

Friday, May 7, 2010, 3:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

I. Call to order

II. Remarks:

- a. President of the ISU Board of Trustees (Mr. Carpenter)
- b. Faculty Senate Chairperson (Dr. Lamb)
- c. Support Staff Council Chairperson (Ms. Torrence)
- d. Student Government Association President (Mr. Scott)
- e. President of the University (Dr. Bradley)

III. Approval of the Minutes of the Last Meeting and Executive Session Certification

(Mr. Carpenter)(Page 8)

2010-2011 Proposed Board Meeting Dates

(Page 9)

IV. New Business

- a. Action Items
 - i. Candidates for Degrees (Dr. Maynard)(Pages 9-23)
 - ii. Department of Social Work Move (Dr. Maynard)(Page 23)
 - iii. Proposed New Program Specific Fees¹ (Dr. Maynard)(Pages 23-25)
 - iv. Proposed New Academic Laboratory/Course Specific Fees¹ (Dr. Maynard)(Page 25)
 - v. Athletic Training Department Name Change (Dr. Maynard)(Page 26)
 - vi. Elimination of English Teaching Minor (Dr. Maynard)(Page 26)
 - vii. Reorganization of the College of Technology (Dr. Maynard)(Page 26)
 - viii. Elimination of Associate of Science in Electronics and Computer Technology (Dr. Maynard)(Page 27)
 - ix. Post Appeal Recommendations (Dr. Maynard)(Page 27)
 - x. Revisions to the Code of Student Conduct (Dr. Ramey)(Pages 27-31)
 - xi. Proposed Fee Structure for Counseling Services (Dr. Ramey)(Pages 32-33)
 - xii. Year-End Closings (Ms. McKee)(Page 33)
 - xiii. TIAA-CREF Retirement Program Change (Ms. McKee)(Page 33-34)
 - xiv. Hospitality Policy (Ms. McKee)(Pages 34- 39)
 - xv. Revised Investment Policy (Ms. McKee)(Pages 40-54)
 - xvi. Ten Year Capital Improvement Plan (Ms. McKee)(Page 54-55)
 - xvii. Amended Intellectual Property Policy (Dr. Maynard)(Pages 55-60)
- b. Items for the Information of the Trustees
 - i. Financial and Purchasing Reports
 1. University Investments (Pages 60-72)
 2. Purchasing Report (Page 72)
 3. Vendor Report (Page 73)
 - ii. Personnel Items
 1. Faculty (Pages 74-79)
 2. Support and Administrative Staff (Pages 79-83)
 - iii. Grants and Contracts (Pages 83-85)
 - iv. Internship Relationships (Pages 85-86)
- c. Memorial Resolutions (Mr. Carpenter) (Pages 86-88)

V. Old Business

I. Call to Order

The Indiana State University Board of Trustees met in regular session at 3:30 p.m. on Friday, May 7, 2010 in the State Room, Tirey Hall.

Trustees present: Mr. Alley, Mr. Baesler, Mr. Carpenter, Mr. Huckleby, Mr. Minas, Mr. Pease and Mr. Pillow were present. Trustees absent: Ms. Bell and Mr. Lowery.

President Bradley, Vice Presidents Beacon, Maynard, McKee and Ramey, and Ms. Sacopulos, General Counsel and Secretary of the University were present. Also attending were Dr. Steve Lamb, Chairperson, University Faculty Senate, Ms. Roxanne Torrence, Support Staff Council Chairperson, and Mr. Steven Flowers, Student Government Association President.

There being a quorum present, Mr. Carpenter called the meeting to order at 3:30 p.m.

Report of the Board President

Mr. Carpenter noted that Spring Commencement will be held on Saturday, May 8, 2010. Commencement is a joyous and an important occasion. Mr. Carpenter thanked those Trustees who will be attending the ceremony, and conveyed the Trustees' pleasure in greeting graduates as they come across the stage.

Mr. Carpenter then welcomed Steven Flowers as the new President of the Student Government Association.

Mr. Carpenter reported that since the last meeting of the Trustees, he attended several events, including the 2010 H. Kent Weldon Conference for Higher Education, which was held last month in Indianapolis. Governor Daniels addressed the attendees. The Conference is sponsored by the Commission for Higher Education, for the purpose of influencing accountability benchmarks.

Mr. Carpenter also attended the Strategic Planning Stakeholders Conference, which was held on the ISU campus. Chris Murphy, a member and former Chair of the Commission for Higher Education, was the speaker, and offered a brief outline of the Commission's goals. The University's strategic planning goals were reviewed by attendees. The strategic planning and implementation process is very important work and during this critical time period it is important that the campus community and external constituents understand the strategic plan and the pathway for success. Trustees Baesler and Huckleby were thanked for attending this important meeting.

Mr. Carpenter also attended the Faculty Recognition Banquet, which is one of the important events held to recognize excellent faculty members. The awards are very meaningful and it was a pleasure to witness that.

Mr. Carpenter recognized Tom Ramey, Vice President for Student Affairs, for his service to the University. This is Dr. Ramey's last meeting as Vice President. He carried out his responsibilities with great grace and attention. We all appreciate the work he has done for the University in that position.

The third year of President Bradley's contract is coming up this year, and Trustees will begin to outline the evaluation process. Faculty Senate and others will be included in the process. The evaluation will take place in the coming year.

Report of the Faculty Senate Chairperson

Faculty Senate Chairperson, Dr. Steve Lamb, submitted the following report:

I want to begin my report by thanking Roxanne Torrence for her service to the Support Staff Council.

I have always enjoyed working with her. She is multi-talented, but I never know what she is going to say. I hope you run again for the chair position. Life would be dull without you.

I am extremely appreciative of the service that Dean Tom Sauer has given to the College of Arts and Sciences and the University. He has shown great respect to the concept of shared governance. He has been a man of conviction and courage.

Also, I need to both begin and end by saying that the overall cooperation between the administration and the faculty governance bodies was very productive this year. The officers of the Executive Committee recognize the efforts made by the Provost and the President in bringing issues forward to the faculty body for their input. We also recognize that both gentlemen have been receptive to the input given. I have seen over the years, that when there is respect that flows both ways, the quality of the input and of the work is so much improved.

Since the last Board meeting, the faculty senate body as well as the relevant standing committee discussed the University's plan to contribute the same percentage amount to TIAA/CREF for all faculty. This plan met the approval of the standing committee. We were also pleased that the President is receptive to the concept that all monies earned at the University by faculty and EAP will be entitled to the same percentage contribution to TIAA/CREF whether those earnings occur in the summer or not.

Also discussed was the administrative proposed reorganization of Student Affairs which was also approved by the two relevant faculty subcommittees, the Administrative Affairs Committee, and the Student Affairs Committee.

Significant work was accomplished by the Curriculum and Academic Affairs Committee. That committee constructed the definition of a school as a subunit of a College. A School may or may not contain departments. That definition was used in the creation of the School of Music. CAAC also endorsed and approved the reorganization of the College of Technology that is on the agenda for your final determination.

Faculty Senate also received the Administrative Affairs Committee report of the April 2009 survey of employee attitudes conducted under the auspices of the Chronicle of Higher Education. The report of that survey has been distributed to you for your perusal. Frankly it indicates that the faculty morale at this institution was worse than at other comparable institutions. The morale of the faculty within the College of Arts and Sciences seems to be suffering the most. The administration has been well informed of the morale of this group and has expressed interest in addressing this problem.

The lack of resources that are flowing to the instruction domain will not help this morale. I hope the administration does all it can to increase the adjunct monies. These efficient monies will do much to inform the faculty that research is still valued, and that fully employed faculty will not need to diminish their research agenda. I do feel confident that every attempt will be made by the administration to find additional resources for this most efficient domain.

Faculty were pleased to hear that the freeze on sabbaticals is temporary and was only being used as insurance against possible future State budget cuts. Faculty were not pleased, however, over the lack of input that we had into this decision. Sabbaticals are used by faculty to refresh their pedagogical knowledge, and to stimulate their research productivity. Applications for sabbaticals are put through a most rigorous review process. After much revision and modification, many are still denied by the Provost who, after careful examination, has the final word. This process is respected and understood by the faculty community.

The President has asked faculty governance for input to solve the backlog of sabbatical applications which will result given the temporary freeze.

Again, my concluding statement to the Board is that I am very pleased as to the amount of input that governance bodies have had into significant issues this year, with only a few exceptions. I want to thank both the President and the Provost for endorsing this mentality. This year, the President has appeared to be pushing the institution at warp speed. While he has only the well-being of the institution in mind, I hope that in the following year, we can proceed at a slower pace that will allow our administrators to consolidate their advancements and refresh their vigor and enthusiasm.

Report of the Support Staff Council Chairperson

Support Staff Council Chairperson, Ms. Roxanne Torrence, submitted the following report:

This past year has brought many ups and downs for the campus. It has been a very difficult year for the entire campus and I would like to thank President Bradley for his understanding and compassion while completing the difficult tasks throughout the year while maintaining the integrity of the University.

Last week, I was able to attend the Strategic Planning Stakeholders Conference and I would like to congratulate everyone involved for their hard work. This was a perfect example of what commitment and working together can achieve.

In February, the University was faced with a \$10.4 million budget reduction and 108 jobs were cut. Next week those reductions will become a reality as the University will say goodbye to some wonderful employees. Approximately 22 of those jobs were saved and I would like to thank Wil Downs and his staff in Human Resources for their hard work in placing these employees in other positions on campus. However, approximately 60 members of the ISU family will be lost and I wish each one of them the best of luck and hope they find their way back in the future.

Over the next year, the University will say goodbye to another group of employees. Of those accepting the retirement incentive, over 80 are support staff. While I am pleased that so many staff could take advantage of this incentive I am saddened because some wonderful friends and great employees will be leaving. Although a retirement incentive is something that staff has been working to achieve for quite some time.

The Council Election Committee has been working diligently to get our annual representative elections underway. With the changes made to the Council, which will include all administrative professional staff as well as the changes to the Division of Student Affairs, this year's election process has not been an easy task to accomplish. I would like to thank Committee chair Nancy Hall for her leadership in getting this process complete. Our new representatives will be introduced at our June Council meeting with the officers elected in late June at a special meeting.

I would like to take a moment to thank this year's fellow officers, Theresa Ortega, Leslie Krockenberger and Kelly Hall for their dedicated service and leadership. They are all the type of representatives who were always there when needed and it has been a pleasure serving with you.

While I have been lucky enough, I think, to work with Dr. Lamb every day for 11 years, this past year I have been able to work with him in a different environment. I would like to thank him for his support and guidance throughout the year. He has shared his experiences and knowledge, some unwanted stories, and even shared his bag of pecans. I'm sure we will have many more years together since he will not retire until his magic number is 150.

In closing, I would like to congratulate all of our graduates and wish you great opportunities and success in your future endeavors.

Report of the Student Government Association President

Student Government Association President, Mr. Steven Flowers, submitted the following report:

It is an honor to address the Board for the first time. Let me introduce myself. My name is Steven Flowers and I am from Terre Haute. I am a criminology and political science major. After graduating I want to get my masters in student affairs and higher education. I have been involved with Student Government since I was a freshman and the guidance I have received from the wonderful people at ISU is a large part of the reason I want to work with college students.

My goal as President is to make Student Government about more than a title. While I am honored to have the opportunity to speak as the voice of students at events like this, I believe the job is so much more. After my year of service as Student Government Association President, every student on our campus should be able to think of a time SGA did something for them. Support from staff, faculty, our peers, and each of you on the Board of Trustees allows for continued growth of our University and gives Student Government the opportunity to better serve students. With your continued support, together we can make a difference for our campus and our community.

While my Vice President Jaden Brown could not be here today, he is instrumental to the progress of SGA and I hope you each have the opportunity to meet him in the coming year. Jaden is a senior physical education and health major who also grew up here in Terre Haute. He is an active representative of the ISU community as a Sycamore Ambassador as well as a member of ATO and the former President of Order of Omega, an Honorary Greek Leadership Fraternity.

Since our inauguration just over a month ago we have been busy at work, putting together a staff, crafting an agenda and setting goals for our administration. First, we are in the process of a benchmarking study to gauge other Student Government Associations across the State. What can

we learn from them? How can we make ISU's Student Government more efficient? It is critical to remain current and learn all we can from other institutions, in order to best serve students at ISU.

When students return in the fall, we want to address many thoughts and concerns we heard while running for office. We are committed to student success and giving students the tools necessary to achieve their goals. We also hope to address the needs of the whole student, not just academic or social. We want every student's experience to be the best it can be.

I hope to have much progress to share at the July meeting.

Report of the University President

University President, Dr. Dan Bradley, submitted the following report:

This is the end of a challenging and rewarding academic year. Despite the financial challenges brought on by the national and state economies, this was a year of significant progress for Indiana State. Much of that progress was detailed during last week's inaugural Strategic Planning Stakeholders Conference. During this day-long event, more than 150 campus and community leaders heard a plenary address by Chris Murphy, member and former Chair of the Indiana Commission for Higher Education. Commissioner Murphy detailed the goals of the Commission and indicated that "the Pathway to Progress" is in direct alignment with the State's vision for higher education.

The day continued with reports from each goal and audit chair. There are more than 200 people involved in implementing the strategic plan and several more dozen involved in auditing and evaluating progress made. The work is well underway but this is only the first cycle of the five-year plan. I hope the enthusiasm and energy displayed last week will continue well into the future. I would like to thank everyone involved in developing, implementing and assessing the strategic plan, and I look forward to continuing our work in the coming year. By doing so, we will control our university's future rather than having it determined for us.

I would like to thank Trustees Ron Carpenter, Bob Baesler and Matt Huckleby for participating in the conference.

As you are aware, increasing enrollment and student success is the top priority of our strategic plan. At this point we have a number of positive indicators that cause us to remain optimistic that the University will experience another enrollment increase this fall. One of our best indicators is the number of reservations for June orientation. To date, we have received 1,215 reservations, which is ahead of last year by more than 400. The Admissions Office and volunteers from across campus will be participating in the Dial-a-Student Program next week to check in on admitted students who have not yet confirmed their fall enrollment plans.

In support of our enrollment and student success goals, Indiana State has agreed to be a partner in the Fund for Hoosier Excellence a non-profit organization established by U.S. Senator Dick Lugar to encourage outstanding minority students to excel in school and remain in Indiana as leaders. The program recognizes ten Lugar Scholars with renewable scholarships, two at \$5,000 per year, eight at \$1,000 per year. As a partner institution, Indiana State has agreed to meet the unmet financial need

of any Lugar Scholar who decides to attend our University. We will also have access to the students nominated for the program so that we might recruit them individually.

One of my favorite things about this time of year is the opportunity to recognize outstanding students, faculty and staff at a variety of events. I am pleased to have a number of our top honorees with us today. Please stand up to be recognized when I call your name.

The recipient of the President's Medal for Leadership, Scholarship, and Service is Kaelynn Hayes, a history major and Spanish minor from Danville, Indiana.

Regina Atkins, a public relations major and marketing minor from Indianapolis, is the recipient of both the 2010 John Moore Award given to the top presidential scholar and the Alan C. Rankin Outstanding Senior Award.

Other recipients of the Alan C. Rankin Award are Andrew Beaven, a chemical physics major and chemistry and math minor from Marshall, Illinois; Michael Scott, a political science and social studies education major from Gary; and Paige Williams, an insurance and risk management major from Terre Haute.

Please join me in recognizing these students. We congratulate your efforts and look forward to celebrating your graduation with you and your families tomorrow.

On the faculty side, several of our top honorees are present, and I would like to ask them to stand when I call their names.

Receiving the University's highest award for faculty, the President's Medal for Exemplary Teaching and Scholarship were Sister Alma Mary Anderson, professor of art, and Max E. Douglas, professor of management.

Professor of Music Brian Kilp was recognized with the Lloyd W. Benjamin III Medal for Distinguished International Service for his work in advancing international education and partnerships.

Caleb Mills Distinguished Teaching Award recipients are Kimberly Bodey, associate professor of sport management; Arthur Feinsod, professor of theater; Beth Whitaker, professor of elementary, early and special education; and Stephen Wolf, professor of chemistry.

Three faculty members were honored with the 2010 Theodore Dreiser Distinguished Research and Creativity Award. They are Arthur Halpern, professor of chemistry; Charles Roberts, professor of mathematics and computer science; and Tom Sawyer, professor of recreation and sport management.

David Malooley, associate professor of electronics, computer and mechanical engineering technology, and John Conant, professor of economics, received the Faculty Distinguished Service Award representing service outside the classroom.

Rusty Gosner, associate professor of biology, received the University's Community-Based Learning and Scholarship Award, which recognizes faculty who have made serving the community an integral part of their academic goals and activities.

