$ 35,625	\$ 37,476	\$ 1,851	\$ 30,353
Rent, Interest, Dividends, and Gifts	\$ 141,097	\$ 140,083	\$ 139,417	\$ (666)	\$ 140,083	\$ 139,417	\$ (666)	\$ 141,097
Miscellaneous Income	\$ 812,895	\$ 123,399	\$ 115,166	\$ (8,233)	\$ 123,399	\$ 115,166	\$ (8,233)	\$ 812,895
Total Budgeted Revenue	\$ 8,470,054	\$ 8,122,032	\$ 8,205,008	\$ 82,976	\$ 7,772,032	\$ 8,205,008	\$ 432,976	\$ 8,470,054
Encumbrances and Carryforward	\$ 9,517,223	\$ 10,539,964	\$ 10,539,964	\$ -	\$ 10,539,964	\$ 10,539,964	\$ -	\$ 9,517,223
Reimbursements and Income Reappropriated								
From Other Sources	\$ 743,167	\$ 1,135,201	\$ 1,135,201	\$ -	\$ 1,135,201	\$ 1,135,201	\$ -	\$ 743,167
Total Revenues	\$ 18,730,444	\$ 19,797,197	\$ 19,880,173	\$ 82,976	\$ 19,447,197	\$ 19,880,173	\$ 432,976	\$ 18,730,444

\*The \$350,000 Enrollment Reserve is used to cover tuition shortfalls

INDIANA STATE UNIVERSITY  
CURRENT OPERATING EXPENSE SUMMARY  
Comparisons of Budget by Month and YTD  
As of July 2008

	For the Month of July				Year to Date			
	Expense Jul-07 (incl commit)	Budget Jul-08	Expense Jul-08 (incl commit)	Variance	Accumulated Budget through July 08	Accumulated YTD Actual through July 08 (incl commit)	Accumulated Variance	Accumulated YTD Actual through July 07 (incl commit)
Salaries and Wages	\$ 3,904,685	\$ 4,437,361	\$ 4,234,324	\$ 203,037	\$ 4,437,361	\$ 4,234,324	\$ 203,037	\$ 3,904,685
Fringe Benefits	\$ 1,204,142	\$ 1,752,330	\$ 1,533,056	\$ 219,274	\$ 1,752,330	\$ 1,533,056	\$ 219,274	\$ 1,204,142
Student Wages	\$ 217,278	\$ 243,351	\$ 249,860	\$ (6,509)	\$ 243,351	\$ 249,860	\$ (6,509)	\$ 217,278
Utilities	\$ 509,373	\$ 2,875,582	\$ 2,767,067	\$ 108,515	\$ 2,875,582	\$ 2,767,067	\$ 108,515	\$ 509,373
Training, Representation, and Travel	\$ 475,397	\$ 525,937	\$ 582,570	\$ (56,633)	\$ 525,937	\$ 582,570	\$ (56,633)	\$ 475,397
Student Aid	\$ 3,948,120	\$ 4,106,045	\$ 4,273,986	\$ (167,941)	\$ 4,106,045	\$ 4,273,986	\$ (167,941)	\$ 3,948,120
Bond and Interest	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supplies and Expense	\$ 3,296,657	\$ 3,461,490	\$ 3,140,053	\$ 321,437	\$ 3,461,490	\$ 3,140,053	\$ 321,437	\$ 3,296,657
Repairs and Maintenance	\$ 1,231,380	\$ 1,354,518	\$ 1,533,195	\$ (178,677)	\$ 1,354,518	\$ 1,533,195	\$ (178,677)	\$ 1,231,380
Capital Equipment	\$ 952,498	\$ 1,047,748	\$ 1,241,082	\$ (193,334)	\$ 1,047,748	\$ 1,241,082	\$ (193,334)	\$ 952,498
Total Expenditures	\$ 15,739,530	\$ 19,804,362	\$ 19,555,193	\$ 249,169	\$ 19,804,362	\$ 19,555,193	\$ 249,169	\$ 15,739,530

## Revenues

### Student Fees

The July monthly activity shows a \$96,280 favorable variance as Summer I tuition was above budget by \$109,666, while prior year adjustments resulted in a negative variance of \$13,386.

### Other Fees and Charges

Other Fees and Charges have an unfavorable variance of \$6,256 for July as admission fees and deferment fees were below budget.

### Sales and Services

Sales and Services were above budget by \$1,851 for July as Facilities Management and scrap sales were above budget, and parking violations were below budget.

### Rent, Interest, Dividends & Gifts

Rent and Interest show an unfavorable variance of \$666 as other rentals were below budget.

### Miscellaneous Income

Miscellaneous Income is below budget by \$8,233 for July as indirect cost recovery is below budgeted revenue for the month.

## Expenses

### Salaries and Wages

Salaries and Wages have a favorable variance of \$203,037 for July, largely due to savings in administrative salaries.

### Fringe Benefits

Fringe Benefits show a \$219,274 favorable variance in July due to savings in life insurance, unemployment, TIAA/CREF, and PERF.



Student Wages

Student Wages has a \$6,509 unfavorable variance for July. Expenditures are up by \$32,582 for the month as the minimum wage increase has had an impact on departmental spending.

Utilities

Utilities show a \$108,515 favorable variance for July due to savings in electricity.

Training, Representation, and Travel

Training, Representation, and Travel has a negative variance of \$56,633 for July as departments are expending carry-forward budgets.

Student Aid

Student Institutional Aid shows a \$167,941 negative variance for July, including the Fall semester aid disbursement. Expenses are up over last year by \$325,866.

Supplies and Expenses

Supplies and Expenses have a \$321,437 positive variance for July as expenses are below last year's level by \$156,604.

Repairs and Maintenance

Repairs and Maintenance show a \$178,677 negative variance for July. Carry forward budget from 2008 was \$333,047 which can be spent in 2009 fiscal year.

Capital Equipment

Capital Equipment shows a \$193,334 negative variance for July as departments are spending their carry-forward budget from 2008 of \$1,368,793.

**Item (IV)(b)(i)(3):  
Investment Performance Report (Mr. Runion)**

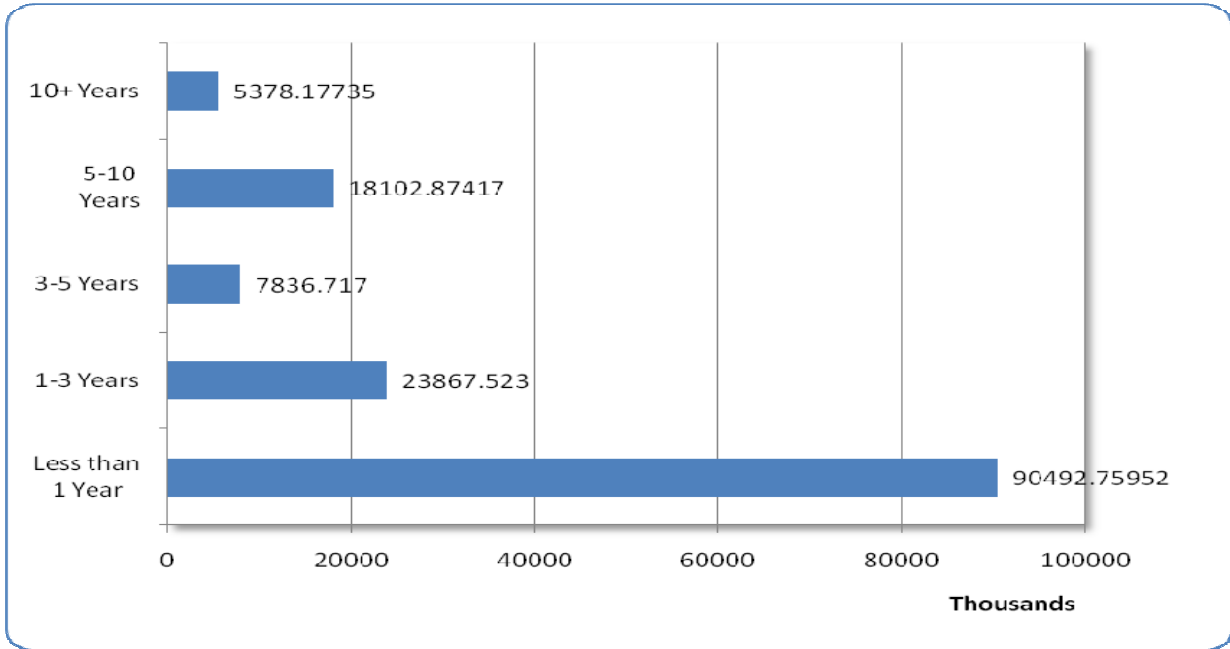
UNIVERSITY INVESTMENTS

In accordance with the Board of Trustees-approved investment policy, the University Treasurer was given authority to manage the short and long-term investments of the University.

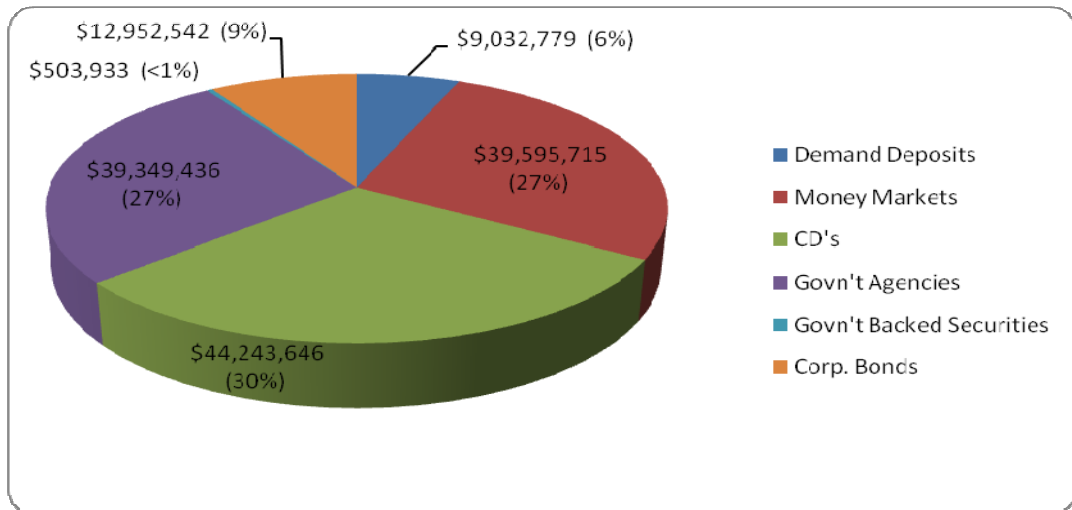
The following comparative presentation has been prepared to reflect a year-to-date reporting from the period from July 1, 2007 to June 30, 2008.