Please join in congratulating these faculty members and thanking them for their service to our students, our University and literally, our world.

I am pleased to report that Indiana State University has received a one million dollar endowment from the Bernard Osher Foundation to support the Osher Lifelong Learning Institute. The Institute provides an array of educational offerings for Wabash Valley residents aged 50 and over. I have asked Linda Crossett, Director of Community and Professional Programs, to share a few highlights of the OLLI program.

[Ms. Crossett spoke briefly about the program which began in 1997. The program was originally named the Dewey Institute for Lifelong Learning. Membership is open to all adults but geared to individuals 50 and over. Membership cost is \$30.00. She thanked ISU and the Foundation for their support over the years.]

Thank you, Linda and congratulations to you, Program Administrator Michelle Bennett and the extensive network of volunteers involved with OLLI. I look forward to seeing this program continue to grow.

This will be the last meeting for Tom Sauer, Dean of the College of Arts and Sciences. Dean Sauer is retiring from the University after 20 years of service.

[Dr. Maynard said Dean Sauer is well respected by his colleagues and he will personally miss him.]

[Dean Sauer said this has been a remarkable and wonderful 20 years. I am so proud of the College of Arts and Sciences and for their new Dean. Thank you for recognizing me.]

I am looking forward to tomorrow's Commencement Ceremony. First, I would like to extend congratulations to Trustee Randy Minas on his son's graduation tomorrow. Randy will be going to Indiana University this fall to begin his doctoral studies.

I am also looking forward to our speakers. Alumnus Connia Nelson, Senior Vice President for Human Resources with Verizon Telecom, will deliver the alumni address. Some of you heard Connia speak at the kickoff of the March On Campaign last fall. Her success story is a great one to share with our graduates.

The life story of our student speaker is also quite inspiring and is capturing national attention. There was a period in Shanel Poole's life when she slept in her car rather than return to her volatile home. She became involved in drugs, had run-ins with the police and eventually ended up in juvenile detention. Tomorrow, at age 27, she will not only receive her degree but will recount her story of turning her life around.

C-SPAN is sending a television crew to record Shanel's speech as part of their annual compilation of top commencement addresses across the country. This story demonstrates how the work done by our faculty and staff can help transform lives. This is what we are all about and why we must continue our work to ensure that all of our students can achieve their educational goals.

**Item (III):
Approval of the Minutes of the Last Meeting and Executive Session
Certification**

The Indiana State University Board of Trustees met in Executive Session at 12:00 p.m. on Thursday, February 18, 2010 in the State Room, Tirey Hall. Trustees present: Mr. Alley, Mr. Baesler, Mr. Carpenter, Mr. Huckleby, Mr. Lowery, Mr. Minas, Mr. Pease and Mr. Pillow. Trustee absent: Ms. Bell.

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 Mr. Pease, seconded by Mr. Pillow, the recommendation was approved.

2010-2011 Proposed Board Meeting Dates

2010

July 9, 2010
(Friday, one day meeting)

August 2010 (Board Retreat to be determined)

September 9-10, 2010

October 8, 2010 (Homecoming, Saturday, October 9, 2010)
(Friday, one day meeting)

December 17, 2010 (Commencement, Saturday, December 18, 2010)
(Friday, one day meeting)

2011

February 17-18, 2011

May 6, 2011 (Commencement, Saturday, May 7, 2011)
(Friday, one day meeting)

July 8, 2011
(Friday, one day meeting)

Item (IV)(a)(i):

Candidates for Degrees

Candidates for Degrees

Associate of Arts

5/8/10

Banton, Paul Norris
Barger, Jesse James
Boatright, John Melvin
Boyd, Larry Allen
Brasher, Ocie Harold
Brock, Monty Yates
Brown, Calvin T
Carl, Lawrence Lee
Casimiro, Arturo Antonio, III
Chitwood, Jack Keith Jr
Colegrande, Michael Angelo
Cummins, William Joseph
Demetro, Peter Simon
Duncan, Scott Allan
Farris, Jeremy Joe
Feeney, Jeffery Alan
Funk, Alva Leslie
Gee, Lewis Randall
Green, Jason Jermone
Hancock, Kevin Lee
Hape, James Everett
Hardesty, Kevin Elroy
Hemphill, Danny M
Hier, Cory Allen
Hobbs, Samuel Lloyd
Hurley, Christopher Lee
Iddings, Wendell Leon
Ison, David Earl
James, Shawn Michael
Jensen, Chad Douglas
Kadinger, Kasey Michael
Kemp, Allen John
Laytart, Jeff Alen
Layton, Byron Edwin, III
Lee, Kevin Joeseph
Lee, Phillip Matthew
Lewandowski, Jacob Patrick
Lockett, Warren Londero
Mance, Ernest Julian

Mays, Ahmed
McAllen, John Scott
Milano, Raymond Lee
Miller, Dwayne Earl
Mitchell, Jermaine Christopher
Moore, Collin Ledell
Moore, Kenneth James
Ottmar, Blake Jeffrey
Pennington, Ethan D Hampton
Phillips, Steven Lee
Plake, Tracie Lynn
Potter, Nathan Charles
Pratcher, Jimi Casey
Rader, Aaron Dean
Rady, Mickey Wayne
Rains, Alvin C, III
Richardson, Anthony Lee
Riddle, Christopher Anthony
Roberson, James David
Rodriguez, Jeffrey Joseph
Rowe, Terry
Sadler, Cecil Randall
Santistevan, Derrick Michael
Sawyer, Brian Walker
Shelton, Maurice Kenya
Shipp, Randell Amos
Shirley, Larry Demar
Smith, Vernon Lamar
Stoel, Michael Paul
Stull, Kevin D
Thompson, David Lee
Thompson, Jerry Dean
Thornton, Howard Don
Van Gorp, Terry L
Washington, Jeffrey Dean
Webb, Lorenzo
Williams, Dijon Icon
Wood, Tammy Lynn
Wynne, Brian Keith
Yazidi, Adel Abdulhaq

Candidates for Degree

Associate of Science

5/8/2010

Allen, Christopher Kim
Alsup, Travis
Anderson, Shane Matthew
Bailey, Joshua Robert

Campbell, Jessica Lynn
DePriest, Dennis Wayne
Guthrie, Kevin Ashton
Kim, Mi Jin
Konen, John Greer
McGarvey, Karl Richard
Niles Jr, Shawn Joseph
Off, Jonathan Edward
Ricketts, Zachary Tyler
Rovnak, Michael Anthony
Williams, Chet David
Young, Brian Keith

**Candidates for Degree
Bachelor of Arts
5/8/2010**

Adams, Danielle Anne
Baer, Kurt William
Bays, Tammy Janet
Biggs, Paige Danyale
Christian, Sarah Marie
Christian, Sarah Marie
Cooksey, Jenalee Jo
Davidson, Ashley Marie
Dove, Lisa Marie
Gregory, Jasmine Dawon
Hall, Courtni Shabana
Harris, Andrea Nicole
Hayes, Kaelynn Marie
Hughes, Kyle Eugene
James, Sarah Jane
Keeney, Scott Michael
Lodl, James Phillip
Luna, Kelsey Elise
Markle, Jackie Marie Lafary
Percy, Christopher Corey
Radakovic, Petra
Scott, Vicki Sue
Shaner, Hannah Lynn
Steppe, Brook Elise
Thomas, Kendra Maria

**Candidates for Degree
Bachelor of Fine Arts
5/8/2010**

Birt, Ezra Eugene
Grimm, Megan Elizabeth
Schwab, Justin Len
Snapp, Whitney Michelle
Trover, Ed Michael

**Candidates for Degree
Bachelor of Music
5/8/2010**

Chandler, Amy Elizabeth
Moore, Andrew Thomas

**Candidates for Degree
Bachelor of Music Education
5/8/2010**

Boren, Jonathon Clark
Cooper, Lindsey Gayle
Cotterell, Chelsey Marie
Dinkins, Brandon James
Doty, Sutton Myles
Etmeier, Justin William
Ferguson, Kelly Leanne
Herald, Joseph Stephen
Lowry, James Patrick
Pentzien, Jeffrey Thomas
Wilson, Brian Kevin
Woodard, Clare Elizabeth

**Candidates for Degree
Bachelor of Science
5/8/2010**

Abbott, Bradley Michael
Adams, Amanda Grace
Adeyemo, Adegbenro Olalekan
Adkins, Matthew David
Alawoki, Mariam A
Aldridge, Jennifer L
All, Jeremy Richard
Allee, Jennifer Renee
Alleman, Jason
Allen, Amanda Sue
Allen, Christopher Kim
Allen, Cordell Wesley

Alstatt, Garrett Scott
Alsup, Travis
Anderson, Kylee Gail
Anderson, Shane Matthew
Anyanacho, Ngozi
Arias, Rocio Mabel
Arrasmith, Samantha Jo
Arthur, Traci Lynn
Atterson, Eric Robert
Ault, Darren Wyatt
Babcock, Sarah Ann
Back, Karla Ann
Bacon, Rebecca Elaine
Bailey, Jessica Danielle
Bailey, Joshua Robert
Bailey, Katelyn M
Balbach, Stephanie Ann
Baldwin, Thomas Gregory
Barker, Robert Lee
Barnett, Shonna Lynn
Barnhart, Ramey Lee
Barry, Ruachelle Nicole
Bartnicki, Rolonda S Payne
Beaman, Raechel Erin
Beard, Ryan Paul
Beatty, Arthur Lee
Beck, George Jerritt
Beck, Jolene Lorraine
Beck, Walter Thomas
Bedwell, Jessica Elizabeth
Benefiel, Haley D
Bennett, Adam David
Bennett, Shirley Christine
Bennett, William Harris
Bernard, Belinda Dawn
Berning, Christina Ann
Bethel, Emily Willis
Bevis, Bradley Keith
Biberstine, Courtney Beth
Bidwell, Cameron Rhys
Black, Kasey Lynn
Black, Katherine Marie
Blair, Ricky Edward
Blevins, Christopher Charles
Blundell, William Joseph
Blystone, Molly Katherine
Bogges, Jana L Wallace
Bogges, Ryan Terrell
Bolding, Brenda Kay Lawrence
Bones, William C

Booker, Lee Edward, III
Borom, Melissa Ashley
Boswell, Matthew Thomas
Bouscaren, Carl James
Bowman, Christopher Clay
Boyce, Kenneth Edmon
Boyd, John Michael
Boyll, Hilary Anne
Brammer, Megan Lee
Braun, Erin Elizabeth
Breckenridge, Charles Whitaker
Brelage, Shauna Leigh
Brescher, Haley Anne
Bridgeforth, Cortney Desiree
Bridgewater, Kelly Lynne
Brown, Antoine Lamar Star
Brown, Benjamin Matthew
Brown, Jeremy Allan
Brown, Laura Anne
Brown, Lillie Nicole
Brown, Logan Matthew
Brown, Sarah Elizabeth
Brown, Sarah Elizabeth
Bula, Tiffany Ann
Bunner, Jenna Ruth
Burgess, Stephani Jo
Burke, Amanda Renae
Buse, Sara Christine
Buss, Micah James
Butler, Abby Marie
Butler, Lucas Andrew
Calhoun, Douglas James
Calvert, Ejerry
Campbell, Jessica Lynn
Caple, Benjamin Joseph
Carli, Quinn Michael
Carter, Ashley Ann
Carusillo, Noelle
Casci, Anne Marie
Cavazos, Aaron Joseph
Chandler, Nichole Lynn
Chapman, Joshua Paul
Charles, Brandon Joseph
Chesterson, Alyssa Brianna
Chopson, Jennifer Jo Snoddy
Chrisman, Marc Daniel
Christopher, Monica Sue
Christopher, Paul Jacob
Christopher, Shannon Rai
Clagg, Jessica Jean

Clawson, Adam Michael
Clifton, Lana Marie
Coad, Joseph Anthony, II
Coe, Benjamin Leo
Colclessler, Amy Lynn
Coleman, Frederick Timothy
Collier, Larry Alan
Collins, Andrew-Christopher William
Compton, John Frank
Conover, Keith Alan
Cook, Michael Joseph
Cope, Patrisha Kay
Corey, Andrea Marie
Cosgray, Seth Tieman
Courtney, Kyle Andrew
Cox, Justin Michael
Coy, Joshua Robert
Crain, Stephanie Lynn
Crenshaw, Brittany Valencia
Crum, Thomas John
Cucinella, Nick
Cudjoe, Dominique Gabrielle
Cuellar, Brandon Christopher
Cunningham, Laura Beth
Cutliff, Emily Lynn
Daggy, Chad Michael
Dailey, Robin Ann
Damron, Shelby Gene
Daunhauer, Arlo Clayton
David, Chad Eric
Davis, Angela Sue
Davis, Anthony Jermaine
Davis, Brian Alexander
Davis, Eddie George, II
Davis, Ethan Kelly
Davis, Jennifer Renee
Davis, Jessica Lynn
DeGroote, Culley Douglas
DeMott, Lisa Danielle
DePriest, Dennis Wayne
DeVors, Joshua Daniel
Deakins, Michael Edward, Jr
Deaton, Stephanie Lynn
Deel, Michael Tomey
Deisher, Bethany Nicole
Delnat, Catherine Christine
Deloach, Bianca
Delp, Lamora
DiPaolo, Rachel Nicole
Diaz, Ramiro D

Dickson, Cameron Lee
Dierdorf, Bret Daniel
Diko, Jill Louise
Dill, Amanda Lois
Dill, Jessica Lorraine
DisPennett, Jackie
Dix, Nadine Renee
Dixon, Kaitlin Marie
Dlamini, Mlayeto Goodwill
Donald, Candice Jini
Doster, Jacob Laine
Dougherty, Christopher Dale
Douglas, Katie Rose
Duane, Kayla Anne
Dull, Skeeter Lee
Dunham, Jason Scott
Durako, Jessica Jo
Dye, Benjamin Ray
Eads, Derek Wayne
Eaton, Kyla Nicole
Eck, Zach Jon
Edmond, Shakeera Renee
Edwards, Matthew Alden
Edwards, Sade' Evelyn
Eley, Nicholas Ian
Ellington, Jenni Lee
Elliott, Elaina Ann Keller
Elliott, Mark Earl
Elliott, Mark Earl
Ellis, Jessica Lee
Elston, Kristin Nicole
Emmons, Cecilia Lynn
England, Lindsey Michelle
Englert, Alexandra Anne
English, Jaryn Robert
Enright, Timothy Wayne
Epple, Daniel Benjamin
Farrell, Janna Marie
Farrell, June Rosalee
Farver, Todd Matthew
Fathauer, Janelle Leanne
Feaster, Rilee Lynn
Felix, Brandon Gregory
Ferguson, Kenyah Nerissa
Fischer, Gregory Richard
Fisher, Pierre D
Fitzwater, Tammy Lynn
Fleck, Kyla Kristine
Florey, Richard Conrad
Ford, Randy Scott

Francis, Amy Nicole
Freed, Trent Dale
Freeman, Andrea Beth
Frentz, Ashley Nicole
Fromm, Kevin Eugene
Fromm, Tyler Michael
Fromm, Whitney Lynn
Fromme, Zachariah Keith
Fye, Jenafer Lynn Bowling
Gardner, Brittani Raedawn
Gardner, Gary Lee
Garling, Jacob Christian
Garloch, Jeanna Marie
Garrett, Christopher Laurance
Garrison, Jeffery Gene
Garwood, Erica Renee
Garwood, Lindsey Michelle
Gault, Amanda Elise
Gay, Cecily Devon
Gay, Tanya Tashaun
Gehring, Alison Leigh
Geissman, Angela Renee
Gennicks, Silas
Gentis, Kit Michael
George, Debra L Buckner
Gettelfinger, Eric Michael
Gibson, Erin
Gillis, Karen June Logan
Giltz, Ashleigh Nicole
Girten, Harry Quentin
Glenn, Chris T
Gobreski, Matthew Dale
Godby, Britney Jo
Goebel, Kerry Leon
Goffinet, Jessica Ilene
Gogel, Natalie Kay
Gohman, Nicole Michelle
Gomyo, Koichiro
Gonzalez, Lyndsay Ann
Goodnight, Matthew Dale
Gravelle, Katherine Ann
Graves, Alicia Dawn
Gray, Jeramie Ryan
Greenwood, Andrew Philip
Greenwood, Craig Daniel
Greer, Jeffrey Alan
Gren, Mallory Dawn
Griffith, Krystal Rose
Grimaldo, Jennifer Anne
Gross, Whitney Chanel

Grossman, Ryan Edward
Grossman, Ryan Edward
Guenzel, Megan Renee
Guth, Eric Franklin
Guthrie, Kevin Ashton
Guy, Justin Michael
Hahus, Leonard A
Hamrick, David Moore
Hanak, Jana
Hancock, Caitlin Rose
Hancock, Ryan Lee
Hand, Kacey Michelle
Harber, Rachel Ann
Harber, Tim Wayne
Hardesty, Andrew Joseph
Harding, Deanna Louise
Hardy, Donna Sue Roy
Harris, Cameron M
Harruff, Evan Robert
Hart, Michael Joseph
Hartman, Byron Scott
Haston, Brandon Heath
Hawkins, Mary Catherine
Hayes, Ashley Lynn
Hazlett, Darcey Lynn
Healy, Patti Louise
Helms, Miranda Jane
Hemmings, Ashley Michelle
Hendrickson, December Anne
Hendry, Robin Sue
Henry, Samantha Jo
Hensley, Tabitha Ryann
Herald, Ryan Michael
Herbord, Megan Nicole
Hessig, Brooke Kristina
Hicks, Hali Anne
Hiland, Kelsey Beth
Hildebrand, Helen Ondine
Hildenbrand, Emily Elizabeth
Hilty, Alyse Marie
Hinchliffe, Kevin Douglas
Hines, Ronald Troy
Hobbs, Samantha Nicole
Hodge, Tammi Cassandra
Hogan, Michael Thomas
Hohimer, Jonathan Douglas
Holloman Jr, Thomas Edward
Holmes, Katie Leigh
Holmstrom, Cole S
Holtkamp, Alicia Mae

Homsangpradit, Brian
Horn, Bradley David
Houston, Alice Ann
Hovious, Rachel Ann
Howard, Jason A
Huber, John Philip
Hudson, Jessica Marie
Hueston, Travis Earl
Huey, Rachael Danielle
Huffman, Charles Curtis
Hughes, Kyle Eugene
Hultman, Jason Christopher
Hunt, Matthew Brandon
Hunt, Mika Deanna
Hunter, Brandon Ross
Hutchens, Leland Eugene, Jr
Iddins, Daniel Joseph
Illingworth, Sarah Elizabeth
Irving, Judith Marie Kuhn
Irwin, Kent Douglas
Iwundu, Edna Chinyere Iwuchukwu
Jackson, Timothy Lee
Jacobs, Jordon Chase
Jaeger, Jack Edmund, III
Jarvis, Kara Beth
Jemmott Jr, Ishmeal Woodbury
Jenkins, Angela Marie
Jenkins, Joshua Lamont
Jennings, Trevor Alan
Jernberg, Isaiah Thomas
Jobe, Kara Nicole
Johns, Brian Dean
Johnson, Darnequea Tramece
Johnson, Jason Monroe
Johnson, Tucker James
Jones, Amanda Brooke
Jones, Cody Ray
Jones, Maggie Epris
Jones, Shannon Patrice
Judd, Emily Ruth
Jukes, John David
Keeler, Allison C
Keeton, Desmon M
Kellum, Kemel Rashad
Kendrick, Shannon Elaine
Kennedy, Megan Marie
Kesler, Katelyn Elise
Kessler, Kyle Ray
Kessler, Stephen Adam
Ketchum, Vicki Lynn

Kilburn, Jennifer Lynne
Kim, JooYoung
Kim, Jung-Hoe
Kim, Mi Jin
Kimbler, Heidi Jo
King, Morgan Danielle
Kinman, Carla Brittany
Kinnett, Ashley Brooke
Kinnett, Jessie Anne
Kinney, Cody Stanford
Kissel, Adam Neal
Klosterman, Kim Renee
Knight, Danielle Marie
Kramer, Benjamin David
Kreamer, Michelle Anne
Kuper, Thomas Matthew
Kurosky, Kathrine O
LaFave, Daniel Aurelio
Ladd, Joel David
Ladson, Katie Renee
Lamz, Tyler Daniel
Lance, James Matthew
Land, Trent Alan
Lander, Jonathan Walter
Landis, Brock Alan
Lashbrook, Daniel Keith
Lathrop, Mitchel Hall
Ledford, Ashlynn Marie
Ledgerwood, Sarah Christine
Lee, Breanna Denise
Lee, Gregory Ross
Lee, Lauren Elizabeth
Lee, Ming Yeung
Lee, Yun-Che
Leverenz, Scott Alan
Levy, Vaughn Robert
Lewis, Megan Renee
Lewis, Michael Tamarr
Lewis, Stephen Tyler
Lifanova, Sofya
Lindsey, Lea Roshawna Monique
Little, Jason Curtis
Littlepage, Daniel Lee
Livingston, Jennifer Jo
Lloyd, Nathan Charles
Lozano, Andrea Nivado
Lucas, Thomas E
Lueders, Derek Thomas
Lueken, Kyle Nathan
LujaJohnson, Shanna Lenoir

Lung, Matthew Allen
Lunsford, Ashlee Renae
Lunsford, Evan Alexander
Lydick, Trey Adam Lucas
MacKinnon, Hannah
Mace, Jayson Paul
Mack, Mackenzie Nicole
Mahan, Brandon Michael
Mahler, Terry Lee
Mahmud, Kenna Lorene
Mancourt, Rick
Mann, James Wayne, Jr
Marietta, Lucinda Jo
Marshall, Alexandra Morgan
Marshall, Jody Marie
Martin, Ashley Elizabeth
Martin, Ashley Nicole
Martin, Ashley Nicole
Martin, Nicholas Dale
Marzke, Ashley Lynn
Mast, Jennifer Ashley
Maurer, Kellsy Ann
May, Jennifer Lynn
Mayhew, Larry Scott, Jr
Mayo, Lindsay Diane
Mazique, Lauren Michele
McCarty, Andrew Trey
McCarty, Bradley Curtis
McCarty, Megan Marie
McCormick, Christopher Myron
McCrea, Laura Christine
McCulloch, Edward Craig, III
McCullough, Jared Michael
McCurrey, Kimberly Faye
McDonald, Paul Matthew
McGarvey, Karl Richard
McGaughey, Tomorrow Janese Allen
McGaw, Kory Brandon
McGregor, Elizabeth Marie
McIntosh, Tracy Leroy
McKenzie, Tonya Jo Heath
McMahel, Angelic V
Mead, Corinna Michelle
Medsker, Brian Andrew
Meier, Stephanie Ann
Mendenhall, Patrick Alan
Messmann, Jared Ray
Metheny, Mark Adrian
Metz, Kevin Michael
Meyer, Amy Elizabeth

Michael, Wesley Eugene
Michels, Jacob Nathaniel
Middleton, Christopher Lee
Mihalko, Melissa Ann
Miller, Adana Brea
Miller, Anthony Shane
Miller, Megan Marie
Millington, Daniel Patterson
Minnis, Sarah Eileen
Minor, Monica Ciara
Mitchell, Michaela Ann
Mohon, Kaitlin Marie
Moore, Alan Robert
Moore, Erica Renee
Moore, Mary Corinne
Moore, Nicole Christine
Moore, Scott Allan
Moore, Teresa Lynn
Morgan, Tobias C
Morningstar, Brittney Lee
Morris, Bryttany Ann
Morris, Eugene
Morris, Kelsey Renee
Morris, Susan Lynn
Mullican, Matt Tyler
Mullikin, Barbara Ann
Mulroy, Allison Marie
Mundy, Kayla Marie
Murphy, Eric M
Musser, Rachel Katherine
Myers, Lyndsay Marie
Neisen, Kyle Robert
Neisen, Kyle Robert
Nelson, Heather Anna
Nelson, Nathaniel Bradley
Nelson, Ola L
Nelson, Stephanie Karalyn
Nepote, Lisa Nicole
Nestler, Scott Edwin
New, Jasmine Annette
Newkirk, Brian Gary
Nicholson, Alexzandra Nicole
Nickell, Jeffrey Tyler
Nickles, Stefanie Ann
Niebrugge, Robert William
Niece, Brandon Scott
Noblitt, Matthew William
Noel, Nathan Curtis
Nolcox, Lyle Curtis
Nord, Taryn Jean

Nsiah-Amoah, Rhoda
Ntshangase, Manqoba J
Nusbaum, Abby Jo
Off, Jonathan Edward
Olah, Joshua John
Orzechowski, Brian Michael
Ota, Yuko
Overpeck, Barry Allen
Owens, Aleah Joann
Owens, Evelyn Ann
Paden, Amanda Marie
Paitson, Zachary Stephen
Pardes, Cricket I.
Parker, Cassandra Lynn
Parkes, Derek Ross
Parrett, Michael Scott
Parsley, Emily Jane
Patel, Payal
Patterson, Tiffany Marie
Payne, Robert Anthony
Peck, Melissa Kay
Pell, John Richard, III
Percifield, Ashley C
Perez, Chad Aaron
Pernell, Corey
Persinger, Matthew David
Peterson, Allyse Nichole
Peterson, Gerald David
Pettiford, Meryle Christina
Phelps, Marcus Anthony
Phillips, Kathy Noreen Retzlaff
Pickett, Ferlando D
Pieper, Zachariah David
Piland, Regina Rose
Pine, Lainey Lynne
Pirtle, Gerald Dean, III
Pizarek, Brianna Jean
Plew, Maranda Lane
Poe, Elann Faye
Polite, Alisha Leigh
Poole, Shanel
Poore, Megan Nicole
Porter, Levi Braden
Porter, Raymond Ernest
Porterfield, Steven Thomas
Presnal, Jeremy W
Pressler, Gary Richard
Price, Christina Elaine
Price, Krystle Ann
Pugh, Emily Rose Ann

Rabon, James M
Radil, Alexandra Eva
Rairigh, Cory Gene
Ralston, Jennifer Marie Tennis
Ramirez, Brian Robert
Ray, Tina M Wilson
Ray, Vashni Aunye'
Rayburn, Danielle Elaine Marshall
Read, Sarah Josephine Eshelman
Reed, Ashley Michelle
Reeves, Gregory Allen
Reid, Lorenzo Steven, Sr
Reinhardt, Benjamin George
Renninger, Jennifer Anne Harrison
Rentschler, Sallie Lanae
Rentschler, Neil Frederick
Rewers, Ryne Matthew
Reynolds, Eric
Rhodes, Kendall Lynn
Rhoten, Cameron Matthew
Rhoton, Jacqueline Michelle
Riberal, Lisa D
Rice, Carrie Jean
Richardson, Lisa Marie
Richardson, Lorena Tampoc Ocampo
Richmond, Chelsea Brooke
Riggen, Dylan Ray
Riggs, Philip Duane
Rivest, Laurence
Roach, Ashly Fay
Roach, Shaun Titus
Robertson, Ashley Nicole
Robinson, Jessica Ruth
Robison, Anthony James
Rocha, Luis Alberto
Rodriguez, Esteban
Roe, Paul
Rogers, Ashleigh Marie
Rogers, Rachel Elizabeth
Roman, Krystal Georganne Rivers
Romas, Kyle Mathias
Rosenbalm, Traci Dawn
Rothgerber, Aaron Christopher
Rouse, Heather Renee
Rozina, Joshua David
Ruddell, Amanda Louise
Ruhe, Megan Marie
Russell, Abbi Layne
Russell, Daniel Preston
Rutledge, Hannah

Sabrosky, Rachel Lynn
Salim, Tameem Fouad N
Sandusky, John Patrick
Sauers, Scot Steven
Sawtelle, Edward William
Scamihorn, Elizabeth Anne
Scarlett, Corey Max
Schaefer, Mark L
Schoenbachler, Tiffany Rose
Schoon, Thomas Richard
Schulz, Eric Robert
Schulze, Whitney Erin
Schwartz, Danielle Marie
Schwering, Emily Anne
Scott, Joran L
Seacat, Kelsey Rose
Seat, Christopher Marshall
Seib, Craig James
Serna, Brandon Michael
Shannon, Gregory L
Shannon, Jessica Layne
Sharp, Brent Darnell
Shew, Thomas Charles
Shirley, Jessica Rose
Short, Justin Dean
Short, Phillip Gregory
Sills, Amanda Nicole
Simmons, Thomas John
Simpson, Akeem Olajuwon
Simpson, Alexander Jeffrey
Simpson, Meredith Rose
Sims, Kelly Jo
Singleton, Skyann Lacy
Sisson, Jordan Nichole
Slavens, Ryanne Nicole
Sleeper, Morgan Erin Matthews
Smeltzer, Dale Robert
Smiley, Andre LaMar
Smith, Breanne Nicole
Smith, Bryce Aaron
Smith, Daniel Wesley
Smith, Jessica Rena
Smith, Kathleen R
Smith, Kathleen Renee
Smith, Kenna Denise
Smith, Lindsay Leigh
Smith, Matthew Thomas
Smith, Shenel Jo
Smith, Stephanie Elise
Smith, Stewart Lee

Sneed, Nathan Wayne
Snoddy, Jordan Whitney
Somheil, David Michael
Songor, Kumba T
Souder, Bailee Jo
Spicer, Reuben Dean
Spiegel, Ashley Michelle
Spugnardi, Brittney Kay
Stanley, Abigail Noelle
Stark, Mallory Marie
Starkey, Michael Charles
Starnes, Chad Nichols
Stauffer, Dinah Sue
Stephens, Ashlee Jean
Stewart, Ashleigh Faye
Stites, Emily Kathryn
Stokes, Prentis Foster
Stout, Heather Dawn
Stovall, Jason Edward
Stowe, Malorie Rose-Marie
Stowers, Gregory Allen
Stump, Joseph Clayton
Sullivan, Kelly Colleen
Sullivan, Shawn David
Surry, Antinoice Andre
Sutton, Dartanion Thomas
Sweigart, Stephen Matthew
Sweitzer, Scott Allen
Swick, Cassy Marie
Switzer, Hannah Michelle
Talpas, Chad Andrew
Taylor, Ashlee Rose
Taylor, Lloyd Julian
Taylor, Patricia Ann
Taylor, Ronald Dean, Jr
Thatcher, Elizabeth Rose
Thomas, Andrew Wayne
Thomas, Sarah Kelsey
Thompson, Beth M
Thompson, Brayton Patrick
Thompson, Jeremy Wayne
Thurman, Kamryn Rene
Tiernan, Nathan Thomas
Timmons, Christopher Horatio
Tincher, Lauren Nicole
Tobe, Tiffani Jo
Todd, Jason William
Tomioka, Yoshihito
Tomlinson, Sarah Ann
Tompkins, Nathan Charles

Toney, Benjamin Kyle
Tucker, Kayla Lindsay
Tucker, Patrick David
Turchinsky, Alex Efim
Turman, Vernon Charles
Turner, Christopher Nicholas
Ujino, Ai
Umphries, Andrew James
Underwood, Megan Ann
Updike, Madison Nicole
Usrey, Elliott Reed
Uybun, Alvin
VanGilder, Quentin Allyn
Vanzo, Jarrod Anthony
Varno, Joshua Joseph
Venable, Ann Marie
Vislosky, Kailey Suzanne
Vogel, Casey Lee
Volden, Stephanie Lynn
Von Almen, Frederick Donald
Vorndran, Derek M
Vought, Brian Andrew
Wagner, Brittany Marie
Wagner, Jena Nicole
Wahl, Andy J
Walker, Chelsea Rae
Walker, Tricia Lynn Norris
Warner, Chiffon Marie
Warzynski, JoAnne A
Washington, Dominic Allen
Weathers, Vincent Michael
Weber, Courtney Jean
Weddle, Darin Lee
Weldon, Mary Elizabeth
Wells, Brent Michael
Wendholt, Tyler Joseph
Wenning, Jason Edward
Wenning, Karen Corrine
Wenning, Lisa Marie
Whaley Sr, Garland James
Wheaton, Isaac A
Whitaker, Amy Lynn Shorter
Whitaker, Jayme Lynn
Whitaker, Kelli Jo
White, Judy K
White, Mitchell Lynn
Whitlock, Desiree Bianca
Whitlock, Mickey Lee
Wiencken, Lindsay Taylor
Williams, Amanda Duchess