	12-Month Rolling Average Investment	12-Month Rolling Average Rate of Return
<b>Internal Invested Funds</b>		
1. Cash (Sweep)	\$ 6,526,708	2.70 %
2. Common Fund (Short-term)	\$ 29,726,894	3.63%
3. Common Fund (Intermediate) (closed May 2008)	\$10,139,674	.80%
4. Short-Term Investments	<u>\$16,471,530</u>	<u>4.46%</u>
<b>Total Internal Invested Funds</b>	<b>\$62,864,806</b>	<b>3.30%</b>
<b>Comparative Index</b>		
<i>Avg Yield on 90-Day T-Bill</i>		2.55%
<b>External Invested Funds</b>		
1. Medium Term (exceeds two years)	\$55,276,892	4.88%
2. Bond Proceeds	<u>\$36,067,857</u>	<u>4.73%</u>
<b>Total External Invested Funds</b>	<b>\$91,344,749</b>	<b>4.82%</b>
<b>Comparative Index</b>		
<b>Avg Yield on 2 year T-Notes</b>		<b>2.77%</b>

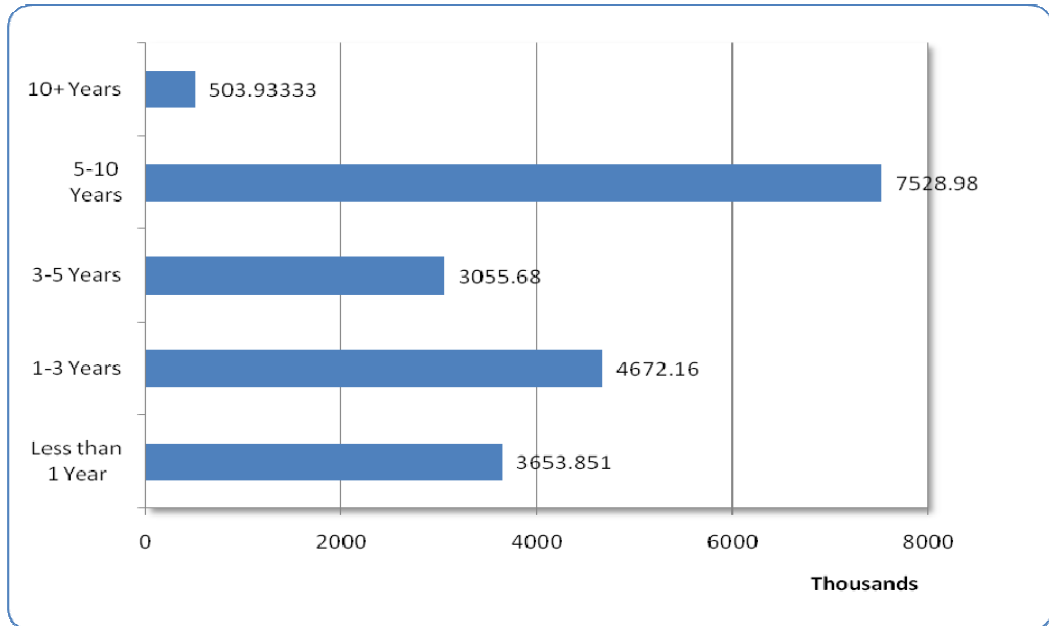
**Investment Duration  
All Investments  
For the Quarter Ending June 30, 2008**



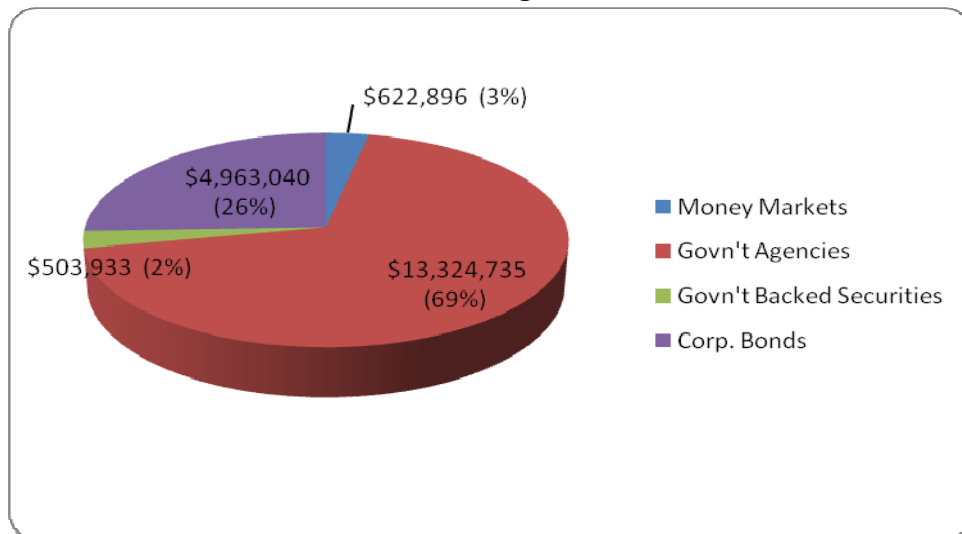
**Investment Allocation  
All Investments  
For the Quarter Ending June 30, 2008**



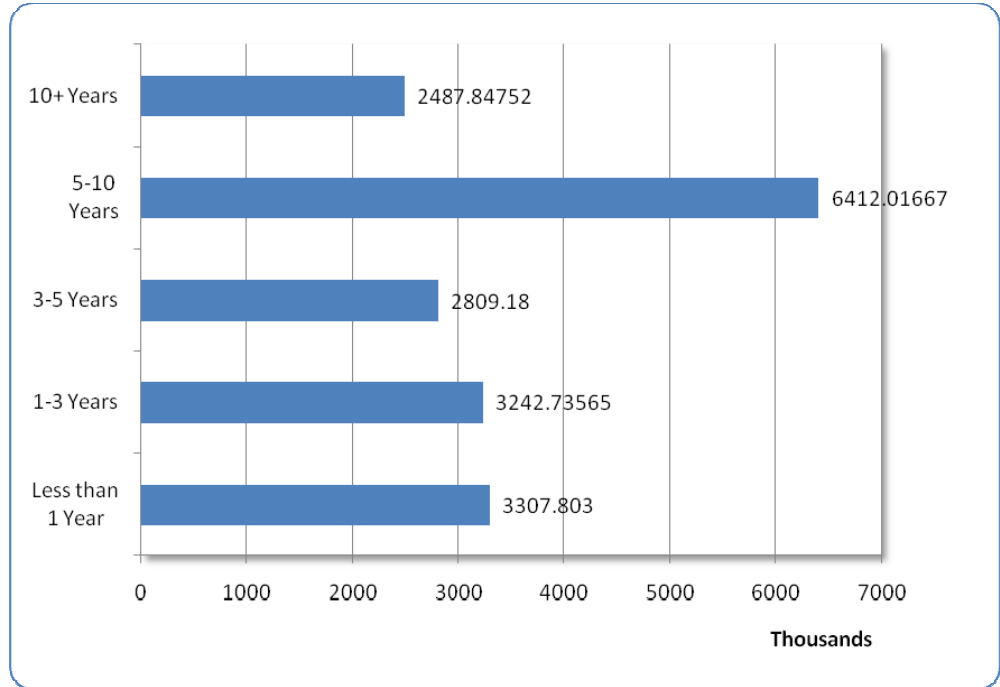
**Investment Duration  
Fifth Third Bank  
For the Quarter Ending June 30, 2008**



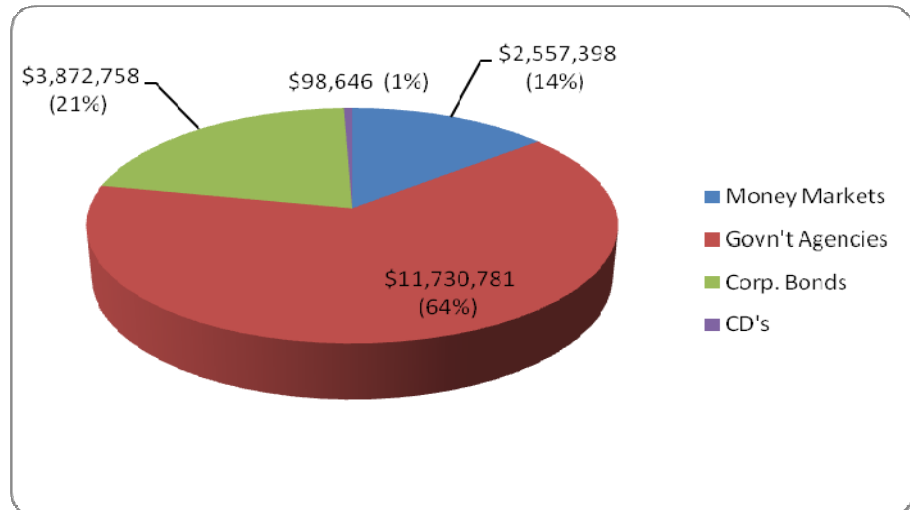
**Investment Allocation  
Fifth Third Bank  
For the Quarter Ending June 30, 2008**



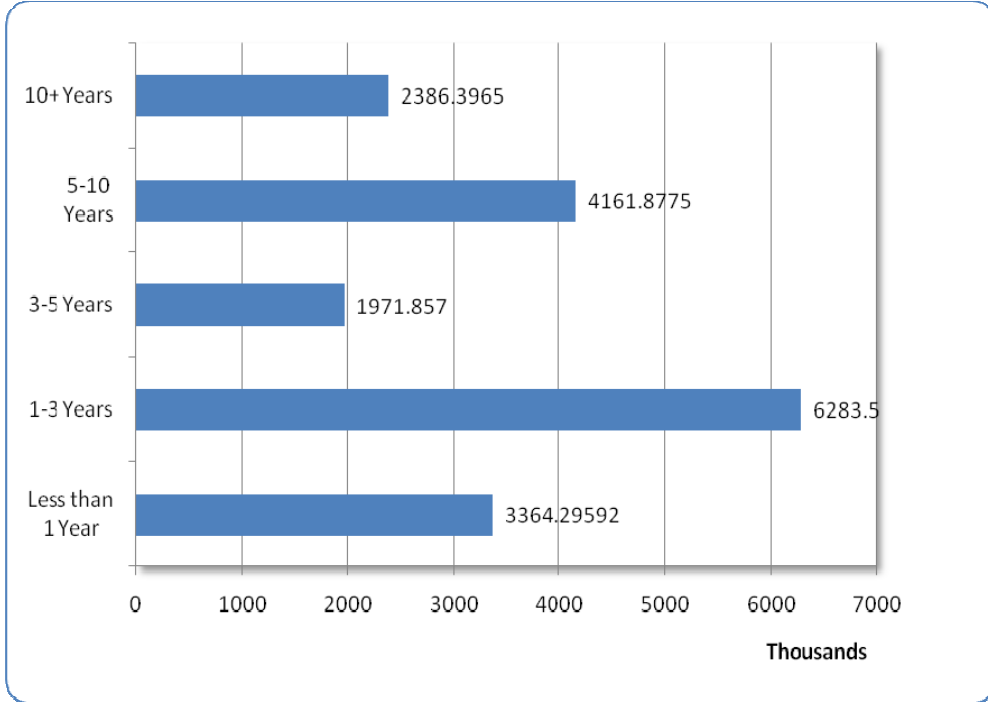
**Investment Duration  
First Financial Bank  
For the Quarter Ending June 30, 2008**



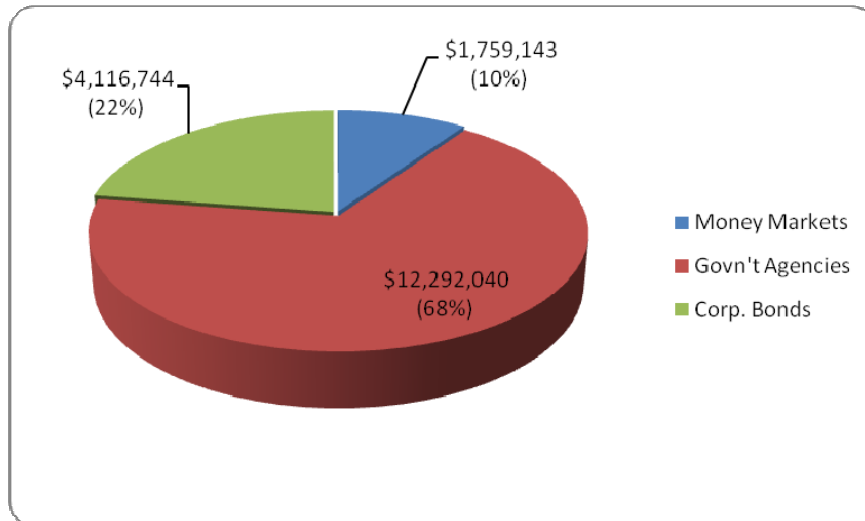
**Investment Allocation  
First Financial Bank  
For the Quarter Ending June 30, 2008**



**Investment Duration  
Old National Bank  
For the Quarter Ending June 30, 2008**



**Investment Allocation  
Old National Bank  
For the Quarter Ending June 30, 2008**



**Item (IV)(b)(i)(4):  
Purchasing Report (Mr. Runion)**

**Purchases over \$25,000.00**

One Bid Received, Eight Bids Solicited			
Trane	P0063091	Chiller Parts & Maintenance	\$25,431.00
Sole Source, Warranty			
Trane	P0063427	Lincoln Quad A/C Overhaul	\$35,000.00
Lowest Bid to Meet Specifications			
Life Measurement Inc	P0063315	Body Com. Tracking System, College of Nursing	\$51,574.00