Williams, Amanda Lynn
Williams, Ashley Nicole
Williams, Chet David
Williams, Elonzo
Williams, Erynn Lee'Ann
Williams, Joshua Devon
Williams, Kenneth Dawayne
Williams, Matthew Lynn
Williams, Molly Michelle
Williams, Paige Ellen
Wilson, Amber Renee Zukunft
Wilson, Clinton Tyler
Wilson, John Nicholas
Wilson, Ryan Patrick
Wise, Tyler Ward
Wolfe, Kelsie Joy
Wolley, Jeremy Ryan
Wood, Tabitha Nicole
Woods, Peggy J
Woodsmall, Megan Alyssa
Woodson, Leona Monique
Wright, Alicia Ann
Wright, Sean Roderick
Wunderlich, Adriane Rochelle
Wycoff, Wendy Kay
Yake, Kiersten Rene
Yamaha, Yosuke
Yates Jr, James Ernest
Yates, Brinton LeNell
Yeboah, Kojo
Yeom, Tai-Jin
Yeom, Yei-Jin
Yeoman-Dam, Julie Kay
Young, Brian Keith
Yu, Qiuhua Autumn
Zaher, Mohammed Tarek
Ziebell, Andrew Scott
Zingler, Tricia Marie
Hegel, Cody Nicole
Jones, Rachel Lynn
Lowery, Rachel Marie
Otte, Nicki Lou
Otte, Vicki Sue
Palencer, Kelly Jo
Potter, Kelsey Jane Lee Ann
Rundel, Virginia Lin
Stallwood, Jessica Lynn
Stump, Rachel Christine
Suniga, Carolyn Oliphant
Telligman, Krista Diane

Whitcomb, Olivia Brooke
Young, Sarah Lynn

**Candidates for Degree
Doctor of Philosophy
5/8/2010**

Ahlgrim, Richard Wayne
Al Tameemy, Farooq Ahmed
Al-Shammari, Fahad Zaben
Anderson, Gregory
Bright, Angela Marie
Eaton-Bin Daar, Sherri L.
Fass, Daniel Field
Gresham, Pamela Sue Malone
Hall, Lea Rhea
Henman, Karen Jean Forsyth
Jean, Robert Patrick
Keeley, Thomas Allen
Lepper, Charles Wilmer
McCutchan, Judith Ann Schuetter
McMahon, Maryanne Bindley
Morikis, Peter Nick
Nuval, Jacqueline Anne
Ogbomo, Queen Oghenerukevwe
Orr, Leonard Roy
Pederson, Leonard Severin
Peters, Laurie Frances
Primrose, Pamela B
Roehrig, Nathan John
Schulz, Ruth A
Shand, Celia Alice
Sipes, Jennifer Lynn Baker
Smith, Tracy Leann
St Peters, Timothy R
Stoker, Daniel J
Thurmond, Bradley Harold
Treager Huber, Carey Ann
Yang, Mi Hwa
Younghans, Barry Charles
Zielger, Eileen Pearl

**Candidates for Degree
Educational Specialist
5/8/2010**

Bedwell, Jay Lee
Bennett, Amanda Leigh

Booe, Thomas Kirk
Brothers, Meagan Margaret
Cooney, Patrick M.
Crandall, Amy Jane Elizabeth
Faulkens, Robert E
Hilton, Christina Lee
Hord, Janet Renee
Kehrein, Robert Edward
McRoberts, Timothy D.
Muston, Charles H.
Thompson, Danielle Kristine

**Candidates for Degree
Master of Arts
5/8/2010**

Al Juhani, Ema Awad
Bloch, Kimberly Ann
Chambers, Natalie Kay
Cheng, Minjuan
Chew, Lillian Lucille
Cundiff, Mindy Jean Willock
Da Silva, Fabricio Ferreira
Dixon, Laura Cannon
Fischer, Jessica Lynn
Frana, John F
Hardin, Steven Ray
Hatton, Zack W.
Hilfer, Jennifer
Housley, Kasandra Lynette
Huang, Nien-Ping
Huang, Yun-Ting
Huson, Brandon S
Itczak, Adam J
Jesnek, Lindsey Marie
Johnson, Jason Christopher
Kang, Moonhee
Larson, Charles Edward
Lawrence, Derick Edward
Lochbaum, Ashlee Nicole
Mattsey, Miriam
Mazzon, Anthony Francis
Miller, Jeffrey Scott
Miller, Michael J
Milner, Elaina Kay Boyed
Ni, Xiaorong
Parkman, Veronica O
Pipes, Brittani Yvonne
Platt, Brandon James

Pohlen, Thomas Jeffrey
Saylor, Eugenia Patricia
Schimmel, Michelle Dawn
Spencer, Haleigh Elizabeth
Stuckey, Caitlin Burbridge
Swalls, Kori RuthAnn
Thornton, Dennis Robert
Woolard, Cassandra Sue
Work, Angela Katherine
Wurtz, Sarah Lalia
Yang, Ling-Yu
Yoon, Hee Sun
Zhao, Yiming

**Candidates for Degree
Master of Business Admin.
5/8/2010**

Hoover, Kevin Stanley
Kalita, Dipankar
Kanumuri, Ravi Kiran
Lin, Chang-Ting
Lin, Tai-Chun
Lytvyn, Oleksiy
Minas, Randall Kent
Murray, Erin K
Tano, Nadege Heba Lucrece
Threlfall, Jeriah Shawn
Tseng, Yu-Ling

**Candidates for Degree
Master of Education
5/8/2010**

Alcorn, Nichole Elaine
Bertasso, Matthew Carl
Cary, Jason Tyler
Covert, Christopher Allen
Cox, Karen Lynn
Crow, LaVeena
Davis, Amanda Lucile Chadwick
Douglass, Tiffany Jean
England, Anthony C
Gilman, Amanda Brooke
Grunewald, Stephanie Ann
Haas, Ryan Anthony

Jenkins, Ryan Patrick
Kim, Tae Hyun
Langdon, Katherine Marie
Lawrence, April Dawn Rooksberry
Marrs, Suzanne Michelle
Mason, Orlando Everett
Nicoson, Melinda Kay
Pemberton, Stephanie Lamanda
Pepprock, Joseph Benjamin
Petzold-Renteria, Kelly Ann
Phillips, Rebekah Jo
Richards, Jennifer K Osburn
Ritz, Barbara Marie
Romy, Crystal Leigh
Schmitt, Jody Nicole
Simpson, Renee
Stephens, John Richard
Willis, LaTia KaLynn

**Candidates for Degree
Master of Fine Arts
5/8/2010**

Alharbi, Mohammed Hussain
Baek, Sang-Jun
Barnebey, Karl
Chen, Ming-Chia
Neha, Jain

**Candidates for Degree
Master of Music
5/8/2010**

Chae, Yeon Hee

**Candidates for Degree
Master of Public Administration
5/8/2010**

Applegate, Andrea Devon
Christlieb, Nicole Renee
Decker, Terrie Lee Holsapple
Estabrook, Thomas Lee
Gresham, Christopher Allen

Hernandez, Juan
Maier, Kelly Patricia
McShane, James Henry, III
Pierson, Debbie Sue
Trapp, Jonathan L.

**Candidates for Degree
Master of Science
5/8/2010**

Adamic, Jessica Frances
Agustin, Jessica Leigh
Allen, Danny Ray
Anderson, Heather M
Anger, Kim Lawrence
Antonakopoulou, Effrosyni
Armstrong, Christina Alisha
Banihani, Mohammed Kamal
Bauer, Renee Lynn Noel
Bellamy, Jennifer Marie
Benson, Keith Scott
Bhimavarapu, Priyanka
Bilyeu, Elizabeth Michelle
Bobbitt, Stevie Danielle Smith
Bohnert, David Joseph
Bonda, Pavani
Brady, Cynthia L
Brooks, Wallace
Brothers, Jami
Butler, Raymond Scott
Camez, Manuel Alfred
Cao, Qie
Christner, Crystal Marie Aldrich
Ciolli, Brittany Frances
Clifton, Erica Ann (Peterson)
Cordon, Jose Ricardo
Craig, Valerie Anne Hart
Dalton, Robert Dwayne
Dasher Williams, Nicole
Daugherty, Christina Louise
Davis, William Ryan
DeYoung, Joanne Jewell
Dever, Marissa Maxine
Dickie, David Lee
Dilg, Peter John
Dixon, Alexander David
Drennan, Melissa J.
DuBois, Lauraly J
Ehrenberger, Joseph C

Eimerman, Christopher Allen
Ellis, Chase harding
Farris, Kelli Dawn
Feltner, Tracy Lynn
Foreman, Michelle Nicole
Fortin, Deborah (Debby) Marie
Frizzelle Lower, Brenda Sue
Fu, Shih-Lun
Gaston, Claudine
Ginter, Kathy Sue
Graning, Candice M
Grant, Hilary Shirah
Grekinis, Dimitrios
Gross, Kevin Douglas
Grounds, Larry Dean
Grubb, Candace Rana
Hardin, Megan A
Harris, Gregory Alan
Harvey, Mary
Hauser, Carrie Carson
Hendrickson, Terri Lynn
Hewett, Christina Louise
Hinson, Essence Jelores
Hogue-Whallon, Stacey Jean
Hultman, Kelly Elizabeth
Kinard, Stephanie Armita
Klemme, Tara Renee
Kutnow, James M, III
LaChance, Michelle
Langley, Elizabeth C
Larmena, Professor Bestman
Lee, Jessica Lynn
Levine, Marco Lee
Lindner, Ilyssa M
Lockamy, Gregory Alan
Mack, Beatrice Yvette
Mahuron, Kara Suzanne
Marquis, Trinda Marie
Mathis, Mary Beth
McCulloch, Julie D
Morrison-Bean, Heather Erin
Moyer, Lisa Mae/Sipe
Munigala, SaiRam
Neary, Timothy James
Newnum, Kyle David
Olivero, Zenaida
Passmore, Tiffany Marie
Peitzmeier, Glenn
Picarova, Cveta
Pless, Beth Elaine

Racich, Tony Joesph
Rajski, Gwendolyn Ann
Ralston, Christina Dyann
Rathbun, Nathan Andrew
Rayman, Carl Alexander
Rodriguez, Angel Gabriel
Salesman, Elizabeth Anne
Sangali, Raghuma Reddy
Sasena, Kristen Kim
Schluge, Sara Ann
Schneider, Gregory Peter
Shacks, Clemmet Percell
Sheets, Jeremy J
Shinkle, Justin Chad
Slater, Brian A
Slowik, Amanda Kathryn
Smith, Robert Anthony
Dane'e eenivasalu, Karthik
Steele, Erika Danielle
Stephens, James Ernest, II

Steward, Patricia Jo
Stonecipher, Ashley N.
Stuhlmacher, Ann Elizabeth
Swanson, Abby Lee
Tate, Sherri
Thammadi, Sawan Kumar
Triumph, Jennifer Lynn
Uttley, Koni
Waggoner, Jason D
Walenga, Ryan Christopher
Wallace, Stephanie
Weatherford, Christopher Samuel
Weimann, Teresa Ann
Williams, Kent Edward
Wilson, Toyinda LaShea
Wu, Ting-Ta
Zapor, Bobbie Jo
Zerkle, Danielle Elaine

Recommendation: Approval of the candidates for degrees, subject to completion of the requirements.

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

Item (IV)(a)(ii): Department of Social Work Move

The Department of Social Work proposes to move from the College of Arts and Sciences to the College of Nursing, Health, and Human Services

The proposal has been approved by the Dean of the College of Arts and Sciences, the Dean of the College of Nursing, Health, and Human Services, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: Approval of the department move from the College of Arts and Sciences to the College of Nursing, Health, and Human Services, effective July 1, 2010.

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

Item (IV)(a)(iii): Proposed New Program Specific Fees

**INDIANA STATE UNIVERSITY
Proposed New Program Specific Fees¹**

Effective for the Fall Semester 2010, Spring Semester 2011, and Summer 2011

College - Departments	Rationale and Recommendation
College of Nursing and Health and Human Services – Athletic Training	<p>To supplement the new graduate program for Master’s of Physician Assistant Studies that will be offered beginning in Spring 2011. The fee will be used for consumable items, capital expense lab equipment, adjunct clinical faculty, faculty research, and faculty travel.</p> <p>Recommended New Program Fee: PASS 617, PASS 624, PASS 634, PASS 643, PASS 655, PASS 678, PASS 687 Program fee of \$1,000.00 per semester, tied to courses listed, effective with the Spring 2011 semester.</p>

Recommendation: Approval of the program fee listed above for the Master of Physician Assistant Studies, effective Spring 2011.

On a motion by Mr. Huckleby, seconded by Mr. Baesler, the recommendation was approved.

College of Nursing and Health and Human Services – Athletic Training	<p>To supplement the new graduate program Doctor of Physical Therapy that will be offered beginning in Summer 2011. The fee will be used for consumable items, capital expense lab equipment, adjunct clinical faculty, faculty research, and faculty travel.</p> <p>Recommended New Program Fee: PHTH 600, PHTH 605, PHTH 610, PHTH 622, PHTH 706, PHTH 710, PHTH 723, PHTH 810, PHTH 891 Program fee of \$1,000.00 per semester, tied to courses listed, effective with the Summer 2011 session.</p>
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Recommendation: Approval of the program fee listed above for the Doctor of Physical Therapy, effective Summer 2011.

On a motion by Mr. Huckleby, seconded by Mr. Baesler, the recommendation was approved.

College of Nursing and Health and Human Services – Advanced Practice Nursing	<p>To supplement the new graduate program Doctor of Nursing Practice that will be offered beginning in Fall 2010. The fee will cover software products that help with distance learning supplemental class skills, Nita program, Typhon group, Adjunct faculty to travel.</p>
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	<p>Recommended New Program Fee: NURS 624*, NURS 644*, NURS 664*, NURS 670*, NURS 671*, NURS 673*, NURS 683* NURS 891, NURS 892, NURS 893, NURS 894, NURS 895, Program fee of \$500.00 per semester, tied to courses listed, effective with the Fall 2010 semester. *For consistency within this program, these courses will each carry \$500 program fees effective with the Fall 2010 semester, superseding the lab/course fees previously approved in February 2009.</p> <p>Recommended Change in Fee: NURS 646 Course fee of \$500 be eliminated, effective with the Fall 2010 semester.</p>
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Recommendation: Approval of the program fees listed above be effective with the Fall 2010 semester, and the NURS 646 course fee of \$500 be eliminated effective with the Fall 2010 semester.

¹Laboratory/course specific fees are assessed only in conjunction with courses associated with the automated fee assessment process. An exception exists for study abroad courses: IS 396, 397, and 398.

On a motion by Mr. Huckleby, seconded by Mr. Baesler, the recommendation was approved.

**Item (IV)(a)(iv):
Proposed New Academic Laboratory/Course Specific Fees¹**

**INDIANA STATE UNIVERSITY
Proposed New Academic Laboratory/Course Specific Fees¹
Effective for the Fall Semester 2010**

Departments	Rationale and Recommendation
Aviation Technology	<p>To cover radio controlled rotary helicopter and a radio controlled fixed wing aircraft as part of the course requirements.</p> <p>Recommend New Fee: AVT 381, AVT 481 course fee of \$300.00 per course</p>
Math and Computer Sciences	<p>To cover expenses for e-textbook and access code.</p> <p>Recommended New Fee: MATH 099 course fee of \$75.00 per course</p>

¹Laboratory/course specific fees are assessed only in conjunction with courses associated with the automated fee assessment process. An exception exists for study abroad courses: IS 396, 397, and 398.

Recommendation: Approval of the proposed changes in Course Specific Fees, effective for the fall semester of 2010.

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

**Item (IV)(a)(v):
Athletic Training Department Name Change**

With the approval of the Physician Assistant and Physical Therapy Programs, which will be housed in the Athletic Training Department, a change in the department name to Department of Applied Medicine and Rehabilitation was suggested.

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

Recommendation: Approval of the name change for the Athletic Training Department to the Department of Applied Medicine and Rehabilitation, effective July 1, 2010.

On a motion by Mr. Huckleby, seconded by Mr. Baesler, the recommendation was approved.

**Item (IV)(a)(vi):
Elimination of English Teaching Minor**

The Department of English wishes to eliminate the English Teaching Minor.

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

Recommendation: Approval of the elimination of the English Teaching Minor, effective Fall 2010.

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

**Item (IV)(a)(vii):
Reorganization of the College of Technology**

The College of Technology requests its reorganization into five departments: Department of Applied Engineering and Technology Management, Department of Aviation Technology, Department of Built Environment, Department of Electronics and Computer Engineering Technology, and Department of Human Resource Development and Performance Technologies.

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

Recommendation: Approval to reorganize the College of Technology into five departments, effective July 1, 2010.

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

Item (IV)(a)(viii):

Elimination of Associate of Science in Electronics and Computer Technology

The Department of Electronics, Computer, and Mechanical Engineering Technology wishes to eliminate the Associate of Science in Electronics and Computer Technology.

This degree program no longer fits into the University's long term plan for degree offerings, and current and expected enrollments do not indicate the need to continue this program.

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

Recommendation: Approval to eliminate the Associate of Science in Electronics and Computer Technology, effective Fall 2010.

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

Item (IV)(a)(ix):

Post-Appeal Recommendation

Recommendation: Approval of the following post-appeal recommendations of the university President: Non-reappointment of Gerardo T. Cummings, Assistant Professor of Spanish, Department of Languages, Literatures, Linguistics, College of Arts and Sciences; Non-reappointment of William Campbell, Assistant Professor of Safety Management, Department of Health, Safety, and Environmental Health Sciences, College of Nursing, Health and Human Services.