**Item (IV)(b)(i)(5):  
Vendor Report (Mr. Runion)**

The following vendors have accumulated purchases from the University for the time period July 1, 2008 through August 31, 2008 (Fiscal Year) in excess of \$250,000:

**Vendors with Purchases Exceeding \$250,000  
July 1, 2008 through August 31, 2008**

Hewlett-Packard Company	\$ 273,458	Main Frame Computer Equipment
Transformations Furniture	\$ 276,089	Lincoln Quad Housing Furniture
NRK Inc	\$ 316,705	University Hall Renovation - Electrical
First Financial Bank	\$ 340,000	VEBA Contributions
ST Construction Inc	\$ 340,350	Parking Lot 20 Paving and Lighting
Public Employees Retirement Fund	\$ 393,543	Employee Retirement Payments
Indiana Department of Corrections	\$ 413,028	Academic Courses
Otis Elevator	\$ 422,769	Modernizing Normal Hall Elevator, University Elevator Upgrade, Maintenance and Repairs
Sodexo Inc and Affiliates	\$ 436,076	Dining and Catering Services
Crown Electric Inc	\$ 458,715	Student Recreation Center - Electrical
Hannig Construction Inc	\$ 589,433	Student Recreation Center Construction - General
Anthem Blue Cross and Blue Shield	\$ 629,418	Prescription Drug Coverage
Harrah Plumbing and Heating Co	\$ 641,082	Student Recreation Center - Mechanical
Ebsco Subscription Services	\$ 650,000	Library Subscription Service
Lenovo Inc	\$ 875,977	Laptop Computers
Duke Energy	\$ 889,993	Electricity Utility Payments
B & S Plumbing & Heating Inc	\$ 1,036,293	University Hall Mechanical and Student Services Center Renovation
Weddle Brothers Construction Co Inc	\$ 1,418,905	University Hall Renovation - General
Principal Life Insurance Company	\$ 2,838,141	Medical Claim Payments

**Item (IV)(b)(ii)(1):  
Personnel Items: Faculty (Dr. Maynard)**

Recommendation: Approval of all the items in this section.

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

**FACULTY**

**Appointments**

(Effective August 1, 2008, unless otherwise indicated)

Renee J. Kidd-Marshall; Assistant Professor of Nursing, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; salary \$73,800 per academic year.

Dong-Joong Kim; Assistant Professor, Department of Mathematics and Computer Science; M.A., The University of Georgia; salary \$50,800 per academic year, prorated from the effective date of January 1, 2009.

**Special Purpose Faculty Appointments—2008-2009 Academic Year**

(Effective August 1, 2008, unless otherwise indicated)

Todd E. Alberts; Instructor, Department of Electronics, Computer, and Mechanical Engineering Technology; M.S., Indiana State University; salary \$46,575 per academic year.

Sharon L. Anderson; Instructor, Department of English; M.A., Indiana State University; salary \$27,134 per academic year.

Cheryl A. Beeson-Smith; Instructor, Department of Physical Education; M.S., Indiana State University; salary \$26,344 per academic year.

Melissa Ann Benningfield; Instructor, Department of Criminology and Criminal Justice; M.S., Indiana State University; salary \$28,800 per academic year.

Marilyn C. Bisch; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$27,134 per academic year.

Rena E. Bomar; Instructor, Department of Athletic Training; M.S., Indiana State University; salary \$35,144 per academic year.

Vernon E. Bothwell; Instructor, Department of Aviation Technology (final year of a three-year appointment); B.S., Northeast Louisiana University; salary \$53,303 per academic year.

Chester J. Burton; Instructor, Department of Art (first year of a three-year appointment); M.F.A., Indiana State University; salary \$34,000 per academic year.



Peggy Byrer; Instructor, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.Ed., Indiana State University; salary \$40,000 per academic year.

Terry M. Clark; Instructor, Department of African and African American Studies; B.S., Xavier University; salary \$27,500 per academic year.

Charles Andrew Cooper; Instructor, Organizational Department; M.B.A., Indiana State University; salary \$48,008 per academic year.

Donna J. Crawford; Instructor, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana University School of Nursing; salary \$41,400 per academic year.

Nancy P. Cummins; Instructor, Department of Physical Education; B.S., Indiana University; salary \$27,238 per academic year.

Fares da Silva; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; salary \$25,590 per academic year.

Terry L. Dean; Instructor, Department of Music; M.A., University of Georgia; salary \$42,000 per academic year.

Walter W. Dininger; Instructor, Department of Physical Education; M.S., Indiana University; salary \$27,135 per academic year.

Cary Lee Dohner; Visiting Professor, Department of Criminology and Criminal Justice; Ed.S., Indiana State University; salary \$34,155 per academic year.

Victoria L. Dunbar; Instructor, Department of Aviation Technology; B.S., Indiana State University; salary \$45,000 per academic year.

Ronny R. Eidels-Shimonny; Postdoctoral Research Associate, provisional Department of Biology; D.V.M, The Hebrew University of Jerusalem; continuation of appointment effective July 1, 2008, through September 30, 2008; salary \$3,240 for the appointment period.

Connie Elmore; Instructor, Department of Languages, Literatures, and Linguistics; M.A., Univeristy of Gaeriana, Colombia; salary \$27,134 per academic year.

Michael R. Elmore; Instructor, Department of Communication Disorders and Counseling, School, and Educational Psychology; Ph.D., Indiana State University; salary \$40,000 per academic year.

Julie M. Frye; Instructor, Department of Curriculum, Instruction, and Media Technology; M.L.S., Indiana University; salary \$39,000 per academic year.

Harry E. Gallatin; Instructor, Analytical Department (first year of a three-year appointment); M.B.A., Indiana State University; salary \$39,169 per academic year.

Rita M. Ghosh; Instructor, provisional Department of Biology; M.S., University of Illinois; salary \$27,134 per academic year.

Cheryl L. Kremer; Temporary Assistant Professor, Department of Family and Consumer Sciences; M.S., University of Southern Illinois; salary \$42,869 per academic year.

Leigh A. Lawson; Instructor in Liberal Studies, Department of Geography, Geology, Anthropology; M.S., Indiana State University; salary \$27,134 per academic year.

Byoungjae Lee; Instructor, Department of Geography, Geology, and Anthropology; M.A., SUNY at Buffalo; salary \$36,225 per the appointment period of August 15, 2008, through May 14, 2009.

Linda Luebke; Instructor, Department of Music; M.A. in M.Ed., Holy Names College; salary \$34,000 per academic year.

Stephen J. McCaskey; Visiting Assistant Professor, Department of Technology Management; M.S., Southern Illinois University; salary \$51,000 per academic year.

Rachel K. McClelland; Instructor, Department of Communication (first year of a three-year appointment); B.A., Indiana State University; salary \$30,000 per academic year.

Catherine T. McCullough; Instructor, Department of Physical Education; M.A., Indiana State University; salary \$27,238 per academic year.

Robert D. McMahan; Instructor, Analytical Department (first year of a three-year appointment); J.D., IU School of Law; salary \$38,785 per academic year.

Floyd W. McWilliams; Instructor, Department of Mathematics and Computer Science; Ph.D., Indiana State University; salary \$25,841 per academic year.

Joshua L. Mitchell; Instructor, Department of Political Science; M.P.A., Murray State University; salary \$35,500 per academic year.

Charles R. Nightingale; Visiting Assistant Professor, Department of Technology Management; B.A., Indiana State University; salary \$45,000 per academic year.

Beverly C. Pestel; Instructor, Department of Chemistry (second year of a three-year appointment); D.A., Wright State University; salary \$40,210 per academic year.

Rhonda J. Reed; Instructor, Baccalaureate and Higher Degree Nursing Department; M.S.N., University of Evansville; salary \$51,318 per academic year.

Louis A. Reeves; Instructor, Department of Criminology and Criminal Justice; M.S., Indiana State University; salary \$25,875 per academic year.

Amanda C. Solesky; Instructor, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; salary \$42,480 per academic year.

Constance A. Thomas; Instructor, Baccalaureate and Higher Degree Nursing Department; M.S.N., University of Southern Indiana; salary \$37,312 per academic year.

Jennifer A. Todd; Instructor, Department of Social Work; M.S.W., University of Cincinnati; salary \$30,000 per academic year.

Lora C. Walsh; Instructor, Department of Physical Education; B.S., Indiana State University; salary \$25,590 per academic year.

Robert W. Waugh; Instructor, Department of Music; M.M., University of Oklahoma; salary \$26,651 per academic year.

Autumn R. Whitson; Instructor, Department of Athletic Training; M.S., University of Tennessee; salary \$38,378 per academic year.

Sara Green Williams; Instructor, Organizational Department (first year of a three-year appointment); M.M.R., Southern Illinois University, Edwardsville; salary \$41,400 per academic year.

Mary F. Wright; Instructor, Department of English; M.Ed., University of Illinois; salary \$27,134 per academic year.

**Temporary Part-time Faculty Appointments—2008 Fall Semester**

(Effective August 1, 2008, unless otherwise indicated)

Farooq Al Tameemy; Lecturer III, Department of Elementary, Early, and Special Education; M.A., Indiana State University; nine hours; salary \$9,000.

Ram Alagan; Lecturer III, Department of Geography, Geology, and Anthropology; Ph.D., West Virginia University; three hours; salary \$2,955.

Irina Albig; Lecturer III, Department of Music; M.A., Washington State University; twelve hours; salary \$11,820.

Stephanie Alexander; Lecturer I, Department of English; M.A., Indiana State University; twelve hours; salary \$8,700.

Eric R. Anderson; Lecturer III, Department of Psychology; M.A., University of Waterloo, Ontario; six hours; salary \$5,910.

James Archer; Lecturer III, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$2,955.

Leonard S. Arnold; Lecturer II, Department of Family and Consumer Sciences; B.S., Ball State University; three hours; salary \$2,565.

Alexis Bacon; Lecturer III, Department of Music; D.M.A., University of Michigan; twelve hours; salary \$11,820.

Aashia Bade; Lecturer I, Department of Psychology; M.S., Indiana State University; three hours; salary \$2,175.

Meredith H. Baldwin; Lecturer II, Department of Family and Consumer Sciences; B.S., Indiana State University; three hours; salary \$2,565.

James J. Ball; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$18,036.

Patrick Barcus; Lecturer I, Department of English; M.A., Indiana State University; nine hours; salary \$6,525.

Crystal M. Barrett; Lecturer III, Department of Music; M.M., Louisiana State University; 5.4 hours; salary \$5,319.

Renee N. Bauer; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana State University; nine hours; salary \$12,447.

Spencer T. Baum; Lecturer I, Department of Psychology; M.S., Indiana State University; three hours; salary \$2,175.

Julane Beetham; Lecturer III, Department of Music; M.A., Telemark University College, Norway; three hours; salary \$2,955.

K. Lynn Berry-Austin; Lecturer III, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$5,910.

Angela Bonnell; Lecturer III, Analytical Department; M.B.A., Indiana State University; three hours; salary \$3,000.

Antonia M. Bowden; Lecturer I, Department of English; M.A., Auburn University; six hours; salary \$4,350.

Lynette Browne; Lecturer III, Department of Music; D.M.A., University of Miami; twelve hours; salary \$15,925.

Timothy Brunnemer; Lecturer III, Analytical Department; M.B.A., Indiana State University; six hours; salary \$6,000.

Robert E. Burton; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; seven students; salary \$4,900.

Duane Caperton; Lecturer III, Department of Psychology; M.S., Indiana State University; nine hours; salary \$8,865.

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

Daniel J. Cleveland; Lecturer III, Department of Psychology; Pharm.D., Purdue University; three hours; salary \$2,955.

Penny Clevenger; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; ten hours; salary \$8,550.

Christina A. Collins; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,955.