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

Item (IV)(a)(x):

Revision to the Code of Student Conduct

Revisions to the *Code of Student Conduct*

Student Judicial Programs recommends the following changes to the *Code of Student Conduct* effective for the 2010-2011 academic year. General Counsel has reviewed and approved these changes.

Interim Suspension

The current procedure contains more steps than are necessary to satisfy appropriate due process. It is recommended that the present procedure be removed and replaced by the proposed new procedure. The recommended procedure reflects current best practice.

Current Interim Suspension Policy:

C. Types of Disciplinary Actions:

5. Interim Suspension

This action may be used to temporarily remove and exclude a student from the University community when the student's action or threat of action indicates serious threat to the welfare and safety of persons or property. No hearing is necessary before the action is taken, but a hearing panel of the All-University Court will review the

suspension within five (5) business days of the effective date. Full due process, including a hearing, may be granted at a later date. If the suspension stands, the record is kept permanently.

Proposed Interim Suspension Policy:

C. Types of Disciplinary Actions:

5. Interim Suspension.

The Director of Student Judicial Programs or a designee may suspend a student from the University for an interim period pending disciplinary or other formal proceedings. The student is denied access to all property owned, operated, or controlled by the University, is denied attendance and/or participation in classes, and is banned from attendance and/or use of University activities and facilities while under this status. Should the student violate these conditions he/she will be subject to arrest and prosecution for criminal trespass.

The interim suspension shall become immediately effective without prior notice whenever there is evidence that the continued presence of the student at the University poses a substantial and immediate threat to him/herself or to others, or to the stability and continuance of normal University functions.

A student suspended on an interim basis shall be given a prompt opportunity to appear personally before the Director of Student Judicial Programs or a designee in order to discuss the following issues only:

- a. The reliability of the information concerning the student's conduct, including the matter of his or her identity;
- b. Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student on university premises poses a substantial and immediate threat to himself or herself or to others or the stability and continuance.

A hearing with the All-University Court will be conducted no later than ten (10) business days from the imposition of this action. The student will be allowed to attend this hearing and is afforded the process established by the University for formal adjudication of alleged violations.

Disciplinary Actions for Student Organizations

Student Affairs has undertaken a review and revision of the policies attendant to the governance of student organizations at Indiana State University. On July 31, 2008, the Board of Trustees approved a new **Policy on Student Organizations**. Pursuant to this new policy, Student Judicial Programs has proposed the following revision to Section III, H of the *Code of Student Conduct*. This change provides appropriate due process and removes a redundant step in the current process.

Current Disciplinary Actions for Student Organizations

H. Types of Disciplinary Action applied to a Student Organization

Charges Dropped/Not Responsible

1. The charge may be dropped if there is insufficient evidence to support the charge.
2. The charge will be dropped if there is evidence presented during the hearing that shows the organization is not guilty of the charge.

Conduct Warning

1. Notification to organization that the conduct of its members has not been in keeping with the expectations of the University.
2. A thorough explanation of University policies is given.
3. The student officers and University advisor of the organization are instructed that further violations of University policies could be cause for additional disciplinary action.

Probation

1. This action is a formal probationary status during which the organization will have certain restrictions placed on it for a period of time.
2. Restrictions and provisions of the probation are individualized to the particular needs of the organization; these may include restrictions on social events, on use of University facilities, or on participation in campus-wide events (i.e., Homecoming or Tandemonia).
3. Charges for any damages or costs incurred as a result of a violation may also be assessed.
4. Any further violation of University regulations or probation restrictions while on probation means that an organization subjects itself to further disciplinary action.
5. University officials with responsibility for adherence to restrictions placed on the organization will be notified, as well as the persons responsible for registration of student organizations. Additionally, national offices of affiliated student organizations will be notified.

Review of Recognition/Registration of Student Organization

1. This action indicates that an organization's standing as a registered student organization of the University is in jeopardy and a formal review of the recognition/registration of the organization is being requested of the body with jurisdiction.
2. Action from such a review may ultimately result in revocation of recognition/registration of a student organization.
3. For those organizations with national affiliations, a request for formal review will also be made to the national office.

Proposed Disciplinary Actions for Student Organizations

H. Types of Disciplinary Action Applied to a Student Organization

1. **Charges Dropped/Not Responsible.** The charges may be dropped if there is insufficient evidence to support the charge. If evidence is presented during a hearing that shows an organization has not committed the violation, then the organization is found not responsible. All written materials pertaining to the allegations against the organization are destroyed.
2. **Conduct Warning.** Notification to organization that the conduct of its members has not been in keeping with the expectations of the University. A thorough explanation of University policies is given. The student officers and University advisor of the organization are instructed that further violations of University policies could be cause for additional disciplinary action.
3. **Probation.** This action is a formal probationary status during which the organization will have certain restrictions placed on it for a period of time. The organization is removed from good standing with the University for no less than the equivalent of one full semester. Restrictions and provisions of the probation are individualized to the particular needs of the organization; these may include restrictions on social events, on use of University facilities, or on participation in campus-wide events (i.e., Homecoming or Spring Week). Charges for any damages or costs incurred as a result of a violation may also be assessed. Any further violation of University regulations or probation restrictions while on probation means that an organization subjects itself to further disciplinary action. University officials with responsibility for adherence to restrictions placed on the organization will be notified, as well as the persons responsible for registration of student organizations. Additionally, national offices of affiliated student organizations will be notified.
4. **Suspension.** This action indicates that status of an organization is terminated with the University for an indefinite period of time, but no less than the equivalent of one semester.
5. **Revocation of Recognition/Registration of Student Organization.** This action indicates that an organization's standing as a registered student organization of the University is permanently terminated.

Hazing Policy

It is recommended that the current regulation which forbids Hazing be replaced by the Hazing definition which the Board of Trustees adopted in the *Policy on Student Organizations (July 2008)*. The new policy is more thorough in describing prohibited conduct, is current with most of the national offices of Greek Organizations, and brings consistency to the definition used by the University.

Current Policy on Hazing

4. Hazing, defined as an act or acts which endanger the mental or physical health or safety of another, or which destroy or remove public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization.

Proposed Policy on Hazing

4. Hazing is strictly prohibited in connection with the activities of students and student organizations. Hazing shall be defined as any conduct which subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may abuse, degrade, or intimidate the person as a condition of association with an organization or group, regardless of the person's consent or lack of consent.

Section I, D: Offenses that Compromise the Health and Safety of Others

It is recommended that the current policy be amended to more specifically address the role of alcohol consumption in student misconduct, including misconduct which may occur outside University property. The regulation has been revised to more clearly articulate the alcohol policy.

Current Section 1, D

D. Offenses that Compromise the Health and Safety of Others:

1. Intentionally initiating or causing to be initiated any false report, warning, or threat of fire, explosion, or other emergency.
2. Use, possession, sale, or transfer of any unlawful drug or narcotic.
3. Drinking or possession of alcoholic beverages on University owned property or fraternity/sorority housing, except in designated areas listed below where students of legal age, according to the laws of the State of Indiana, may use or possess alcoholic beverages.
 - a. In student rooms when the student is living in Pickerl Hall and is 21 years of age or older.
 - b. University Apartments when the student/resident is 21 years of age or older.
 - c. Any University facility, property, or area under the governance of the University with the approval of the President or his/her designee.
4. Providing alcohol to persons not of lawful drinking age.
5. Igniting or burning materials in a manner that reasonably could or actually does cause a fire.
6. Engaging in gambling, wagering, or other games of chance in violation of the law.

Proposed Section I, D

D. Offenses that Compromise the Health and Safety of Others:

1. Intentionally initiating or causing to be initiated any false report, warning, or threat of fire, explosion, or other emergency.
2. Use, possession, sale, or transfer of any unlawful drug or narcotic.
3. Violation of the University's Alcoholic Beverage Policy (see Web Site reference on last page), which includes:
 - a. Sale, purchase, consumption or possession of alcoholic beverages by persons who are younger than lawful age
 - b. Sale, purchase, consumption or possession of alcoholic beverages by persons of legal age in a manner inconsistent with University policy.

- c. Furnishing alcoholic beverages to persons who are younger than 21 years of age.
- d. Misuse or abuse of alcoholic beverages.
4. Igniting or burning materials in a manner that reasonably could or actually does cause a fire.
5. Engaging in gambling, wagering, or other games of chance in violation of the law.

Reference Information: The following policy information will be provided in a web address listed in the proposed regulation (See Section D, 3).

University Alcoholic Beverage Policy

A. Purchase, consumption or possession of alcoholic beverages by persons who are younger than lawful age:

Indiana law prohibits the purchase, possession or consumption of alcoholic beverages by persons who are younger than 21 years of age. Indiana State University therefore considers underage purchase, possession or consumption to constitute a violation of the Code of Student Conduct, whether such conduct occurs on or off University owned/controlled property.

B. Sale, purchase, consumption or possession of alcoholic beverages by persons of legal age:

The sale of alcoholic beverages to persons of lawful age on University owned/controlled property is strictly limited to licensed vendors approved by the University for specifically defined events and locations.

Personal consumption or possession of alcoholic beverages on University owned/controlled property by persons who are 21 years of age or older is permitted by Indiana State University only in the following locations:

1. In student rooms specified in the Residence Hall Contract where only residents and guests of lawful age may possess or consume alcoholic beverages.
2. In private living units of University Apartments where only residents and guests of lawful age may possess or consume alcoholic beverages.
3. In a University location that has been specially approved by the University President or his/her designee for purposes of allowing possession or consumptions of alcoholic beverages by persons who are of lawful age.

C. Furnishing alcoholic beverages to persons who are younger than 21 years of age violates Indiana law.

Indiana State University will pursue disciplinary action with students or employees who furnish alcoholic beverages to persons who are younger than 21 years of age, whether such conduct occurs on or off University owned/controlled property.

D. Misuse or abuse of alcoholic beverages

Indiana State University encourages responsible use of alcoholic beverages by persons who chose to lawfully consume such beverages. When dangerous, irresponsible, disruptive or abusive behavior is influenced by inappropriate use of alcoholic beverages, Indiana State University may impose more rigorous student or employee disciplinary measures than those that may normally be associated with such misconduct, regardless of whether the misconduct occurred on or off University owned/controlled property.

The University will also pursue disciplinary action against students or employees who are determined to have furnished alcoholic beverages to a person who is known or suspected to be already intoxicated.

Recommendation: Approval of the proposed changes in the Code of Student Conduct, effective for the 2010-2011 academic year.

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

Item (IV)(a)(xi): Proposed Fee Structure for Counseling Services

Background/Demand

Over the last six to seven years, the Indiana State University Student Counseling Center (SCC) has had to adapt its way of doing business in order to meet demand and continue providing quality services to ISU students. Reasons for these changes have included a major increase in usage by ISU students, increased psychopathology presented by clients, increased management of high risk clients and situations (for example, suicidality, threat to others, psychosis, hospitalizations, etc.), and an increase in the number of students coming to ISU with prediagnosed conditions and/or already on medication. In order to meet these demands, it has been necessary for the SCC to employ 2 to 4 additional contract counselors (compensated on an hourly basis) and a combination of interns in training.

During the past 5 years, the SCC has averaged approximately 450 clients per year. Although the client headcount has remained fairly constant, the actual number of sessions averaged per student has increased from approximately 6 to 8 sessions per academic year. This is a direct result of the increased pathology that is being seen and the high risk nature of many of the clients who come in to the Center.

Because of the increased demand, certain services have been scaled back or discontinued in an effort to divert resources to higher priority clients or concerns, and administrative functions are often cut, allowing the Director less time for planning and education. Despite this, the SCC has continued to be very successful in both preventing and managing client harm to self and others, while meeting most student needs. A recent analysis of client data indicated that students who use the SCC have a 6 year graduation rate of approximately 70%, whereas the graduation rate for ISU students who don't the service is between 38-40%.

Proposal

Given the high demand for services and more challenging pathology being presented, the Counseling Center needs a means for funding the employment of part-time contract professionals. The number of client contact hours required of such auxiliary staff members would flex with student demand.

The Center has proposed implementation of a modest fee for services. While an initial client visit to the Center for assessment purposes would continue to be provided to students free of charge, a flat fee of \$60 would be charged for continuing regular services during that academic year. Students who first visit the Center during the spring semester would be charged a prorated fee of \$30. Similarly, the fee for summer session counseling would be \$30. In comparison, individual counseling in the Terre Haute community costs between \$50 and \$120 *per session*. It is anticipated that this fee would generate approximately \$25,000 per year that, as was stated above, would be utilized in the employment of part-time counseling professionals to meet student demand.

As it is envisioned, the fee would entitle ISU students to the current level of regular services, including both psychological and psychiatric services. However, students may also be referred out if it is determined that they are in need of a more intensive series of treatment, or if their urgent needs may receive attention sooner at another clinic. Counseling services may also be terminated if clients are noncompliant with therapists' recommendations. Students who do not wish to pay the \$60 fee would still be entitled to a one-time initial assessment, after which they would be referred out to the community or to one of the training clinics on campus.

Additional Charges/Extended Service

In addition to the base fee for services, certain special assessments and program fees are also recommended. The following additional fees would be applicable under the circumstances described:

- Following a client's second failure to show for a scheduled appointment, students will be assessed a second \$60 (\$30 for spring or summer) reentry fee if they wish to continue services. If the client accrues 2 additional no-shows, he/she will be subject to a fee of \$10 per session to continue counseling.
- Even though the SCC has discontinued court mandated drug and alcohol assessments, such services are presently being reconsidered. If the Center does reinstate this service, the assessments would be charged at \$125, which compares to \$250 or more being charged for similar programs in the larger community. This charge would be in addition to the base counseling fee if continued services are to be rendered. Please note that these assessments usually cover 3-5 sessions and include basic education and feedback about substance abuse behaviors.
- The SCC and Student Health Promotions offer ongoing classes for students referred for marijuana and alcohol concerns. These classes are currently being revised and will include 3 sessions. Students referred by Student Judicial Programs or Residential Life would be charged \$25 for all 3 classes in addition to the base counseling fee.
- At this time, there are no plans to charge for access to psychiatry. However, the Student Counseling Center is seeking trustee authorization to implement an additional one-time fee of \$60 for access to this service, should it become necessary. For reference purposes, psychiatrists in the larger community charge between \$150 and \$500 per hour, and the SCC currently pays its contract psychiatrist \$155 per hour to see students here on campus. In addition, because the SCC pays directly for psychiatric services out its department budget, students who fail to show for a psychiatric appointment would be assessed a \$50 future access fee.

Recommendation: Approval of the proposed fees structure for services at the Student Counseling Center, effective immediately.

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

Item (IV)(a)(xii): Year-End Closings

The State Board of Accounts has advised that the Treasurer of Indiana State University obtain approval from the ISU Board of Trustees to make year-end closing entries. These entries normally consist of making transfers, adjustments, and consolidations necessary to insure the elimination of minor budgetary overdrafts, and the write-off of bad debt. The closing of the financial records is guided by GASB accounting and reporting standards and best business practices.

Recommendation: Authorization of the Treasurer or designee to make all necessary year-end closing entries and distributions.

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

Item (IV)(a)(xiii): TIAA-CREF Retirement Program Change

Currently, the University maintains three different TIAA-CREF contribution rates for faculty and exempt staff based upon date of hire:

- Hire date prior to January 1, 1998 – eleven (11) percent of the first \$10,800 of base salary plus fifteen (15) percent of any base salary amount over \$10,800.
- Hire date on or after January 1, 1998 – twelve (12) percent of base salary
- Hire date on or after July 1, 2004 – ten (10) percent of base salary

In order to provide consistency of retirement contributions it is proposed the University TIAA-CREF contribution be converted to a flat ten (10) percent of base salary for all eligible faculty and exempt staff. For those faculty and exempt staff hired prior to July 1, 2004, the difference between the current rate of contribution and the ten (10) percent rate would be added to the employee's base salary. The proposed change is to be effective July 1, 2010.

Recommendation: Approval of a ten (10) percent TIAA-CREF University contribution rate of base salary for all eligible faculty and exempt staff, regardless of date of hire. For those faculty and exempt staff hired prior to July 1, 2004, the difference between the current rate of contribution and the ten (10) percent rate would be added to the employee's base salary. The TIAA-CREF retirement program change is effective July 1, 2010.