Peggy Conklin; Lecturer III, Department of English; M.S., Indiana State University; twelve hours; salary \$11,820.

Darla K. Crist; Lecturer I, Department of English; M.A., Indiana State University; three hours; salary \$2,175.

Gene Crume; Lecturer III, Department of Communication; Ph.D., University of Virginia; three hours; salary \$2,955.

Katrina R. Davis; Lecturer III, Department of Economics; M.S., Purdue University; nine hours; salary \$8,865.

Rush Davis; Lecturer II, Department of Mathematics and Computer Science; M.Ed., Indiana State University; Eighteen hours; salary \$15,390.

Richard M. Dowell; Lecturer III, Department of Music; Ph.D., Kent State University; six hours; salary \$5,910.

Cynthia D. Dowers; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S.N., Indiana Wesleyan University; three hours; salary \$4,149.

Lynn A. Dunnagan; Lecturer II, Department of Languages, Literatures, and Linguistics; M.L.S., Indiana State University; three hours; salary \$2,565.

Sarah Burk Dye; Lecturer III, Department of Music; D.M.A., University of Illinois at Urbana; 14.4 hours; salary \$14,184.

Sherri Eaton-Bin Daar; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; nine hours; salary \$9,000.

Julie B. Edwards; Lecturer III, Department of Music; M.M., University of North Carolina; four hours; salary \$3,984.

Linda M. Edwards; Lecturer III, Department of Communication; M.S., Indiana Wesleyan University; nine hours; salary \$8,865.

Margaret J. Erthal; Lecturer III, Organizational Department; Ph.D., Southern Illinois University; three hours; salary \$2,955.

Robert Fazekas; Lecturer III, Department of Psychology; Psy.D., Indiana State University; three hours; salary \$2,955.

Jessica D. Fields; Lecturer II, Department of History; M.A., Indiana State University; fifteen hours; salary \$12,825.

John R. Fish; Lecturer III, Department of History; M.A., Eastern Illinois University; nine hours; salary \$8,865.

Terri L. Fisher; Lecturer II, Department of Family and Consumer Sciences; B.S., Indiana State University; three hours; salary \$2,565.

Joyce Fulford; Lecturer III, Department of Educational Leadership, Administration, and Foundations; Ph.D., Indiana State University; six hours; salary \$6,000.

Todd Alan Gallagher; Lecturer II, Department of Music; M.M., Indiana State University; 7.67 hours; salary \$6,558.

Larry J. Gambaiani; Lecturer III, Department of Educational Leadership, Administration, and Foundations; Ed.D., Indiana University; six hours; salary \$6,000.

Roy Geib; Lecturer III, Department of Health, Safety, and Environmental Health Sciences; Ph.D., University of Texas; three hours; salary \$2,955.

Sumit K. Ghosh; Lecturer II, provisional Department of Biology; M.S., Oakland City University; six hours; salary \$5,130.

Kristoffer A. Giere; Lecturer I, Department of English; M.A., Indiana State University; twelve hours; salary \$8,700.

Kathy Ginter; Lecturer III, Departments of Physical Education and Technology Management; Ph.D., University of Tennessee; eleven hours; salary \$23,820.

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

Jodi Goings; Lecturer I, Department of Family and Consumer Sciences; B.S., Indiana State University; three hours; salary \$2,175.

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

Elin Grissom; Lecturer I, Department of Health, Safety, and Environmental Health Sciences/Psychology; B.S., Eastern Illinois University; fifteen hours; salary \$10,725.

Edmund B. Grosskopf; Assistant Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; three hours; salary \$2,955.

Cynthia L. Hamilton; Lecturer I, Baccalaureate and Higher Degree Nursing Department; M.N., Indiana State University; six hours; salary \$6,249.

Uwe J. Hansen; Professor Emeritus, Department of Physics and Honors Music; Ph.D., Brigham Young University; fifteen hours; salary \$14,820.

Karla M. Hansen-Speer; Lecturer III, Department of Geography, Geology, and Anthropology; A.M., Washington University in St. Louis; three hours; salary \$2,955.

Richard E. Harden; Lecturer III, Department of Mathematics and Computer Science; M.E., Indiana State University; twelve hours; salary \$12,912.

Melody J. Hardway; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., Indiana Wesleyan University; six hours; salary \$6,249.

Timothy S. Harlan; Lecturer II, Department of English; M.S., Indiana State University; nine hours; salary \$7,695.

David A. Harris; Lecturer II, Department of Curriculum, Instruction, and Media Technology; three hours; and Student Teacher Supervisor, Education Student Services; 10 student teachers; M.S., Indiana State University; salary \$9,000.

Michael Harrold; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,572.

Gary R. Hartsock; Lecturer III, Department of Criminology and Criminal Justice; M.S., Indiana State University; nine hours; salary \$8,865.

Jena Hasenour; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S., California State University; three hours; salary \$3,990.

Bryan T. Hayden; Lecturer III, Department of Communication; M.S., Indiana State University; fifteen hours; salary \$14,775.

J. Bryan Heath; Lecturer II, Department of Music; M.M., Indiana University; twelve hours; salary \$10,260.

Charles M. Henry; Lecturer III, Department of Electronics, Computer, and Mechanical Engineering Technology; M.B.A., Lawrence Technological University; six hours; salary \$7,200.

Jeremy Herrberg; Lecturer II, Department of Art; M.A., University of Wyoming; nine hours; salary \$7,695.

Jameson Hibbs; Lecturer II, Department of Recreation and Sport Management; B.S., Indiana State University; three hours; salary \$2,565.

David B. Hoffa; Lecturer II, Department of Physical Education; M.S., Indiana State University; two hours; salary \$1,710.

Susan Hoffman; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,572.

Amy Ann Holbert; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.A., Indiana State University; six hours; salary \$8,298.

Joseph Houghtelin; Student Teacher Supervisor, Education Student Services; M.S. +30, Indiana State University; nine students; salary \$6,300.

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

Christopher B. Huntington; Lecturer II, Department of English; M.F.A., Bennington College; three hours; salary \$2,565.

John B. Ibberson; Associate Professor Emeritus and Graduate Studies Coordinator, Department of Music; Ph.D., Indiana University; three hours; salary \$2,988.

Betty James; Lecturer III, Organizational Department; M.B.A., Indiana State University; three hours; salary \$2,955.

Aimee Janssen-Robinson; Lecturer II, Department of Health, Safety, and Environmental Health Sciences; M.Ed., Indiana State University; three hours; salary \$2,475.

Susan D. Johnson; Lecturer III, Department of Educational Leadership, Administration, and Foundations; Ph.D., Indiana State University; three hours; salary \$3,000.

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

Melinda F. Joy; Lecturer II, Department of Family and Consumer Sciences; B.S. + 26, Indiana State University; three hours; salary \$2,565.

Sandra K. Kassis; Student Teacher Supervisor, Department of Elementary, Early, and Special Education; M.S., Indiana State University; six students; salary \$6,000.

Michael Kelsay; Lecturer III, Department of English; M.F.A., McNeese State University; nine hours; salary \$8,865.

David Kelty; Lecturer III, Department of English; M.Ed., Indiana State University; twelve hours; salary \$13,572.

Bryan S. Kirby; Lecturer III, Department of Communication; M.S., Indiana State University; six hours; salary \$5,910.

Debra R. Knaebel; Lecturer III and Student Teacher Supervisor, Department of Elementary, Early, and Special Education; M.A. in Ed., Ball State University; eight hours and student teacher supervision; salary \$12,000.

Kent D. Koerner; Lecturer III, Department of Biology and Liberal Studies Program; M.A., University of Illinois; fifteen hours; salary \$14,775.

Roland M. Kohr; Lecturer III, Department of Criminology and Criminal Justice; M.D., IU School of Medicine; three hours; salary \$3,372.

Barbara Lowe Kraus; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,565.

Rebecca Kuehn; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; six hours; salary \$8,298.

Margaret Landess; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,572.

Alexander Lapins; Lecturer II, Department of Music; M.M., University of Michigan; 10.67 hours; salary \$9,122.

Nancy R. Latta; Lecturer III, Departments of English and History; Ph.D., Purdue University; nine hours; salary \$8,865.



Joseph T. Leinberger; Lecturer I, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$4,350.

Lisa Moana Lowry; Lecturer II, Department of Music; M.M., Indiana University; 8.67 hours; salary \$7,413.

Daniel S. Lucky; Lecturer I, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; 1.5 hours; salary \$2,074.50.

Les Matthew Lunce; Lecturer I, Department of Curriculum, Instruction, and Media Technology; M.S., University of North Texas; three hours; salary \$3,000.

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

Michael Mann; Lecturer II, Department of Music; M.M., University of Oklahoma; twelve hours; salary \$10,260.

David B. Mannell; Lecturer III, Department of Music; M.S., Indiana University; 10.66 hours; salary \$10,617.

Marthann B. Markle; Assistant Professor Emerita, Department of Physical Education; M.S., Indiana State University; one hour; salary \$725.

H. Larry Martin; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$11,820.

Ron G. Martin; Lecturer III, Department of English; M.S., Indiana State University; twelve hours; salary \$11,820.

Cinda A. May; Lecturer III, Department of History; M.A., Indiana University; three hours; salary \$3,105.

Jamie Maynard; Lecturer III, Baccalaureate and Higher Degree Nursing Department; Ph.D., Kennedy-Western University; two hours; salary \$4,000.

James R. Mayrose; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; six hours; salary \$5,910.

David H. McCarter; Lecturer III, Department of History; Ph.D., University of Iowa; nine hours; salary \$8,955.

Brent McPike; Lecturer III, Department of Music; M.M., Indiana University; twelve hours; salary \$11,952.

Nancy A. McWilliams; Lecturer III, Department of Economics; M.A., Eastern Illinois University; six hours; salary \$5,910.

Larry D. Meddles; Lecturer I, Department of Health, Safety, and Environmental Health Sciences; M.S., Indiana State University; three hours; salary \$2,175.

Rhea Meyerholtz; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$13,560.

Dorothy Mimms; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S.N., Indiana State University; 6.6 hours; salary \$13,398.

Linda A. Minty; Lecturer III, Department of English; M.A., Indiana State University; nine hours; salary \$8,865.

Catherine S. Montgrain; Lecturer III, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; six hours; salary \$5,910.

Michelle Killion Morahn; Lecturer III, Department of History; M.A., Indiana State University; twelve hours; salary \$11,820.

Michael S. Morris; Lecturer II, Department of Psychology and Liberal Studies Program; M.S., Indiana State University; nine hours; salary \$7,695.

Robyn K. Morton; Lecturer II, Department of Philosophy; M.A., Kent State University; six hours; salary \$5,130.

Edward B. Motley; Lecturer II, Department of Criminology and Criminal Justice; M.S., Salve Regina University-Newport; three hours; salary \$2,565.

Charity Mouck; Lecturer III, Department of Educational Leadership, Administration, and Foundations; M.S., Indiana State University; three hours; salary \$3,000.

Sarah Mullican; Visiting Associate Professor, Department of Political Science; J.D., Valparaiso University School of Law; three hours; salary \$3,417.

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

Michael D. Neary; Lecturer II, Department of Art; M.F.A., Indiana University; six hours; salary \$5,130.

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

April Newton; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$3,000.

Jeffrey C. O'Brien; Lecturer III, Department of Theater; M.F.A., University of Nebraska; one hour; salary \$2,000.

Rosemary A. Onyango; Lecturer III, Department of African and African American Studies; M.Ed., University of Illinois; six hours; salary \$6,210.

Kenneth A. Pell; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$11,820.

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

Kathleen D. Pickrell; Associate Professor Emerita, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana University Purdue University Indianapolis; 4.5 hours; salary \$9,000.

Daniel I. Pigg; Lecturer I, Analytical Department; M.B.A., University of Missouri; three hours; salary \$3,000.

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

Daniel Powers; Lecturer III, Department of Music; B.M., Indiana University; 11.33 hours; salary \$11,160.

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

Trevor W. Ramsey; Lecturer I, Department of Political Science; B.A., University of Illinois; six hours; salary \$4,350.