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

Item (IV)(a)(xiv): Hospitality Policy

A Hospitality policy has been developed to comply with IRS requirements for substantiation/documentation of business related entertainments, including business meals and social events. Allowed and unallowable expenses are outlined as well as required expenditure authorization. The policy is presented below:

HOSPITALITY POLICY

Including Guest Meals, Business Meals, and Receptions

General

It is understood that the business of Indiana State University (ISU) requires some expenditures of an entertainment nature. In all cases however, there must be a clear, documented, business purpose for the event/expenditure that indicates the event's benefit to the University. This policy is intended to be neither all inclusive nor to address every situation which may arise. Questions about specific situations not addressed in this policy and/or policy clarifications should be addressed to the Office of the Controller ext 3525.

While responsible judgment should be used when expending any University funds, particular care should be exercised for hospitality expenses. Individuals responsible for making decisions concerning hospitality expenditures should always question whether the proposed expense represents an appropriate use of University funds. Thoughtful consideration of each decision will ensure that University resources are expended appropriately. The total amount and relative percentage of a school and/or department budget which is appropriate to spend on business meals and social events should be discussed in advance with the appropriate budgetary authority.

In addition, as with all contract or grant funds expenditures, it is the responsibility of the Principal Investigator to guarantee that all expenditures are made in accordance with all applicable contract or grant restrictions. In considering incurring expenses such as those addressed in this policy, PI's should keep in mind that the more restrictive policy/contract terms or budget (ISU vs contract/grant) will prevail. Thus if the contract terms are more liberal than ISU policy, the more restrictive policy (ISU) will be enforced.

Definitions

Hospitality
Expenses

The provision of food, beverages, activities, or events for the purpose of promoting and furthering the mission of the University.

Business Entertainment and/or Other Social Events	Events involving faculty, staff or students, and guests of the University in which a substantial purpose of the event is social in nature.
Business Meals	Meals at which faculty, staff, students and other external parties are present for the purpose of conducting focused discussions on University business, which include: banquets, committee meetings, conferences, departmental meetings, interviewing prospective employees, potential donors, recruiting prospective students, research sponsors/collaborators, retreats, seminars, and workshops.
General Fund Accounts	General fund accounts are used to record income and expense for general operating funds and tuition. The funding source is typically state appropriations and student tuition.
Auxiliary Services Accounts	Auxiliary services accounts are used to record income derived from fees charged to external parties for goods and services (e.g. Intercollegiate Athletics, Housing and Food Services).
Sponsored Program Accounts	Sponsored program accounts are used to record income and expense for activities sponsored by external organizations. Sponsors may be federal agencies, state agencies, industry, etc.

Key Compliance Matters

*From an IRS perspective, for meals and entertainment to qualify as a business expense, they must be ordinary and necessary and not lavish and/or extravagant and must be directly related to or associated with the University's mission. In addition, an ISU employee must be present at the meal/event for it to meet the IRS business expense regulations. Because the IRS imposes strict substantiation/documentation requirements on such expenditures, the University **must** be able to provide the following documentation on such expenses:*

- Total amount of reimbursement/payment requested
- Date, time, and place of function
- Business purpose served by the expenditure
- Business relationship to the University of each person in attendance
- Submitting expenses for reimbursement within a reasonable time limit

Amount

Expenditure amounts for business meals must be reasonable. For purposes of this policy, expenditure amounts for meals will be deemed "reasonable" if they do not exceed three times the current federal per-diem rate for that city, pro-rated as follows:

Breakfast: 25%

Lunch: 25%

Dinner: 50%

For example, assume that a faculty member has a business dinner in Indianapolis with a colleague from another university, and the current federal per-diem rate for Indianapolis is \$44. Under these assumptions, a total dinner cost

(excluding tip) of up to \$66 a person would be considered “reasonable” ($\$44 * 50\% * 3 = \66). The cost of alcoholic beverages consumed during a meal **will not** be reimbursed. Any meal costs in excess of the per meal threshold will not be reimbursed unless the employee obtains the approval of their Vice President.

Business Purpose/Relationship of Attendees

For a business meal to be reimbursed, a business purpose with a list of attendees and their business relationship to the University is required by the IRS regulations. A detailed list of attendees will be required for meals up to and including 10 people. For a group of more than 10 people, a description of the group will suffice. A business purpose must be documented for all expenditures for which an employee is requesting reimbursement. Please provide this information on *The Hospitality Request Form* and submit it along with the reimbursement check request.

Business purpose must be specific. “Dinner with donor to discuss alumni event ideas:” is an appropriately documented business purpose. “Dinner with donor:” is not. The business purpose of an expense may be obvious to the employee, but not to a third-party reviewer.

Receipts

The employee is expected to obtain **original** receipts for all expenses for which they plan to have reimbursed. An original receipt may take many forms (i.e., cash register receipt, copy of an order form, web receipt or confirmation). A receipt **must** identify:

- the date of purchase
- the vendor name
- itemized list and unit price of the purchased items
- the total amount

Proof of Payment

The employee is expected to obtain proof of payment for all expenses for which they plan to have reimbursed. Proof of payment may take many forms but must demonstrate that payment was tendered and must identify the means by which payment was tendered by the employee. This information is usually included on the original receipt. Examples of this may include notation of:

- “Cash Tendered”
- “Paid”
- A zero balance due
- Debit/Credit card payment (card type, last four digits of card and/or signature)

Payment and reimbursement submitted without a detailed receipt and the additional information required will not be reimbursed. Please black out any private or unrelated information.

Reimbursement Submission Time Limit

The IRS requires business expense reimbursements to be reported within a reasonable period of time. The determination of a reasonable period of time will depend upon the facts and circumstances, but is generally held to be

not later than 60 days after the date of the expense. In addition, in order to adhere to generally accepted accounting principles, the employee should be mindful of the University's June 30th fiscal year end, as all expenses for that year should be reported prior to year end to ensure that the expense is appropriately captured in the financial statements and in the department's budget for the appropriate fiscal period. Reimbursement requests must be submitted no later than 60 days after the date of the expense, or the end of the fiscal year, whichever is sooner. Documented special facts and circumstances may allow for a later submission, however, any reimbursements submitted after 60 days are considered taxable income to the employee and will be reported on their annual Form W-2. Receipts and proof of payment are kept on file for IRS and State Board of Accounts audit purposes.

Allowable Hospitality Expenses

Allowable hospitality expenses have been divided into two general categories. They include 'Meals or Refreshments Served during Business Meetings', and 'University Functions and Receptions'.

Allowable hospitality expenses are the responsibility of departmental and/or VP budgets and may be charged to general fund accounts, and auxiliary services accounts. Sponsored program accounts may be used if the expense is specifically approved in the budget and is in accordance with sponsor and University policy. When charging hospitality expenses to the above funding sources, expenses for alcoholic beverages are **prohibited**.

Following is a description of each of the categories along with examples of allowable hospitality expenses.

Meals or Refreshments Served During Business Meetings

The University may pay or reimburse individuals for actual expenses incurred for meals whose primary purpose is a business discussion. Business meals must include at least one non-University employee whose presence is necessary to the business discussion. Expenses may be incurred only for those individuals whose presence is necessary to the business discussion. These may occur either locally or during out of town travel.

The University will not pay or reimburse meal expenses that lack documentation or a clear business purpose. Meetings attended solely by University employees and gatherings that are primarily social in nature do not qualify for payment or reimbursement as business meals. However, occasional meals provided as part of a University function may be permitted (see policy on University Functions below). Provision of food to gatherings of University employees on a daily or similar ongoing basis is not considered to be an appropriate use of state funds. Food may however be provided at meetings of University employees on an occasional basis. For example, it may be appropriate to provide food at a "working" breakfast, lunch or dinner, particularly when the employees are giving up personal time to conduct University business. A formal business discussion must be the primary purpose for the gathering. For purposes of this policy, "occasional" is defined as no more than six times during a fiscal year.

If a college or vice presidential area wishes to provide food to gatherings of University employees on a more frequent basis, it may do so with ISU Foundation funds. However, the Foundation should be contacted in regard to their policies before doing so. A formal business discussion must be the primary purpose for the gathering.

Following are examples of business meeting where meal and refreshment expenses are allowable.

- Meals related to the individual recruitment of faculty or staff. When entertaining prospective employees, only meal expenses for the prospective employee and the principal individuals involved in the decision-making process will be considered allowable meal expenses. When the spouse/partner of the prospective employee is present at the meal, the University will also

reimburse the meal expenses of the spouse/partner or guest of the principal individuals responsible for the recruiting.

- Meals or refreshments served during University sponsored meetings of advisory groups, outside reviewers, or other committees when the group is composed of both University employees and non-employees.
- Meals for individuals invited as academic visitors to contribute to the intellectual life of the University community. Normally, such visitors will deliver a seminar, colloquium talk, or other lecture or performance for the benefit of University faculty and/or students.
- Meals related to marketing University facilities and services to secure potential conference business. When entertaining guests from external organizations that are considering conference arrangements with the University, only meal expenses for the guest and the principal individuals involved in the conference selection process will be reimbursed.
- Working breakfast, lunch or dinner meetings, when groups of employees are giving up personal time to conduct University business. A formal business discussion must be the purpose of the gathering.

University Functions and Receptions

University funds may be used to provide food at a seminar, retreat, workshop, orientation or other University sponsored function. Invoices, payment requests, or procurement card receipts for these expenditures must include a brief description of the business purpose of the gathering and a list of attendees. Under this policy, the University may provide food and/or refreshments at Board meetings, meetings with external stakeholders (alumni, state government, community groups, etc.), activities involving volunteers, and activities in which a majority of the participants are students. The cost of printing and mailing invitations to official University business functions may be paid using University funds.

Following are some more examples of allowable receptions:

- Receptions for any employee who retires or terminates from the University, providing that the employee has 20 or more years of service with the University.
- Receptions for faculty, staff, and students/families when the predominant numbers of those in attendance are students.
- Receptions to present or to acknowledge awards to faculty, staff, students, and alumni for outstanding accomplishments.
- Receptions to honor visitors, guests, or dignitaries.
- Receptions for the opening of new exhibits at University facilities.

Unallowable Hospitality Expenses

Certain hospitality expenses are unallowable on University funds. Following are examples of unallowable expenses. Please note: This list is not intended to be exhaustive and does not list all unallowable expenditures on University funds.

Alcoholic beverages: The purchase or reimbursement of alcoholic beverages is not allowable on University funds. Departments desiring to charge only the alcoholic beverages portion of the bill to the ISU Foundation should obtain separate billings from the food provider.

Holiday and other social functions: Departmental functions that are considered personal are not authorized for reimbursement by the University. Expenses related to holiday receptions, luncheons, greeting cards and decorations, etc., are not allowable on University funds. Additionally, expenses for functions or decorations related to secretary's week, staff birthday parties, and other social events are not allowable on University funds.

Golf Outings: Registration fee for golf outings are not allowable unless they cannot reasonably be separated from the total (event is included in the registration of the business activity or conference).

Flowers: Purchasing flowers is not allowable on University funds unless the flowers serve as a decoration for an allowable event listed in this document or purchased using funds from an Agency Account.

Coffee Break & Refreshment Supplies: Supplies for coffee breaks, office refreshments, etc....are considered personal and may not be purchased with University funds. See the Foundation Policy for their policies on such expenses. Refreshments for business meetings which meet the business purpose test may be purchased using University funds if documentation supporting the business nature of the purchase and subsequent use is provided.

Expenditures that are inappropriate with university funds might be allowable with an Indiana State University Foundation account. The foundation should be contacted in regard to their policies.

Authorization and Responsibilities

Department Administrator The department administrator or a designee with appropriate decision-making authority must approve expenses for business meals or an event that costs less than \$500.

Dean, Chair, or Department Head The Dean, Chair, or Department Head is responsible for authorizing student/faculty/staff-oriented social events and any event that costs \$500 or more.

Dean or a Vice President The Dean or Vice President must authorize significant social events that are held to entertain alumni, current donors, and prospective donors.

Vice Presidents and University Controller (or designee): Approve or deny exceptions to the University hospitality and entertainment policy.

Recommendation: Approval of the Hospitality Policy as presented, effective July 1, 2010.

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

Item (IV)(a)(xv): Revised Investment Policy

A revised investment policy has been developed and is presented below. The purpose of the investment policy statement is to document the strategic planning conducted by the University, including asset allocation and manager structure analysis, as well as set forth implementation and monitoring guidelines to ensure fiduciary duties are fulfilled. The primary objective of the Fund, as outlined in the policy, is to optimize returns of financial assets within appropriate risk parameters as allowed by Indiana Code. Additionally, given the Operating Funds nature of the investments, emphasis is placed on capital preservation and maximization of yield. The University may, in part or whole, delegate to outside professional investment managers the investment of eligible funds. Qualified investment managers and custodian will be selected by the University Investment Committee.

INVESTMENT POLICY STATEMENT
for Indiana State University
April 2010

I. Purpose

The Investment Policy provides the guiding principles for Indiana State University (the “University”) to effectively supervise, monitor and evaluate the investment of its financial assets to optimize returns within appropriate risk parameters. The investment program is defined in the various sections of the policy by:

- Articulating the legal requirements within which the assets may be invested.
- Providing guidelines for each investment portfolio in order to control the level of overall risk assumed by each investment manager.
- Establishing the benchmarks/ criteria from which to monitor, evaluate and compare the performance results achieved by the investment managers.
- Serving as a review document to guide the ongoing oversight of the University’s investments.
- Demonstrating that the University is fulfilling its fiduciary responsibilities in the management of these investments.
- Maintaining a prudent investor profile consistent with the statutory requirements of the State of Indiana.

II. Description of the Assets

Operating Funds (“ISUOF”): These are the operating reserves of the University, and are budgeted to designated areas of the University. The management of these funds on a consolidated basis permits flexibility in the investment of these funds, and provides a larger base from which to meet liquidity demands. All liquidity needs of the University will be met from these funds.

III. Taxes

The University is a tax-exempt institution and the portfolios are to be managed accordingly.

IV. Statutory Authority

IC 30-4-3.5 (Indiana Prudent Investor Act) establishes that the Board of Trustees of the University (hereinafter, “Board”) is a fiduciary for the ISUOF and requires the Board to act “as a prudent investor would, by considering the purposes, terms, distribution requirements, and other circumstances of the trust”. It also requires that management decisions be made “in the context of the trust portfolio as a whole and as a part of the overall investment strategy having risk and return objectives reasonably suited to the trust”. The Board holds responsibility to assure the assets are prudently invested in a manner consistent with this investment policy. The Board has delegated the day-to-day responsibilities for overseeing the investment program to the University Treasurer.

Other pertinent investment requirements in the Indiana statute include the following:

- The ISUOF may not be invested in equity securities. Article XI, Section 12 of the Indiana Constitution.
- The Board is to establish and carry out written policies for the investment of funds of the Institution in a manner consistent with applicable Indiana Code, including IC 30-2-12 (Uniform Management of Institutional Funds).

The Board recognizes the above-stated laws govern the decision-making of the funds, however, in an effort to adhere to the highest fiduciary standards, the Board intends to act in accordance with the Uniform Prudent Management of Institutional Funds Act.

V.Objectives of the ISUOF

The University has no statutory authority to borrow for operating purposes. The objective of the Investment Policy is to adequately provide for the liquidity needs of the University while maximizing the opportunity to increase yield on investments. Objectives include, but are not limited to, the following:

- Capital preservation consistent with liquidity constraints. It is recognized that market fluctuations will cause the market value of the assets to rise and fall over short periods of time. Therefore market value declines from one quarter to another, within acceptable limits, will not necessarily be considered a violation of the policy.
- Income maximization within reasonable, unambiguous, and prudent levels of risk and sufficient levels of investment diversification.
- Maintenance of an adequate level of reserves for unexpected changes in the market value or to meet unanticipated spending requirements.
- Management of costs to administer and manage the investments.
- Compliance with all statutory requirements of the State of Indiana.

VI.Investment Tier Structure for the ISUOF

The investment structure is divided into three liquidity tiers to provide for income maximization while meeting the daily liquidity requirements of the University. In order to supply sufficient day-to-day operating liquidity, Tier I is invested in money market securities and liquidity reserves. Tier II is invested in limited duration securities to provide for a sufficient level of reserves in case of unanticipated liquidity needs; yet provide for a level of incremental return over Tier I. Tier III is invested for income maximization while taking on appropriate levels of risk. Initial recommended minimum balances for each tier are included in Appendix A.

The minimum balance requirements for Tier I and Tier II will be reviewed and adjusted periodically, as will the investment management styles used in each tier.

VII. Rebalancing ISUOF Assets

- **Between Tiers:** Tier balances will be reviewed annually, typically at the end of July when balances are cyclically lowest. Assets will be adjusted between the tiers to meet the minimum balance requirements and cover appropriate reserves. Excess balances will be transferred into Tier III.
- **Between Managers:** Target balances and rebalancing by tier and manager are included in Appendix A. If an investment manager is on the formal watchlist, rebalancing may be delayed if the result would require the manager on the watchlist to receive additional assets.

VII.General Guidelines of the ISUOF

All investment managers will discharge their duties solely in the interests of the University and with the care, skill, prudence, and diligence that an expert would use on his/her own behalf. In addition, the investment managers shall observe the following rules:

- **Specific Limitation on Holdings:** The purchase of securities in the maximum amount invested in any single issuer of a non-agency mortgage-backed, asset-backed, or corporate security shall be limited to an initial cost of 5.0% of the market value of an investment manager's portfolio. This limit shall not apply to U.S. Government

securities, or mortgage-backed securities that are issued by an agency of the U.S. Government. Also exempt from this limitation are Certificates of Deposit (CDs) of Indiana banks. Through capital appreciation, no such holding should exceed 7.0% of the market value of the total holdings of such investment manager's portfolio.

- **Securities Trading:** Each investment manager is to send copies of each transaction record to the University's custodian(s), as requested. The investment manager is further required to reconcile the account(s) under its management on a timely basis each month with the custodian(s). Each investment manager is responsible for complying fully with the University's policies for securities trading and selecting brokerage firms.

- **Acknowledgments in Writing:** Each investment manager retained by the University must be a person, firm, or corporation registered as an investment adviser under the Investment Advisors Act of 1940; a bank as defined in such Act; or an insurance company qualified to do business in more than one state, and must acknowledge its fiduciary responsibility in writing. SEC registered firms will be expected to provide a copy of the SEC ADV Form Section II on an annual basis. All investment managers shall acknowledge in writing their receipt of the Investment Policy and their agreement to abide by its contents. All investment managers shall have an affirmative duty to bring suggestions for modification or change to the University.

- **Fiduciary Liability Insurance:** Each investment manager will obtain fiduciary insurance coverage in such amount as required by the University. Each investment manager shall annually provide written evidence of such coverage.

- **Fidelity Bond:** Each investment manager will obtain fidelity bonds, in such amount as required by the University. Each investment manager shall annually be required to provide written evidence of such coverage.

- **Conflicts of Interest:** An investment manager through its actions on behalf of the University shall not invest any part of the operating funds with itself or with any person or entity with which or in which it has any economic interest, unless such investment manager receives prior written approval from the University. This limitation shall be construed so as to avoid any possibility of self-dealing or conflict of interest. In addition, no investment manager, through its actions on behalf of the University, shall act or receive compensation as a broker, dealer, underwriter, or principal whether directly or through a related or an affiliated entity, unless such investment manager receives prior written approval from the University.

- **Prohibited Securities and Transaction:** *Article XI Section 12 of the Indiana Constitution prohibits the investment in equity securities of any type.* Additionally, unless the University gives its prior written approval, the following prohibited transactions and restrictions are in effect for investment managers:
 - Convertible fixed income securities
 - Purchases of unregistered securities except securities issued under Rule 144A
 - Purchases of futures and options except futures contracts on U.S. Treasury notes and bonds ("U.S. Treasury Futures"), futures contracts on Eurodollar deposit rates ("Eurodollar Futures") and exchange traded put and call options on such futures contracts may be purchased, sold, written or entered into on behalf of the ISUOF. Such futures and options may only be used for risk management purposes, including adjustment of portfolio duration and yield curve exposure and to create synthetic securities positions.
 - The use of interest rate futures and options for speculation is strictly prohibited
 - Any transaction that would be a "prohibited transaction" under the Internal Revenue Code
 - Purchases of precious metals
 - Purchases of commodities
 - Margin purchases or sales, or any other form of leverage
 - Purchases of derivative securities except for Collateralized Mortgage Obligations (CMO's), Credit Default, Interest Rate, and Index Swaps

- **Correction of Violations.** In the event a violation of the guidelines occurs, unless otherwise approved by the University in writing, based upon a determination of the best interests of the University, the violation:
 - Shall be corrected immediately by sale no later than the day following detection and notification;
 - and
 - Shall result in the reimbursement to the University by the investment manager for any losses which may have been incurred due to the violation; and
 - Shall result in the University retaining any gains which are realized from the violation; and
 - May be grounds for termination by the University.
 - In the event of a violation of these general guidelines or specific guidelines listed in Section X., the investment manager is to notify the University Treasurer, or designee, immediately, in writing.

IX. Securities Guidelines of the ISUOF

Investment managers must adhere to the following guidelines as well as any applicable Indiana statutory requirements. Subject to the guidelines below, each separate account investment manager shall have full discretionary investment authority over the assets under his or her management. Each manager shall be retained to implement a specific investment style and strategy for the University. In addition, if the University chooses to invest a portion of the assigned assets in mutual funds or other commingled investment vehicles, the products selected shall adhere to the guidelines set forth in the prospectus or trust document. The underlying securities in the portfolio must be permissible investments under Indiana Statute.

The guidelines for the money market, liquidity reserves, defensive, intermediate, core and core plus fixed income styles listed below are written with the intent to provide investment managers sufficient flexibility to carry out their investment process. Investment Managers, however, may be subject to more specific guidelines in their respective contracts or as noted within written exhibits or addendums. These adjustments to the above guidelines may be made on a case-by-case basis with an investment manager by the University. Investment managers are expected to notify, in writing, the University and the Investment Consultant of significant sector movement, as defined by a deviation in sector allocation of 10% or more of the total portfolio value from the previous quarter.

- **Money Market**

- Money Market Mutual Funds must meet guidelines set forth within Rule 2a-7 of the Investment Company Act of 1940.

- **Liquidity Reserves**

- The maximum average duration of the portfolio shall be 1.5 years.
- The minimum average portfolio quality shall be AA- (S&P), Aa3 (Moody’s), or AA- (Fitch).
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential and commercial)	30%*
Asset-backed	40%*
Corporate Investment Grade	50%*
Taxable Municipal Bonds	15%

Money Market Instruments and Funds	100%
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*Combined exposure to Mortgage-backed, Asset-backed and Corporates not to exceed 60%.

- **Defensive Duration Fixed Income Managers**

- The average duration of a defensive fixed income investment manager may not vary more than 20% of the average duration of that manager’s benchmark index. The benchmark index is listed in Appendix A.
- The average credit quality of the defensive duration fixed income manager’s portfolio shall not be lower than “AA-” using a generally accepted process for measuring the market value weighted average quality deemed appropriate by the investment manager. The manager shall rely upon the rating agencies Moody’s, Standard & Poor’s, and/or Fitch’s for rating the holdings in the portfolio to determine the average credit quality.
- All fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody’s, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or “two out of three” rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower (“most conservative”) of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.
- At least 85% of all securities in the portfolio shall be rated “A-” or higher by Moody’s, Standard & Poor’s, and/or Fitch’s at the time of purchase.
- Issuers of General Account GICs must be rated the equivalent of AA- or higher by at least one of the Rating Services at the time of purchase.
- Money market instruments must be rated the equivalent of A-1 or higher at the time of purchase.
- Sec. 144A private placements are limited to 20% of the market value of the portfolio.
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential and commercial)	50%
Asset-backed	50%
Corporate Investment Grade	50%
Taxable Municipal Bonds	20%
Non-benefit responsive GIC’s	10%
Money Market Instruments and Funds	100%

- **Intermediate Fixed Income Managers**

- The average duration of a defensive fixed income investment manager may not vary more than 20% of the average duration of that manager’s benchmark index. The benchmark index is listed in Appendix A.
- The average credit quality of the defensive duration fixed income manager’s portfolio shall not be lower than “Aa3/AA-” using a generally accepted process for measuring the market value weighted average quality deemed appropriate by the investment manager. The manager shall rely upon the rating agencies Moody’s, Standard & Poor’s, and/or Fitch’s for rating the holdings in the portfolio to determine the average credit quality.
- All fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody’s, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or “two out of three” rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower (“most conservative”) of the two is used. When a rating from

only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.

- At least 85% of all securities in the portfolio shall be rated “A-” or higher by Moody’s, Standard & Poor’s, and/or Fitch’s at the time of purchase.
- Issuers of General Account GICs must be rated the equivalent of AA- or higher by at least one of the Rating Services at the time of purchase.
- Money market instruments must be rated the equivalent of A-1 or higher at the time of purchase.
- Sec. 144A private placements are limited to 20% of the market value of the portfolio.
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential agency)	65%
Mortgage-backed (residential non-agency)	15%
Mortgage-backed (commercial)	15%
Asset-backed	30%
Taxable Municipal Bonds	20%
Corporate Investment Grade	50%
Corporate High Yield	0%
Non-US Dollar Debt	0%

- **Core Fixed Income Managers**

- The average duration of a core plus fixed income investment manager may not vary by more than 20% from the average duration of that manager's benchmark index. The benchmark is listed in Appendix A.
- All fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody’s, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or “two out of three” rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower (“most conservative”) of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.
- The average credit quality of the defensive duration fixed income manager’s portfolio shall not be lower than “Aa3/AA-” using a generally accepted process for measuring the market value weighted average quality deemed appropriate by the investment manager. The manager shall rely upon the rating agencies Moody’s, Standard & Poor’s, and/or Fitch’s for rating the holdings in the portfolio to determine the average credit quality.
- Sec. 144A private placements are limited to 20% of the market value of the portfolio.
- Each investment manager shall be responsible for the daily monitoring of portfolio activity to minimize the uninvested cash balances.
- The diversification of securities by maturity, quality, sector, coupon and geography is the responsibility of the manager.
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio’s total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%

Mortgage-backed (residential agency)	65%
Mortgage-backed (residential non-agency)	15%
Mortgage-backed (commercial)	15%
Asset-backed	30%
Taxable Municipal Bonds	20%
Corporate Investment Grade	50%
Corporate High Yield	0%
Non-US Dollar Debt	0%

- **Core Plus Fixed Income Managers**

- The average duration of a core plus fixed income investment manager may not vary by more than 20% from the average duration of that manager's benchmark index. The benchmark is listed in Appendix A.
- At least 65% fixed income securities at the time of purchase must be rated investment grade using the middle rating of Moody's, S&P, and Fitch, respectively. When all three agencies rate an issue, a median or "two out of three" rating should be used to determine Portfolio eligibility by dropping the highest and lowest rating. When a rating from only two agencies is available, the lower ("most conservative") of the two is used. When a rating from only one agency is available, that rating is used to determine Portfolio eligibility. U.S. Treasury and U.S. Government agencies, which are unrated securities, are qualified for inclusion in the portfolio.
- Investments in high-yield and non-U.S. debt securities are permitted. Exposure should be limited to 25% high-yield and 25% non-U.S. dollar debt with a combined exposure to those sectors not to exceed 40%.
- The average credit quality of each manager's portfolio shall not be lower than single A.
- Sec. 144A private placements are limited to 20% of the market value of the portfolio.
- Each investment manager shall be responsible for the daily monitoring of portfolio activity to minimize the uninvested cash balances.
- The diversification of securities by maturity, quality, sector, coupon and geography is the responsibility of the manager.
- In aggregate, the portfolio shall have a maximum allocation to securities in each sector as a percentage of the portfolio's total value as follows:

U.S. Treasury	100%
U.S. Government Agency or Instrumentality	100%
Mortgage-backed (residential agency)	65%
Mortgage-backed (residential non-agency)	15%
Mortgage-backed (commercial)	15%
Asset-backed	50%
Taxable Municipal Bonds	20%
Non-benefit responsive GIC's	10%
Money Market Instruments and Funds	100%
Corporate Investment Grade	50%
Corporate High Yield	25%
Non-US Dollar Debt	25%
Combined Plus Exposure	40%

X.Reporting and Communication Requirements of the ISUOF

Each investment manager is required to provide the University and the Investment Consultant with monthly investment reports. Such reports, at a minimum, shall contain the following information: time-weighted rates of return for the current month, asset listings that contain descriptions of all securities held in the portfolio, and a

reconciliation report detailing that the account reconciles with the market value furnished by the custodian(s). The investment return should be reported both gross and net of fees. Each investment manager is expected to provide the monthly investment reports within 20 days of the end of the month.

Each investment manager shall prepare a quarterly report to be delivered to the University and Investment Consultant including: time-weighted rates of return for the current month, last three months, year-to-date, three years, five years, and since inception. Additionally, the report may incorporate additional items as requested by the University and/or the Investment Consultant, in the format requested by the University and/or the Investment Consultant. These reports should cover any changes to the firm's structure, professional team or product offerings, an analysis of the major changes which have occurred in the capital markets and the portfolio since the previously issued report, a summary of the key portfolio characteristics and other matters as requested. The University and/or the Investment Consultant will provide the investment managers with a format for these reports while accepting recommendations from the investment manager.

The investment manager shall immediately report all instances of material events that would affect the investment performance of the portfolio (e.g. default, missed interest payment, business restructuring, etc.) to the University and the Investment Consultant, and provide recommendations regarding options for addressing the issues in writing

Each investment manager also is required to provide the University and the Investment Consultant with information relating to any changes in the investment manager's investment philosophy, ownership structure, financial condition, professional staff, loss of significant client relationship, or any other event which could be judged to or deemed to adversely impact the investment manager's performance. The University and the Investment Consultant expect to be notified in writing within 30 days of any such changes or events in writing

The Consultant, on behalf of the University, will hold a due diligence meeting with each investment manager periodically. Covered topics will include, but will not be limited to, the following:

- The investment manager's compliance with the Investment Policy.
- The portfolio's investment performance and risk levels.
- The investment manager's current and proposed investment strategies.
- The investment manager's views concerning the economy and the securities markets, with focus on the likely impact on the investment manager's strategies and the portfolio's performance.
- The effects of any changes to the investment manager's organization, investment philosophy, financial condition, or professional staff.
- Proposed modifications to this Investment Policy.
- Disaster recovery systems and process

Copies of all required documents per the Investment Policy, including the SEC ADV Form Section II, proof of fiduciary liability insurance and fidelity bonds will be requested.

XI. Selection of Investment Managers for the ISUOF

The University will follow a process that embodies the principles of procedural due diligence in the selection of investment managers. The University may retain a "prudent expert" (a bank, insurance company, or investment advisor as defined by the Registered Investment Advisors Act of 1940) to facilitate this process. Also, if the assets are invested in a mutual fund or other commingled product, the investment vehicle must be organized as a business trust

and the underlying securities in the portfolio must be permissible investments under Indiana Statute. In addition, when selecting investment managers, the University will:

- Develop an investment manager candidate profile outlining the specific characteristics sought in the investment manager. Such criteria may include, but is not limited to:
 - Investment manager strategy and approach
 - Organizational structure
 - Minimum and maximum assets under management
 - Client servicing capabilities
 - Performance criteria relative to an appropriate index and peer group

- Analyze the investment manager candidates in terms of:
 - **Qualitative Characteristics**, such as key personnel, investment philosophy, investment strategy, research orientation, decision-making process, and risk controls.
 - **Quantitative Characteristics**, such as CFA Institute-compliant composite return data, investment performance over multiple time periods, performance volatility, risk-adjusted rates of return (e.g., Information Ratio), and certain portfolio characteristics.
 - **Organizational Factors**, such as assets under management, ownership structure, client servicing capabilities, and fees.

The selection process shall conform to the requirements of the University. The University may utilize investment consultants or other professionals not responsible for the specific selection to assist in the development of the requirements, screening criteria, and analysis of the investment manager responses during the investment manager selection process. This process is designed to support the State of Indiana's general initiative with regards to minority- and women-owned (MWO) and "Buy Indiana" businesses.

XII. Monitoring of the ISUOF Investment Managers

The University is aware that the ongoing review and analysis of money managers is just as important as the due diligence implemented during the manager selection process. Monitoring these managers will include, but may not be limited to, the process outlined below:

- **Step 1 – On-Going Monitoring**

The University and the Investment Consultant will perform a constant and on-going analysis of all engaged investment managers. In addition to reviewing quarterly investment performance, the University and the Investment Consultant will continually evaluate:

- Investment manager's adherence to the Investment Policy guidelines
- Material changes in the investment manager's organization, investment philosophy and/or personnel
- The volatility of the investment rates of return of the manager compared to the volatility of an appropriate market index and peer group (as listed in Appendix A)
- Comparisons of the investment manager's results to appropriate indices and peer groups (as listed in Appendix A).