Traci (Anderson) Ray; Lecturer III, Department of Family and Consumer Sciences; M.S., Indiana State University; four hours; salary \$3,940.

Monty Records; Lecturer III, Department of English; M.A., Indiana State University; twelve hours; salary \$13,572.

Donald J. Reuland; Professor Emeritus, Department of Chemistry; Ph.D., Carnegie-Mellon University; three hours; salary \$2,955.

Crystal Reynolds; Lecturer III, Liberal Studies Program; Ph.D., Indiana State University; nine hours; salary \$8,865.

Dottie Rigsby; Lecturer III, Department of Psychology; M.S., Indiana State University; six hours; salary \$5,910.

Chad Roseland; Lecturer III, Department of Music; M.M., University of Arizona; 13.4 hours; salary \$13,346.

Wesley D. Sampson; Lecturer II, Department of Philosophy; M.Div., Nazarene Theological Seminary; six hours; salary \$5,130.

James H. Sanchez; Lecturer II, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$10,260.

Bonnie Saucier; Lecturer III, Baccalaureate and Higher Degree Nursing Department; Ph.D., Indiana University; twelve hours; salary \$24,000.

Jeffrey L. Schrink; Professor Emeritus, Department of Criminology and Criminal Justice; Ed.D., Indiana University; six hours; salary \$5,910.

William Seibold; Lecturer II, Department of English; M.A., Ball State University; three hours; salary \$2,565.

Martha J. Shelton; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,565.

Jeffrey D. Shively; Lecturer II, Department of History; M.A., Indiana State University; six hours; salary \$5,130.

Shaun Short; Lecturer I, Department of Geography, Geology, and Anthropology; B.S., Indiana State University; three hours; salary \$2,175.

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

Glenna Simons; Lecturer III, Departments of Political Science and Psychology; J.D., Loyola University School of Law; twelve hours; salary \$11,820.

Neil A. Singleton; Lecturer III, Department of Communication; M.S., Indiana State University; twelve hours; salary \$11,820.

Tracy L. Smith; Lecturer I, Women's Studies Program; M.A., West Virginia University; three hours; salary \$2,175.

John Spicknall; Professor Emeritus, Department of Music; Ph.D., University of Maryland; 1.3 hours; salary \$1,310.

Sharilyn Spicknall; Lecturer III, Department of Music; M.S., Indiana State University; 5.67 hours; salary \$5,647.

Sherry Stevens; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S. in Nursing, Indiana University; three hours; salary \$4,107.

Christopher L. Stokes; Lecturer II, Department of Criminology and Criminal Justice; M.S., Saint Leo University; six hours; salary \$5,130.

Leshia Stolt; Lecturer II, Department of English; M.A., Indiana State University; six hours; salary \$5,130.

Tuesday A. Strong; Lecturer III, Department of Technology Management; M.B.A./M.S., Indiana University/Indiana State University; three hours; salary \$3,000.

Crystal J. Sullivan; Lecturer I, Department of English; B.S. + 38 hours, Indiana State University; nine hours; salary \$6,525.

Lisa D. Summers; Lecturer II, Department of English; M.F.A., Purdue University; three hours; salary \$2,565.

John A. Swez; Professor Emeritus, Department of Physics; Ph.D., Pennsylvania State University; six hours; salary \$5,910.

Kelly Switzer; Lecturer II, Department of Psychology; M.A., Xavier University; six hours; salary \$5,130.

James J. Tanoos; Lecturer III, Organizational Department; M.B.A., Indiana University; three hours; salary \$2,955.

Josephine A. Thomas; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.A., Wichita State University; three hours; salary \$4,500.

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

Barbara Timm; Lecturer III, Department of Art; M.F.A., University of Pennsylvania; six hours; salary \$5,910.

Glenna J. Timmons; Lecturer III, Department of Elementary, Early, and Special Education; M.Ed., Indiana State University; three hours; salary \$3,999.

Ann Tomey; Professor Emerita, Baccalaureate and Higher Degree Nursing Department; Ph.D., University of Colorado; three hours; salary \$6,000.

Marcia A. Tozer; Lecturer III, Department of Mathematics and Computer Science; M.S., Indiana State University; twelve hours; salary \$13,560.

William E. Treadway; Lecturer II, Department of Geography, Geology, and Anthropology; M.S., Indiana State University; three hours; salary \$2,565.

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

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

Debra A. Vincent; Lecturer III, Baccalaureate and Higher Degree Nursing Department; M.S., Indiana State University; 4.5 hours; salary \$6,223.50.

Raymond R. Vrydaghs; Lecturer III, Department of Psychology; M.S., Indiana Wesleyan University; twelve hours; salary \$11,820.

Linda K. Walters; Lecturer I, Baccalaureate and Higher Degree Nursing Department; B.S.N., University of Phoenix; 16.5 hours; salary \$22,819.50.

Rita Walters; Lecturer II, Department of Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,565.

Carole Waltman; Lecturer III, Department of Elementary, Early, and Special Education; B.S., West Chester University; six hours; salary \$6,000.

Kevin S. Ward; Lecturer III, Department of Communication; M.S., Indiana State University; fifteen hours; salary \$14,775.

James Waugh; Student Teacher Supervisor, Education Student Services; M.S., Indiana State University; 8 students; salary \$5,600.

Beth Waywood; Lecturer III, Department of Communication Disorders and Counseling, School, and Educational Psychology; Dr. of Audiology, A.T. Still University of Health Sciences; three hours; salary \$4,500.

Rebecca G. Williams; Lecturer III, Department of English; MAT, DePauw University; twelve hours; salary \$11,820.

Jeffrey D. Wireman; Lecturer III, Department of English; M.A., University of Wyoming; twelve hours; salary \$11,820.

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

Qun Zhang; Senior Research Associate, Department of Electronics, Computer, and Mechanical Engineering Technology; M.S., East China Normal University-Shanghai, China; three hours; salary \$2,565.

### **Changes of Status and/or Rate**

Lakshmi Balasubramanian; Assistant Professor of Finance, Analytical Department; \$1,200 to be added to 2008-2009 academic year base for the completion of the doctorate; Ph.D., Pennsylvania State University; salary \$98,000 per academic year; effective August 1, 2008.

William R. Barratt; Associate Professor of Educational Administration, Department of Educational Leadership, Administration, and Foundations; stipend of \$9,000 for duties as Administrative Fellow, School of Graduate Studies; effective August 1, 2008, through January 31, 2009.

Gregory D. Bierly; from Associate Professor, Department of Geography, Geology, and Anthropology, to Director of the University Honors Program and Associate Professor, Department of Geography, Geology, and Anthropology; stipend of \$8,583 effective May 8, 2008, through August 13, 2008; salary \$66,130 per academic year; effective August 1, 2008.

Michael R. Chambers; Associate Professor and Chairperson, Department of Political Science; surrenders supplement of \$8,000 for duties as Interim Director, International Affairs Center; effective May 30, 2008; salary \$66,003 per academic year; effective August 1, 2008.

Daniel A. Clark; Assistant Professor of History, Department of History; stipend of \$3,000 for duties as Coordinator of Social Science Education; effective August 1, 2008, through May 31, 2009; market adjustment of \$3,874 to the 2008-2009 academic year base salary; salary \$50,000 per academic year.

Cynthia L. Crowder; Assistant Professor of Human Resource Development, Department of Technology Management; \$1,200 to be added to 2008-2009 academic year base for the completion of the doctorate; Ph.D., University of Tennessee; salary \$54,503 per academic year; effective August 1, 2008.

Gene C. Crume; President, Indiana State University Foundation; affiliate faculty status conferred in the Department of Communication; effective August 14, 2008.

Nancy P. Cummins; Instructor, Department of Physical Education; stipend of \$2,000 for management and oversight of graduate students; effective for the 2008-2009 academic year.

Concetta A. DePaolo; Associate Professor of Operations Management and Analysis, Analytical Department; market adjustment of \$7,000 to the 2008-2009 academic year base salary; salary \$82,199 per academic year; effective August 1, 2008.

Gaston A. Fernandez; Professor of Political Science, Department of Political Science; standard adjustment of 3.5 percent to the 2007-2008 academic year base salary; salary \$87,663 per academic year; effective August 1, 2008.

Robert C. Guell; Professor of Economics; surrenders supplement of \$24,000 for duties as Faculty Fellow, Office of Academic Affairs; salary \$80,227 per academic year; effective August 1, 2008; assigned to part-time administrative appointment as Administrative Fellow, Office of the Provost and Vice President for Academic Affairs, for duties in the University's self-study process; no change in pay for the 2008-2009 academic year; stipend of \$24,069 for summer of 2009.

Mahfuzul Haque; Associate Professor of Finance, Analytical Department; market adjustment of \$7,000 to the 2008-2009 academic year base salary; salary \$93,254 per academic year; effective August 1, 2008.

Robert G. Huckabee; Associate Professor of Criminology and Criminal Justice, Department of Criminal Justice; standard adjustment of 3.5 percent to the 2007-2008 academic year base salary; salary \$61,786 per academic year; effective August 1, 2008.

Anthony Kaiser; Assistant Librarian and Head of Reference; \$833 stipend for continuing duties as Interim Head of Circulation; effective June 1, 2008, through June 30, 2008.

Susan J. Kiger; Associate Professor, Department of Curriculum, Instruction, and Media Technology; stipend of \$8,000 for duties as Interim Chairperson, Department of Curriculum, Instruction, and Media Technology; effective for the 2008-2009 academic year.

Elizabeth A. Lorenzen; from Librarian, Library Services, to Librarian and Head of Acquisitions, Library Services; salary \$73,231 per fiscal year, prorated from the effective date of August 1, 2008.

Robyn R. Lugar; Associate Professor and Chairperson, Department of Social Work; standard salary adjustment of 3.5 percent to the 2007-2008 academic year salary and a salary adjustment of \$140; salary \$67,343 per academic year; effective August 1, 2008.

George Maughan; Professor, Industrial Technology Education, and Director of the Ph.D. Program, Department Technology Management; standard salary adjustment of 3.5 percent to the 2007-2008 academic year base; salary \$91,275 per academic year; effective August 1, 2008.

Linda S. Maule; from Associate Professor, Department of Political Science, to Associate Professor, Department of Political Science and General Education Coordinator; stipend of \$4,700 effective May 8, 2008, through August 13, 2008; salary \$68,939 per academic year; effective August 1, 2008; and stipend of \$4,500 for duties in the First Year Program; effective July 1, 2008, through December 31, 2008.

Marcia A. Miller; Associate Professor of Nursing, Baccalaureate and Higher Degree Nursing Department, and Distance Education Coordinator, College of Nursing, Health, and Human Services; stipend of \$3,000 for duties in the School of Graduate Studies; effective July 1, 2008, through August 15, 2008.

Harry E. Minniear; from Assistant Professor of Aviation Technology, Department of Aviation Technology, to Chairperson and Assistant Professor of Aviation Technology, Department of Aviation Technology; salary \$75,808; effective August 1, 2008.

Valentine K. Muyumba; Associate Librarian, Library Services; stipend of \$10,000 for duties as Interim Head of Cataloging; effective for the 2008-2009 fiscal year.

Thomas W. Nesser; Assistant Professor of Physical Education; Department of Physical Education; market adjustment of \$5,000 to the 2008-2009 academic year base; salary \$57,763 per academic year; effective August 1, 2008.

Steven K. Pontius; Professor of Geography, Department of Geography, Geology, and Anthropology; stipend of \$7,000 for duties as Interim Chairperson, Department of Mathematics and Computer Science; effective for the 2008-2009 academic year.

Gregory L. Schwab; from Associate Professor of Aviation Technology and Chairperson, Department of Aviation Technology, to Associate Professor of Aviation Technology, Department of Aviation Technology; surrenders chair supplement of \$12,000 effective July 31, 2008; salary \$65,929 per academic year; effective August 1, 2008.

George A. Stachokas; Assistant Librarian, Library Services; salary floor adjustment of \$1,463 added to the 2008-2009 fiscal year base salary; salary \$43,261 per fiscal year; effective July 1, 2008.

Catherine L. Stemmans; Associate Professor of Athletic Training, Department of Athletic Training; stipend of \$5,000 for duties as Faculty Fellow, Center for Public Service and Community Engagement; effective for the 2008-2009 academic year.

David E. Vancil; Librarian and Head of Special Collections; additional supplement for department head duties added to the 2008-2009 fiscal year base for as long as he holds the position of department head; salary \$81,755 per fiscal year, prorated from the effective date of August 1, 2008.

Todd C. Whitaker; Professor of Educational Administration, Department of Educational Leadership, Administration, and Foundations; continuation at 75 FTE; salary \$52,056 per academic year; effective for the 2008-2009 academic year.

Kelly Smith Wilkinson; Associate Professor of Business Education, Information, and Technology, Organizational Department; market adjustment of \$7,000 to the 2008-2009 base salary; salary \$71,839 per academic year; effective August 1, 2008; stipend of \$750 per month with the month of August prorated for duties as Interim Director, Center for Instruction, Research, and Technology; effective August 4, 2008, through December 31, 2008.

Ming Zhou; from Professor of Industrial and Mechanical Technology, Department of Electronics, Computer, and Mechanical Engineering Technology, to Chairperson and Professor of Industrial and Mechanical Technology, Department of Electronics, Computer, and Mechanical Engineering Technology; salary \$77,594 per academic year; effective August 1, 2008.

### **Leave of Absence Without Pay**

(Effective for the 2008-2009 Academic Year)

Gregory L. Schwab; Associate Professor of Aviation Technology, Department of Aviation Technology.



## **Resignations**

Carolyn M. Burns; Assistant Professor, Baccalaureate and Higher Degree Nursing Department; effective July 31, 2008.

Timothy Crain; Assistant Professor of Music, Department of Music; effective July 31, 2008.

David K. Howard; Assistant Professor of Athletic Training, Department of Athletic Training; effective July 31, 2009.

Myrna McCallister; Librarian, Library Services; effective September 12, 2008.

S. Alex Ruthmann; Assistant Professor, Department of Music; effective May 31, 2008.

## **Retirements**

Kathleen Gaul; Librarian, Library Services; effective July 31, 2008.

Sarah T. Hawkins; Professor of Family and Consumer Sciences, Department of Family and Consumer Sciences; effective May 31, 2009.

Frederica L. Kramer; Professor of Family and Consumer Sciences and Chairperson, Department of Family and Consumer Sciences; effective May 31, 2009.

## **Item (IV)(b)(ii)(2):**

### **Personnel Items: Support and Administrative Staff (Mr. Runion)**

#### **SUPPORT STAFF**

##### **Appointments**

Lori Ashcraft; Office of Sponsored Programs; Office Assistant III; \$18,330; effective September 2, 2008.

Karen Aue; Office of Assistant VP & University Controller; Budget Coordinator; \$20,183; effective September 8, 2008.

Rhonda Beecroft; Office of North Central Association; Office Assistant II; \$17,550; effective August 11, 2008.

Lawrence Dull; Hulman Center; Custodial Worker II; \$17,823; effective September 2, 2008.

Timothy Goodman; Office of Facilities Management; Grounds Worker; \$16,653; effective August 18, 2008.

Stacey Greene; Office of Intercollegiate Athletics; Office Assistant II; \$17,550; effective July 28, 2008.

Christopher Heleine; Office of Public Safety; Public Safety Officer; \$34,133; effective August 18, 2008.

Patricia Jones; Office of Assistant VP & University Controller; Data Entry Operater II; \$18,330; effective August 18, 2008.

Leonard Kite; Office of Facilities Management; Custodial Worker; \$16,653; effective September 2, 2008.

Julie Leek; Office of Facilities Management; Custodial Worker; \$16,653; effective September 2, 2008.

Michelle Libka; Office of Intercollegiate Athletics; Administrative Assistant I; \$20,183; effective September 8, 2008.

Debra Light; Sycamore Housing; Custodial Worker I; \$17,043; effective July 28, 2008.

Jayne Longo; Office of Information Technology; Academic Services Assistant; \$18,720; effective September 2, 2008.

Cindy Meyer; Office of Student Financial Aid; Data Entry Operator II; \$18,330; effective July 28, 2008.

Daniel Moulton; Hulman Center; Custodial Worker II; \$17,823; effective September 2, 2008.

Virginia Mullay; Office of Admissions; Administrative Assistant I; \$20,183; effective August 18, 2008.

Kelly Noel; Sycamore Housing; Custodial Worker I; \$17,043; effective September 2, 2008.

Christopher Osmon; Facilities Management; Grounds Worker; \$16,65; effective August 18, 2008.

Samuel Probst; Hulman Center; Technical Services Assistant; \$22,601; effective August 25, 2008.

Jodie Scott; Instructional Resources Center; Administrative Assistant I; \$20,183; effective August 25, 2008.

Dawnar Shivers; Facilities Management; Utility Worker I; \$17,043; effective September 2, 2008.

Kathy Tanner; Correction Education; Administrative Assistant I; \$20,183; effective September 8, 2008.

Rebecca Weir; Sycamore Housing; Custodial Worker I; \$17,043; effective September 2, 2008.

Denise Williams; Office of the Dean of Nursing, Health & Human Performance; Office Assistant III; \$18,330; effective August 4, 2008.

### **Resignations**

Ivan Bennett; Facilities Management; effective August 27, 2008.

James Daily; Hulman Center; effective July 27, 2008.

Terry Hedden; Facilities Management; effective September 15, 2008.

Jennifer Krockenberger; Athletics Football; effective August 15, 2008.

Bertha Lyle; Student Financial Aid; effective August 1, 2008.

Alicia Lowry; ISU Childcare; effective September 19, 2008.

Freeland Maynard; Facilities Management; effective July 23, 2008.

Christopher Osmon; Facilities Management; effective September 18, 2008.

Stephen Weger; Hulman Memorial Student Union; effective July 31, 2008.

Ryan Weir; Library; effective September 12, 2008.

Denise Williams; Dean of Nursing, Health & Human Performance; effective August 13, 2008.

Stephanie Woodcox; ISU Childcare; effective May 2, 2008.

### **Termination**

John Mason; Hulman Center; effective July 21, 2008.

### **Retirements**

Bernard Anderson; Department of Psychology; 36 years of service; effective August 29, 2008.

Martha Dowell; VP Bus Affairs and Treasurer; 25 years of service; effective August 29, 2008.

Jerry Lankford; Facilities Management; 27 years of service; effective September 12, 2008.

Julia Poloney; MFG and Construction Tech; 35 years of service; effective July 25, 2008.

Tony Trout; Facilities Management; 35 years of service; effective July 29, 2008.

### **Deceased**

Rebecca Pickerill; International Affairs Center; Deceased August 6, 2008.

### **Changes in Status or Rate**

#### **Promotion**

Pamela Allison; from the Office of the Dean of College of Arts & Sciences; Academic Services Specialist \$24,551 to the Office of Dean of College of Grad Studies; Administrative Assistant II; \$27,476; effective September 22, 2008.

Anita Bishop; from the Asst VP Univ Controller; Accounting Clerk; \$19,968 to the Student Academic Services Center; Program Services Supervisor; \$22,620; effective September 8, 2008.

Judy Buchholz; from Sponsored Programs; Office Assistant III; \$18,974 to the International Affairs Center; Administrative Assistant II; \$21,938; effective August 4, 2008.

Scott Cooper; from Facilities Management; Grounds Worker II; \$19,500 to Facilities Management; Gardener; \$21,450; effective August 1, 2008.

Andrea Henry; from Early Childhood Educ Center; Head Teacher; \$23,283 to Early Childhood Educ Center; Early Childhood Specialist; \$19,203 (9-month position); effective August 18, 2008.

Kerry Patterson; from Asst Treas Univ Bursar; Accounting Clerk III; \$19,305 to Asst VP Univ Controller; Accounting Systems Specialist; \$21,236; effective September 15, 2008.

Michael Phillips; from HMSU; Lead Custodial Worker II; \$20,885 to HMSU; Custodial Services Supervisor; \$22,971; effective August 30, 2008.

Tammy South; from VP and Provost Office; Budget Coordinator; \$31,259 to VP Bus Affairs and Treasurer; Executive Assistant; \$34,379; effective September 8, 2008.

### **Transfers**

Judy Elslager; from Student Academic Advisement; Program Services Supervisor; \$32,643 to MFG and Construction Tech; Administrative Assistant I; \$29,387; effective August 4, 2008.

Gloria Erb; from Asst VP Univ Controller; Accounting Systems Specialist; \$22,347 to Public Safety; Traffic & Parking Services Assistant; \$20,105; effective August 11, 2008.

Beverly Lindsey; from Dean of Grad Studies; Administrative Assistant II; \$23,849 to Business Analytical Department in the College of Business; Administrative Assistant I; \$21,470; effective August 18, 2008.

### **Reclassifications**

Kristi Barley; from McNair Programs; Office Assistant III; \$19,539 to McNair Programs; Program Assistant; \$21,489; effective July 1, 2008.

Nick Barnhart; from Permanent Art Collection; Art Collection Assistant; \$18,701 to Permanent Art Collection; Art Collection Assistant; \$20,573; effective July 1, 2008.

Elysia Clinton; from Facilities Management; Mail Carrier; \$18,584 to Facilities Management; Mail Services Specialist; \$23,888; effective September 15, 2008.

Lisa Harrison; from Facilities Management; Mail Carrier; \$18,779 to Facilities Management; Mail Services Specialist; \$24,375; effective September 15, 2008.

Melissa Strain; from Facilities Management; Mail Carrier; \$18,584 to Facilities Management; Mail Services Specialist; \$23,888; effective September 15, 2008.

Valinda Woods; from Department of Psychology; Client Services Assistant; \$26,013 to Department of Psychology; Client Services Assistant; \$28,607; effective July 26, 2008.

### **Other**

Michael Eldred; step increase from Public Safety; Public Safety Officer; \$34,528 to Public Safety; Public Safety Officer; \$36,046; effective September 13, 2008.

Devon Huebner; step increase from Public Safety; Public Safety Officer; \$34,528 to Public Safety; Public Safety Officer; \$36,046; effective September 13, 2008.

## **ADMINISTRATION**

### **Appointments**

Ronald Allen; Network Engineer TIS, Office of Information Technology; M.S., Stetson University; salary \$60,000 per fiscal year, prorated from the effective date of August 11, 2008.

Laura M. David; E-Commerce/Systems Accountant, Office of the Assistant Treasurer and University Bursar; B.S., Indiana State University; salary \$50,000 per fiscal year, effective July 1, 2008.

Nolan Davis; Director, Student Activities & Organizations; M.S., Northeastern Illinois University; effective August 11, 2008; salary \$65,000 prorated from effective date.

Amy L. Dunivan; Financial Analyst, Office of the Controller; M.B.A., Indiana State University; salary \$36,000 per fiscal year, prorated from the effective date of July 8, 2008.

Craig Enyeart; Assistant Director, Student Judicial Programs; M.S., Indiana State University; effective September 8, 2008; salary \$35,000 prorated from effective date.

Perry W. Hollowell; Technical Support Specialist, Office of Information Technology; Certificate of Completion, Indiana Business College; salary \$34,000 per fiscal year, prorated from the effective date of July 21, 2008.

Ita Luehrson; Admissions Counselor-Chicago Area; Admissions and High School Relations; Masters from Lewis University; fiscal salary of \$35,000.00 prorated from effective date of September 3, 2008.

Kimberly Dawn McCleary; Staff Auditor, Internal Auditing; salary \$32,000 per fiscal year, prorated from the effective date of August 11, 2008.

Adam Novotney; Program Assistant, Student Activities & Organizations; M.S., Northern Illinois University; salary \$30,000 prorated for employment period September 9, 2008 through June 8, 2009.

### **Temporary Appointments**

Anita E. Allison; Early Childhood Coordinator, Blumberg Center; M.Ed., University of Illinois; salary \$55,435 per fiscal year; effective July 1, 2008, through June 30, 2009.

Esther M. Anderson; Follow-Up Manager, Blumberg Center; B.S., Indiana State University; salary \$25,440 per fiscal year; effective July 1, 2008, through June 30, 2009.

Louise A. Anderson; Interim Director, Western Indiana Area Health Education Center; M.N.A., Indiana University Purdue University Indianapolis; salary \$62,100 per fiscal year; effective September 1, 2008, through August 31, 2009.

Lashonda R. Azziz; Project Coordinator of the CPSP Grant, Blumberg Center; M.S., Indiana University; salary \$53,303 per fiscal year; effective July 1, 2008, through June 30, 2009.

Angela M. Beanblossom; Area Learning Center Coordinator, South Central Indiana Educational Alliance; M.S., Indiana State University; salary \$37,538 per fiscal year; effective August 1, 2008, through July 31, 2009.

Michelle R. Bennett; Program Administrator, Office of Continuing Education; B.A., Indiana State University; salary \$36,329 per fiscal year; effective July 1, 2008, through June 30, 2009.

Mark E. Cantin; Assistant Director of the Anthropology Laboratory, Department of Geography, Geology, and Anthropology; M.A., Indiana State University; salary \$39,801 per fiscal year; effective July 1, 2008, through June 30, 2009.

Robert G. Clouse; Senior Researcher and Professor Emeritus of History, College of Arts and Sciences; Ph.D., State University of Iowa; stipend of \$1,500; effective for the fall semester of the 2008-2009 academic year.

Carl J. Conley; Field Campus Resource Manager, Department of Recreation and Sport Management; B.S., Indiana State University; salary \$25,861 per fiscal year; effective July 1, 2008, through June 30, 2009.

Rick Donnelly; Technology Coordinator, South Central Indiana Educational Alliance; B.A., Earlham College; salary \$46,731 per fiscal year; effective July 1, 2008, through June 30, 2009.

David L. Godsted; Director of Financial Literacy, Networks; M.A., University of New Mexico; salary \$90,301 per fiscal year; effective July 1, 2008, through June 30, 2009.

Steven B. Gonzales; Area Learning Center Coordinator-Martin, South Central Indiana Educational Alliance; B.A., Northwestern University; salary \$37,538 per fiscal year; effective July 1, 2008, through June 30, 2009.

Kay W. Harmless; Director, CCITE, College of Education; M.S., Butler University; salary \$60,000 per fiscal year, prorated from the effective date; effective September 3, 2008, through September 30, 2009.

Bret T. Hawkins; Interim Director and Marketing Coordinator, South Central Indiana Educational Alliance; B.S., Indiana University; salary \$54,440 per fiscal year; effective July 1, 2008, through June 30, 2009; and a \$4,500 stipend for additional responsibilities related to the CAPE grant; effective July 1, 2008, through December 31, 2008.

Dean E. Johnson; Area Learning Center Coordinator-Orange, South Central Indiana Educational Alliance; M.S., Purdue University; salary \$39,201 per fiscal year; effective July 1, 2008, through June 30, 2009.

Cinda L. Long; Program Coordinator, Indiana Special Educational Administrators' Services Project; M.S., Indiana State University; salary \$38,651 per fiscal year; effective July 1, 2008, through June 30, 2009.

Virginia E. Miller; Project Coordinator of the CPSP grant; Blumberg Center; M.S., Indiana University; salary \$57,567 per fiscal year; effective July 1, 2008, through June 30, 2009.

Kelly A. Renteria; Project Manager, Department of Psychology; M.P.A., Indiana State University; salary \$31,982 per fiscal year; effective July 1, 2008, through June 30, 2009.

Allison Schadeberg; Assistant Athletic Academic Coordinator, Student Academic Services Center; B.S., University of Illinois; salary \$31,318 per fiscal year; effective July 1, 2008, through June 30, 2009.

Michael D. Shriner; Director of Evaluation, Project PRE, College of Education; Ph.D., (ABD), Florida State University; salary \$62,100 per fiscal year; effective October 1, 2008, through September 30, 2009.

Angela M. Stieneker; Area Learning Center Coordinator, Shelby, College Cooperative Southeast; B.A., University of Indianapolis; salary \$35,630 per fiscal year; effective July 1, 2008, through June 30, 2009.

Susan A. Thacker; Executive Assistant, Indiana Special Education Administrators Services Project; A.S., Butler University; salary \$42,336 per fiscal year; effective July 1, 2008, through June 30, 2009.

Camille E. Trampke; Area Learning Center Coordinator-Greene, South Central Indiana Educational Alliance; M.S., Indiana University; salary \$39,616 per fiscal year; effective July 1, 2008, through June 30, 2009.

Brianne L. Walters; Research Assistant, provisional Department of Biology; M.S., Indiana State University; salary \$34,052 per fiscal year; effective July 1, 2008, through June 30, 2009.

Cari B. Withers; Academic Coordinator, Upward Bound; B.S., Park University; salary \$30,000 per fiscal year, prorated from the effective date; effective July 28, 2008, through May 31, 2009; salary adjustment of \$1,000 to the 2008-2009 fiscal year base salary; salary \$31,000, prorated from the effective date of September 1, 2008, through May 31, 2009.

Joe N. Zachery; Director of Operations, Networks; B.S, Indiana University; salary \$66,386 per fiscal year; effective July 1, 2008, through June 30, 2009.

### **Changes of Status and/or Rate**

Therese A. Avelis; from Assistant Data and Technology Manager, Office of Registration and Records, to Director of Data and Technology, Office of Registration and Records; salary \$44,000 per fiscal year; effective July 1, 2008.

Lloyd W. Benjamin III; from President of the University to administrative leave with pay from July 1, 2008 through June 30, 2009. Effective July 1, 2009 President Emeritus and Trustee Professor of Art.

Kara Berchem; Communications and Marketing; from Photojournalist to Photojournalist/Multimedia Developer with a salary of \$33,500.00 per fiscal year, prorated from the effective date of October 1, 2008 .

Linda L. Brewer; Recruiter, Human Resources; compensation adjustment of \$1,000 to the 2008-09 fiscal year base; salary \$34,421 per fiscal year, prorated from the effective date of August 1, 2008.

Tony Lee Campbell; Communications and Marketing; from Manager, Photography Service to Director, Photography Services; salary \$45,167.00 per fiscal year, prorated from the effective date of October 1, 2008.

Kenneth L. Coleman; from a regular professional appointment as Academic Advisor, Education Student Services, to a grant funded professional position as Director, Upward Bound Program; salary \$41,000 per fiscal year, prorated from the effective date; effective September 8, 2008, through May 31, 2009.

Linda Crossett; Director of Community and Professional Programs, Office of Continuing Education; stipend of \$3,000 for additional duties; effective July 1, 2008, through June 30, 2009.

Les Anne Dant; from Assistant Director of Residential Life for Administration to Associate Director for Business Operations for Residential Life effective August 1, 2008; salary \$56,100.

Brandie J. Daugherty; Coordinator, Correction Education Program; reclassified to pay grade 26; salary \$36,940, prorated from the effective date of September 1, 2008.

Angela D. Garakani; from Assistant Registrar, Office of Registration and Records, to Director of Curriculum, Catalog, and Certification, Office of Registration and Records; salary \$44,000 per fiscal year; effective July 1, 2008.

Sharon L. Gick; from Interim Registrar and Associate Registrar for Records, Office of Registration and Records to University Registrar, Office of Registration and Records; salary \$75,000 per fiscal year; effective July 1, 2008.

Mark D. Green; from Special Assistant to the Provost for Budgets, Personnel, and Research, and Chief Research Officer, to Associate Vice President for Academic Affairs and Chief Research Officer; salary \$111,563 per fiscal year; effective July 1, 2008.

April M. Hay; from Service and Operations Manager, Office of Registration and Records, to Associate Registrar, Office of Registration and Records; salary \$50,000 per fiscal year; effective July 1, 2008.

Sheri L. Hughes; from a support staff position as Mail Services Supervisor, Mail Room, to administrative position as Mail Services Manager, Mail Room; salary \$35,000; effective July 1, 2008.

Rex Kendall; change from Associate Director of Residential Life to Director of Residential Life effective August 1, 2008; salary \$65,650.

Rachel L. Maesch; Coordinator, Correction Education Program; reclassified to pay grade 26; salary \$31,878, prorated from the effective date of September 1, 2008.

Diann E. McKee; Associate Vice President for Business Affairs and Finance and University Budget Officer; change from stipend of \$3,000 per month to supplement of \$3,000 per month for duties as Interim Vice President for Business Affairs and Finance and Interim University Treasurer; effective July 1, 2008.



Heather M. Miklozek; from Assistant Director, Student Activities and Organizations to Assistant Director, Center for Public Service and Community Engagement; salary \$40,000 per fiscal year, prorated from the effective date of September 22, 2008.

Kathryn A. Modesitt; change from Assistant Director Bursar Operations, Office of the Assistant Treasurer and University Bursar, to Associate Director Bursar Operations, Office of the Assistant Treasurer and University Bursar; effective July 1, 2008; no change in salary.

Amy J. Naidu; Financial Analyst, Office of the Controller; change in position (no change in title); increase in salary of \$2,954, new salary \$39,200, effective July 1, 2008.

Amanda E. Owen; from a support staff position as Student Support Coordinator, Office of Registration and Records, to a professional staff position as Assistant Registrar, Office of Registration and Records; salary \$32,500 per fiscal year; effective July 1, 2008.

Christopher M. Pfaff; Special Assistant to the Provost, Center for Business Support and Economic Development; 3.5 percent salary adjustment to the 2007-2008 fiscal year base; salary \$84,870 per fiscal year; effective July 1, 2008.

Susan M. Powers; Associate Dean, College of Education, and Professor of Education, Department of Curriculum, Instruction, and Media Technology; \$10,000 stipend per fiscal year, prorated from the effective date, for duties as NCA Co-Coordinator; effective May 15, 2008, through June 30, 2010.

Richard Pressel; Coordinator, Correction Education Program; reclassified to pay grade 26; salary \$35,181, prorated from the effective date of September 1, 2008.

Elliot J. Robins; Assessment and Accreditation Coordinator, Office of the Provost and Vice President for Academic Affairs; \$1,500 stipend for duties and responsibilities in the School of Graduate Studies; effective July 1, 2008, through August 15, 2008.

Nancy B. Rogers; Director, Center for Public Service and Community Engagement, and Professor, Department of Recreation and Sport Management; \$10,000 stipend per fiscal year, prorated from the effective date, for duties as NCA Co-Coordinator; effective May 15, 2008, through June 30, 2010.

Charlene Shivers; from Assistant Director, Student Financial Aid, to Associate Director, Student Financial Aid; salary \$55,741.00 per fiscal year effective July 1, 2008.

Andrew Weyand; from Hall Director of University Apartments in Residential Life to a 9½ month appointment as Area Director in Residential Life effective September 22, 2008; salary \$25,594 plus maintenance for period August 1, 2008, through May 15, 2009, prorated from the effective date.

Priscilla S. Wolfe; from Director of Leadership Development Institute, Networks, to Director of Financial Literacy, Networks; salary \$95,000 per fiscal year, prorated from the effective date of September 1, 2008, through June 30, 2009.

Bradley E. Yeargin; Assistant Athletic Trainer, Department of Athletic Training; market adjustment of \$3,775 to the 2008-2009 fiscal year salary; salary \$40,000; effective July 1, 2008.

## **Resignations**

Lashonda R. Azziz; Project Coordinator of the CPSI Grant, Blumberg Center; effective August 8, 2008.

Elizabeth Benedict; Assistant VP Communications/Marketing; Communications and Marketing; resignation effective October 12, 2008 with administrative leave with pay and benefits beginning on August 12, 2008, through October 12, 2008.

David L. Godsted; Director of Financial Literacy, Networks; effective July 23, 2008.

Mindy A. Greenwell; Benefits Manager, Office of Staff Benefits; effective August 8, 2008.

Achim Hunt; Associate Director, Athletics Media Relations; effective August 29, 2008.

Kenneth D. Janz; Director, Center for Instruction, Research, and Technology; effective August 1, 2008.

Bethany L. Lashbrook; Laboratory Research Assistant I, Department of Chemistry; effective July 4, 2008.

Eric A. Laudano; Assistant Athletic Trainer, Department of Athletic Training; effective September 7, 2008.

Paul E. Plummer; Executive Co-Director, Athletic Training Services, Department of Athletic Training; on paid administrative leave from August 11, 2008, until resignation effective date of November 9, 2008.

Karen L. Schmid; Associate Vice President for Academic Affairs and Associate Professor, Department of Family and Consumer Sciences; August 15, 2008.

## **Termination**

Derrick Bowman; Admissions Counselor, Admissions and High School Relations, termination effective July 25, 2008.

## **Retirement**

Dennis M. Orenchick; Superintendent Civil Engineering Services/Grounds Maintenance, Facilities Management; effective September 12, 2008.

## **ATHLETICS**

### **Appointments**

John Patrick Hogan; Part-time Assistant Football Coach; salary \$12,000 for employment period of August 1, 2008, through May 31, 2009.

Thomas J. Merritt; Part-time Assistant Baseball Coach; salary \$17,745 for employment period of August 1, 2008, through April 30, 2009.

Dennis Raetz; Part-time Assistant Football Coach; salary \$10,800 for employment period of July 1, 2008, through December 31, 2008.

Tamara Schaffer; Spirit Program Coordinator; salary \$20,020 for employment period of August 1, 2008, through May 31, 2009.

Jonathan Smith; Part-time Assistant Volleyball Coach; salary \$17,745 for employment period of August 1, 2008, through May 31, 2009.

Geoff Wayton; Part-time Assistant Track and Field Coach; salary \$12,000 for employment period of August 1, 2008, through May 31, 2009.

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

John Sherman; from Assistant Director of Intercollegiate Athletics: Marketing & Media Relations to Senior Assistant Director of Athletics; effective August 1, 2008; salary \$48,200 prorated from the effective date.

### **Resignations**

Kimberly Keyes; Cheer Sponsor; effective August 11, 2008.

Timothy Troville; Assistant Director of Athletics for Operations; effective August 1, 2008.

## **Item (IV)(b)(iii): Grants and Contracts (Dr. Maynard)**

1. Indiana Department of Education, Fund No. 548339, Proposal No. 08-176

An agreement in the amount of \$729,855 has been received from the Indiana Department of Education for the project entitled, "Collaborative Problem Solving Project," under the direction of Leah Nellis, Blumberg Center, for the period July 1, 2008 through September 30, 2009.

2. Purdue University, Fund No. 548322, Proposal No. 08-105

A sub-agreement under the Indiana Space Grant Consortium through Purdue University has been received from Purdue University in the amount of \$2,500 for the project entitled, "INSGC Undergraduate Scholarship," under the direction of Emily Pugh, Geography and Geology, for the period March 15, 2008 through March 14, 2009.

3. Indiana Campus Compact, Fund No. 548343, Proposal No. 08-179

An agreement in the amount of \$3,750 has been received from the Indiana Campus Compact for the project entitled, "Indiana Rural Recreation Development Project: An Integrated Project to Engage Students and Serve Communities," under the direction of Nathan Schaumleffel, Recreation and Sport Management, for the period June 1, 2008 through May 31, 2009.

4. Indiana Economic Development Corporation, Fund No. 548349, Proposal No. 09-003  
An agreement in the amount of \$15,314.87 has been received from the Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center," under the direction of Heather Penney, Small Business Development Center, for the period July 1, 2008 through December 31, 2008.
5. Indiana Economic Development Corporation, Fund No. 548352, Proposal No. 08-192  
An agreement in the amount of \$15,314.87 has been received from the Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center," under the direction of Heather Penney, Small Business Development Center, for the period July 1, 2008 through December 31, 2008.
6. U.S. Department of Housing and Urban Development, Fund No. 548354, Proposal No. 08-163  
An agreement in the amount of \$147,000 has been received from the U.S. Department of Housing and Urban Development for the project entitled, "Remodeling of ISU Community Learning Center of Lawrence County to Increase Classroom Space," under the direction of Bret Hawkins, South Central Community Learning Center, for the period July 1, 2008 through June 30, 2009.
7. Indiana Department of Education, Fund No. 548350, Proposal No. 08-171  
An agreement in the amount of \$108,460 has been received from the Indiana Department of Education for the project entitled, "Indiana Training Alternatives in School Psychology," under the direction of Bridget Roberts-Pittman, Communication Disorders, for the period July 1, 2008 through September 30, 2009.
8. Indiana Campus Compact, Fund No. 548344, Proposal No. 08-196  
An agreement in the amount of \$3,750 has been received from the Indiana Campus Compact for the project entitled, "Using Shakespeare to Reach At-Risk Students," under the direction of Laura Bates, English, for the period June 1, 2008 through May 31, 2009.
9. Biomet, Fund No. IRPDC, Proposal No. 08-016  
Additional appropriations in the amount of \$1,200 have been received from Biomet for the project entitled, "Package Testing Research/Development," under the direction of Marion Schafer, Industrial and Mechanical Technology, for the period June 11, 2007 through June 10, 2008.
10. Alcon Research, Ltd., Fund No. 548357, Proposal No. 08-094  
An agreement in the amount of \$40,000 has been received from the Alcon Research Ltd. for the project entitled, "Effectiveness of Contact Lens Solutions," under the direction of H. Kathleen Dannelly, Biology, for the period June 1, 2008 through December 1, 2009.
11. Indiana Council for Economic Education, Fund No. 548359, Proposal No. 08-169  
An agreement in the amount of \$21,000 has been received from the Indiana Council for Economic Education for the project entitled, "Center for Economic Education," under the direction of John Conant, Economics, for the period July 1, 2008 through June 30, 2009.

12. Indiana Department of Education, Fund No. 548365, Proposal No. 08-167

An agreement in the amount of \$322,520 has been received from the Indiana Department of Education for the project entitled, "Project Vision and the Deaf and Hard of Hearing Project," under the direction of Karen Goehl, Blumberg Center, for the period July 1, 2008 through September 30, 2009.

13. Purdue University, Fund No. 548268, Proposal No. 09-023

Additional appropriations in the amount of \$49,336 have been received from Purdue University for the project entitled, "Louis Stokes Alliance for Minority Participation Indiana-Phase II," under the direction of Jennifer Latimer, Geography and Geology, for the period May 1, 2007 through April 30, 2012.

14. U.S. Department of Education, Fund No. 548358, Proposal No. 09-006

An agreement in the amount of \$224,736 has been received from the U.S. Department of Education for the project entitled, "Pre, Too! Preparing and Recruiting Underrepresented Teachers for Indianapolis Public Schools," under the direction of Lisa Cutter, Elementary Early & Special Education, for the period October 1, 2008 through September 30, 2009.

15. Pittsburgh Zoo & PPG Aquarium, Fund No. 548341, Proposal No. 08-070

An agreement in the amount of \$2,000 has been received from the Pittsburgh Zoo & PPG Aquarium for the project entitled, "The Effects of Body Size and Exercise on the Thermal Energy Budget of Captive African Elephants: Biophysical Indices of Thermal Stress and Physiological Strain," under the direction of George Bakken, Biology, for the period March 1, 2008 through December 31, 2008.

## **Item (IV)(iv.) Internship Relationships (Dr. Maynard)**

### **Nursing Internships**

Agreements have been reached with the following facilities to provide internships for students in the College of Nursing.

Biloxi Regional Medical Center, Biloxi, MS  
Bridgeport Hospital, Bridgeport, CT  
Cascade Valley Hospital and Clinics, Arlington, WA  
Clarian West Medical Center, Avon, IN  
Cobblestone Crossings Health Campus, Terre Haute, IN  
Community Hospice Northeast Florida, Jacksonville, FL  
Gibault, Inc., Terre Haute, IN  
Knox Winamac Community Health Center, Knox, IN  
Massachusetts General Hospital, Boston, MA  
Medical Center of McKinney, McKinney, TX  
Olmsted Medical Center, Rochester, MN  
Saint Barnabas Medical Center, Livingston, NJ  
Saint Mary's Home Care, Walker, MI  
Saint Mary's Health Care, Grand Rapids, MI  
Southwest Park Schools, Montezuma, IN  
Tulsa City Health Department, Tulsa, OK  
United Methodist Village, Lawrenceville, IL

Union Hospital Health Group, Terre Haute, IN  
VA Medical Center, Marion, IL  
Washington University Infectious Diseases Clinic, St. Louis, MO  
WellStar Health System, Atlanta, GA  
Wishard Health Services, Indianapolis, IN

### **Department of Communication Disorders and Counseling, School and Educational Psychology Internships**

Agreements have been reached with the following facilities to provide internships in counseling psychology for students in the Counseling Psychology graduate program of the Department of Counseling.

Federal Medical Center, Deveno Psychology Services, Ayers, MA  
GeoCare, Inc/South Florida State Hospital, Pembroke Pines, FL  
Kansas State University Counseling Center, Manhattan, KS  
Michigan State University Counseling Center, East Lansing, MI  
Riverbend Community Medical Health Center, Concord, NH  
Rutgers Univ. Counseling & Psychological Services College Avenue Campus, New Brunswick, NJ  
Texas Tech University Student Counseling Center; Lubbock, TX  
University of Pittsburgh Counseling Center, Pittsburg, PA

### **South Vermillion School Corporation, Clinton, IN**

The purpose of this agreement is to provide driver training internships for students in the Department of Health, Safety, and Environmental Health Science.

### **Minnesota Department of Human Services, St. Peter, MN**

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

### **Athletic Training Internships**

Agreements have been reached with the following facilities to provide internships for students in the Department of Athletic Training.

Indiana State University – Athletic Training Department  
Rose-Hulman of Institute of Technology, Terre Haute, IN –Athletic Training Services  
Terre Haute North High School, Terre Haute, IN – Athletic Training Services  
West Vigo High School, West Terre Haute, IN – Athletic Training Services

### **Flight Training Agreements**

Agreements have been reached with the following facilities to provide flight training to students in the Department of Aviation.

Brown Flying School, Inc., Terre Haute, IN  
Terre Haute Air Center, Terre Haute, IN  
Terre Haute Airport Authority, Terre Haute, IN

### **Wishard Health Services, Indianapolis, IN**

The purpose of this agreement is to provide internships in a hospital for students in the Communication Disorders Program.

**i2 Inc., McLean, VA**

The purpose of this agreement is to receive technical and software training in intelligence analysis. The stated ISU contact is attempting to develop a program for the ISU Criminal and Criminal Justice Department that meets the intelligence community's needs in the State of Indiana. Training our majors in this field will make students more competitive.

**Jupiter Band Instruments, Austin, TX**

The purpose of this agreement is for band instruments to be loaned to ISU by the Conservatory of Music for one year.

**The Schick Committee, Department of English**

The purpose of this agreement is to bring the Ensemble Chacome to campus to provide a concert/lecture related to the music in Shakespeare's plays and to provide a period-instrument workshop for students in the Department of Music.

**Schroeder-Belasco Company, LLC, New City, New York**

The purpose of this agreement is for the services of Robert Osborne as a speaker for the 2008-09 University Speakers Series.

## Item (IV)(c) Memorial Resolutions (Mr. Alley)

### IN MEMORIAM

#### **Rebecca Pickerill**

WHEREAS, Rebecca Pickerill, Student Services Assistant in International Affairs (active), died on the sixth day of August two thousand and eight: and

WHEREAS, Rebecca Pickerill had given loyal and devoted service to Indiana State University for one and one-half years and gained the respect and affection of those who knew her as a co-worker and friend, and;

THEREFORE, BE IT RESOLVED, that 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.

#### **Donald Shields**

WHEREAS, Dr. Donald Shields, Professor Emeritus of Communications of Indiana State University, died on the first day of August two thousand and eight: and

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

THEREFORE, BE IT RESOLVED, that 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 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.

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

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

#### V. Old Business

None

#### VI. Adjournment

Mr. Alley adjourned the meeting at 11:05 a.m.