- **Step 2 – Formal Watchlist**

If the University and the Investment Consultant determine that any of the above factors, or any other development regarding the manager's performance or organization, warrants a more thorough examination, the University may place the manager on a formal "watchlist". Factors examined during the watchlist period may include, but will not be limited to, the following:

- **Extraordinary Events (Organizational Issues)**

Extraordinary events that may lead to an investment manager termination include such things as:

- Change in ownership (e.g., key people "cash out")
- Change in professionals
- Changes to a manager's philosophy or the process it uses to implement the agreed upon strategy
- Material litigation or fraud involving the investment manager
- Client-servicing problems
- Significant account losses or significant account growth
- Change in cost
- A data or security breach
- Determination of an inadequate business continuity plan
- Change in financial condition
- Extreme performance volatility

- **Long-Term Performance in Relation to Appropriate Market Index**

Long-term performance standards measure an investment manager's performance over rolling five-year returns or since inception in relation to the appropriate market index. The expectation is for the manager's performance to exceed the appropriate market index. Additionally, each investment manager is expected to demonstrate favorable long-term risk-adjusted performance compared to its peer group. Risk-adjusted performance measures will vary, but may include: Information Ratio and Excess Return Ratio.

- **Shorter-Term Performance in Relation to Appropriate "Style Group"**

Shorter-term performance standards incorporate a time period of at least three years. Each investment manager is expected to perform consistently in the top 50th percentile versus an appropriate peer group of investment managers with similar investment styles. Additionally, each investment manager is expected to demonstrate favorable cumulative and rolling three-year risk-adjusted performance compared to its peer group. Risk-adjusted performance measures will vary, but may include: Information Ratio and Excess Return Ratio.

- **Step 3 – Replace or Retain**

The watchlist period will generally be four to six quarters, but the time period can be shorter or longer depending on the factors causing the watchlist.

As a result of the watchlisting examination of the investment manager, a recommendation to either **replace** or **retain** the manager will be made.

It is at the discretion of the University to take corrective action by replacing a manager/mutual fund, if it deems it appropriate, at any time. The watchlist is not the only route for removing an existing manager. The aforementioned events, or any other events of concern identified by the University, may prompt the immediate removal of a manager without its first having been watchlisted.

XIII. Investment Policy Review Requirements

By acknowledging in writing the receipt of this Investment Policy, each investment manager agrees to its terms and conditions. In the event an investment manager believes at any time that changes, additions, or deletions to this Investment Policy are advisable, the investment manager will communicate such recommendations to the University and the Investment Consultant in writing. It is clearly understood that the University, and not the investment manager, is responsible for the establishment of this Investment Policy. The spirit of this paragraph is to encourage investment managers to bring important matters to the attention of the University so that the University can conduct its reviews of its policies and objectives in an informed manner. The University shall formally review this Investment Policy Statement periodically. Any modifications shall be reviewed and discussed with the investment managers prior to implementation.

XIV. Roles and Responsibilities

- **Board of Trustees**

The fiduciary responsibilities of the Board of Trustees include, but are not limited to, the following:

- Approve the investment objectives and guidelines of the ISUOF.
- Approve an appropriate overall asset allocation strategy of the ISUOF.
- Approve written investment policies consistent with investment objectives of the ISUOF.

- **University Investment Committee (the “UIC”)**

The purpose of the UIC is to provide tactical oversight of the investment management program, including manager structure and implementation, and to assure that the policies established by the Board are implemented and adhered to. Additionally, the UIC will approve the selection of qualified investment professionals to assist in the implementation of, management of, and advisement on the investment policies of the ISUOF. The UIC will also include, but will not be limited to senior members of the following organizations:

- Vice President of Business Affairs/Treasurer
- Budget Officer
- Controller
- Assistant Treasurer

- **University Treasurer**

The day-to-day management and oversight of the ISUOF are the responsibility of the University Treasurer, and/or designee. These responsibilities include:

- Delivering a quarterly review of the performance of all funds for the Board.

- Maintaining a level of expertise subject to available resources that allows the staff to carry out the responsibilities listed herein.

Any and all other responsibilities as may be deemed necessary by the Board with respect to the prudent oversight of the Invested Funds, including:

- Hiring an investment consultant (“Investment Consultant”) to assist the Board of Trustees, the UIC, the Treasurer and the staff with the strategic planning, implementation and oversight of the ISUOF. The responsibilities could include, but are not limited to:
 - Provide independent and unbiased information.
 - Assist in the development of appropriate asset allocation and manager structure strategies.
 - Assist in the development of IPS.
 - Assist in the monitoring and compliance with IPS.
 - Conduct investment manager searches when needed for policy implementation.
 - Assist in development of performance measurement standards.
 - Monitor and evaluate manager performance on an ongoing basis and conduct due diligence when a manager fails to meet a standard.
 - Make recommendations with respect to manager retention or termination.
 - Assist in the control of investment expenses, including helping to negotiate investment manager and custodian fees.

- **Investment Manager**

- Manage assets under its care, custody, and/or control in accordance with the guidelines and objectives contained in this IPS.
- Exercise investment discretion in regard to buying, managing, and selling assets held in the portfolio, subject to any limitations contained in this IPS.
- Communicate with the University and the Investment Consultant in writing regarding all significant and/or material changes pertaining to the portfolio it manages or the firm itself. Changes in ownership, organizational structure, financial condition, professional staff, recommendation for changes to guidelines, or commencement of material litigation are examples of changes to the firm in which the University is interested.
- Use the same care, skill, prudence, and due diligence under the circumstances then prevailing that experienced investment professionals acting in a like capacity and fully familiar with such matters would use in like activities with like aims in accordance and compliance with all applicable laws, rules, and regulations, including the State of Indiana.
- Acknowledge and agree in writing as to fiduciary responsibility for full compliance with the entire IPS set forth herein, and as modified in the future.
- Report to the University and the Investment Consultant monthly regarding the status of the portfolio and its performance for various time periods. Meet with the University and the Investment Consultant periodically to report on their performance and compliance with goals and objectives.
- Register and retain that registration under the Investment Advisors Act of 1940 and Securities Exchange Commission Acts, unless exempted from registration by the SEC.

- **Custodian**

A custodian may be authorized to:

- Hold securities and other investments in the name of the ISUOF, in the name of a nominee of the custodian, or in bearer form.

- Collect and receive income and other receipts from the securities and other investments and deposit or reinvest them subject to the direction of the University or one of its authorized representatives.
- Maintain accounting records and prepare reports which are required by Board, UIC, Treasurer, investment managers, and Investment Consultant as are customary.
- Provide for prompt investment of any cash into the chosen sweep vehicle to avoid uninvested amounts.
- Report to the University and the Investment Consultant situations where security pricing is either not possible or subject to considerable uncertainty.
- As requested by the University, provide performance measurement information consistent with the CFA Institute standards. At a minimum, the performance measurement information shall contain time-weighted returns for the current month, last three months, year-to-date, last three years, last five years, and performance since inception data. The performance information should be reported both gross and net fees.
- At the direction of the University, transfer into and out of specified accounts.
- Perform other services for the University as are customary and appropriate for custodian.

APPENDIX A

Asset Allocation and Investment Structure

Initial recommended balances for each tier are as follows:

Tier	Style	Estimated Initial Allocation
Tier I		
	Cash	\$ 11,500,000
	Active Cash	\$ 11,500,000
Tier II		
	Defensive	\$ 11,500,000
	Intermediate	\$ 11,500,000
Tier III		
	Core	\$ 37,500,000
	Core Plus	\$ 37,500,000

- **Descriptions of Selected Styles:**

Money Market

The money market style invests in low-risk, highly liquid, short-term financial instruments whose net asset value is kept stable at \$1 per share. Money Market Mutual Funds must meet guidelines set forth within Rule 2a-7 of the Investment Company Act of 1940.

Liquidity Reserves:

Liquidity Reserves may be invested using commingled vehicles and/or separate account vehicles. Liquidity Reserves refers to investments which emphasize preservation of capital, liquidity and total return. These investments exhibit portfolio characteristics between that of money market strategies and defensive strategies with regards to quality and duration.

Defensive Bond: Defensive Bond managers construct portfolios that approximate the results of the Barclays 1-3 Year Government/Credit Index. The objective is to minimize interest rate risk by investing in predominantly short to intermediate term securities. The average portfolio duration is similar to the duration of the Barclays Capital 1-3 Year Government/Credit Index.

Intermediate Bond: Intermediate Bond managers' objective is to lower interest rate risk while retaining reasonable yield levels by investing primarily in intermediate term securities. The average portfolio duration and risk/return profile is similar to that of the Barclays Capital Intermediate Government/Credit Bond Index.

Core Bond: Core Bond managers construct portfolios to approximate the investment results of the Barclays Capital Government/Credit Bond Index or the Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Plus Bond: Core Plus Bond managers construct portfolios that deviate significantly from the Barclays Aggregate Bond Index. The objective is to add value by tactically allocating significant portions of the portfolio among non-benchmark sectors while maintaining majority exposure similar to the broad market.

• **Selected Managers and Relevant Peer Groups:**

Asset Category	Market Index	Peer Group	Secondary Index/ Target	Strategic Target	Rebalancing Range
Fixed Income					
Money Market	90 Day T-Bill	Money Market		50% Tier I	N/A
Active Cash	Citigroup 1-year Treasury Index	Active Cash		50% Tier I	N/A
Defensive	Barclays 1-3 Yr Gov/Credit	Defensive Bond Style		50% Tier II	+/- 3% (Tier II)
Intermediate	Barclays Intermediate Gov/Credit	Intermediate Bond Style		50% Tier II	+/- 3% (Tier II)
Core	Barclays Aggregate	Core Bond Style		50% Tier III	+/- 3% (Tier III)
Core Plus	Barclays Aggregate	Core Plus Bond Style		50% Tier III	+/- 3% (Tier III)

Recommendation: Approval of the revised investment policy and overall asset allocation strategy as presented.

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

**Item (IV)(a)(xvi):
Ten Year Capitol Improvement**

Every two years state universities are required to update and submit ten year capital improvement plans to the Indiana Commission for Higher Education and State Budget Committee as a part of the biennial budget planning process. The 2011-13 biennial plan for Indiana State University is presented below:

**INDIANA STATE UNIVERSITY
TEN-YEAR CAPITAL IMPROVEMENT PLAN (Buildings)
(all amounts expressed in 2010 dollars)**

	Near-Term 2011-2013			Medium Term 2013-2015			Long Term FY 2015-2021		
	Projected	Funding Other	Space	Projected	Funding Other	Space	Projected	Funding Other	Space
	State Amount	Sources ¹	Change ASF	State Amount	Sources ¹	Change ASF	State Amount	Sources ¹	Change ASF
I. SPECIAL REPAIR & REHABILITATION									
Normal Hall Renovation	14,000,000		6,190						
Arena Building Renovation - Phase I	40,000,000		66,000						
Arena Building Renovation - Phase II				40,000,000		63,000			
Science Building Reroof				8,000,000					
College of Nursing (Conversion to Gen. Classroom Bld.)							6,250,000		
Utility Tunnel Renovation/Phase II				5,300,000					
Fine Arts Building Façade Renovation				3,000,000					
Erickson Hall Conversion to Residence Hall ²					8,000,000	a			
II. NEW CONSTRUCTION									
Outdoor Track and Field Facility Relocation					10,000,000	a			
Library Addition							3,500,000		20,000
Early Childhood Education Center					4,500,000	b	22,000		
Athletic Facilities					45,000,000	a/b		30,000,000	a/b
Parking Garage					16,000,000	a			
New Student Housing					70,000,000	a			
New Infrastructure Improvements Phase I				18,000,000					
Utility Overhead Relocations to Underground				1,000,000					
III. TERMINATE									
Colleges of Business and Education Demo				3,500,000		(150,539)			
Normal Hall Addition			(19,860)						
Sycamore Towers Demo							5,000,000	a	(246,054)
TOTALS	54,000,000	-	52,330	78,800,000	153,500,000	(65,539)	9,750,000	35,000,000	(226,054)

(1) Identify sources of other funding: (a) Auxiliary Income, (b) Gifts

(2) Conversion of Erickson Hall to Residential Life facility will reduce Acad/ASF by 41,035

Recommendation: Acknowledgement and acceptance of the Indiana State University Ten Year Capital Improvement Plan as presented.

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

Item (IV)(a)(xvii): Amended Intellectual Property Policy

Preamble

With the University commitment to scholarship, research, creative and other academic and service activities, it is expected that faculty, staff, and students will produce new written works, inventions, works of fine and performance art, discoveries, new or improved products or processes, ornamental designs, compositions of matter, multimedia materials, new varieties of plants, and many other expressions of learning, research, and scholarly activity. These works may involve rights of ownership, needs for protection, rewards from ownership, and responsibilities during development that affect all individuals involved and the University as a legal entity.

370.1 Framework of Rights and Responsibilities. This intellectual property policy defines the framework for the rights and responsibilities of artists, authors, inventors, researchers and the University.

370.1.1 Guiding Principles. Guiding and underlying principles:

- A. The University recognizes and supports the right of any individual within the University community to create original works.
- B. The University seeks to encourage the discovery and development of new and derivative works and dissemination of new knowledge as incumbent in its academic mission to serve the public good.
- C. The University realizes that the development of new works and the rights, benefits, and responsibilities in these works arises from a wide variety of endeavors.
- D. The University recognizes and supports the concept that ownership and benefit from intellectual property is often not an all-or-nothing situation and will work to develop practices that provide appropriate benefits to all contributors.

370.2 Categories of Intellectual Property Under this Policy. The following categories of works are covered by this policy.

370.2.1 Traditional Works. Traditional works are academic and scholarly works, other than those commissioned or sponsored by the University, which reflect research and/or creativity and within the University are considered as evidence of professional advancement or accomplishment. Such works typically include scholarly and research publications, journal articles, books, monographs, textbooks, plays, poems, music compositions, and other works of art.

370.2.1.1 Ownership. Unless the development or production of these works involved the significant use of University resources (as defined in section 370.2.4), they are considered to be the property of the author(s) who would hold all copyright ownership and accrue all responsibility for compliance with copyright law and regulation. For some of these works, documentation of copyright compliance assurance may be requested by the academic or administrative unit of the authors(s).

370.2.2 Patents and Trade Secrets. The University recognizes that inventions and discoveries may result from the normal and typical activities of University employees and students through use of University facilities, equipment, funds and other resources. It is the intention of the University to pursue and administer rights in such inventions to bring benefits to the public as quickly as possible while protecting the rights of ownership.

370.2.2.1 Rights of University. Except as otherwise executed in writing, all rights to all inventions, discoveries, and other patentable or trade secret works that are conceived, disclosed, or reduced to practice by ISU employees in the context of their employment; students in an employment relationship with the University; or any person including ISU employees and students who use University resources including, but not limited to, facilities, equipment, funds, personnel, or funds under the jurisdiction of the University, shall be assigned to and controlled by Indiana State University.

370.2.3 Works for Hire, University-Commissioned Works, and University- Sponsored Works. Works for hire are defined as those works prepared for the University as part of an employee's typical position duties. University-commissioned works are written materials in any format and works of art developed or produced by an employee with financial help of the University and/or with released time specifically assigned to the work.

370.2.3.1 Financial Help of University. Financial help of the University exists when the employee receives student assignment or allocation of student wages, supplies and commodities, equipment, contractual services, travel funds or

support, personnel services, etc. For these works, all patents, copyrights, patent rights, discoveries, and/or other intellectual property rights will be assigned to the University.

370.2.3.2 University—Sponsored Works. University-sponsored works are academic, instructional, and scholarly works developed or produced by an employee with financial help of the University as defined above and/or with released time specifically assigned to the work. Such works typically include syllabi, course study guides, course packs, and supplemental instructional materials in any format.

370.2.3.2.1 Assignment of Rights. For these works, the right to reproduce, distribute, make derivative works, and conduct public performances or displays of the work will be assigned to the University unless it waives this right in a written agreement with the author(s).

370.2.4 Works Involving the Significant Use of University Resources. The University will have an interest in copyright ownership for works developed by employees who use significant University resources in the design, development, and/or production of the materials.

370.2.4.1 Definition of Significant University Resources. Significant University resources are defined as those not typically available to employees for the development or production of traditional works. Examples of such significant resources would include: the assignment of additional teaching or graduate assistants, use of studios or other specialized production facilities and personnel, use of multimedia labs and associated personnel, clerical support that exceeds what is typical, the purchase of additional supplies or equipment, the allocation of specific additional travel or other funds, the assignment of additional space or facilities, etc. Resources typically available and not considered significant use of additional University resources include use of an employee's office, studio and/or laboratory and the facilities therein, use of the library, normal use of the University computer network and other facilities, normal use of the University phone system (not to include unusual long distance charges), and internal grants awarded by the University Research Committee and the Arts Endowment Committee.

370.2.4.2 Rights. In works involving significant use of University resources, the right to reproduce, distribute, make derivative works, and conduct public performances or displays of the work, are appropriately shared by the author(s) and the University to the benefit of each. This assignment of rights will be specified in agreements signed by both parties that derive from and pertain specifically to each situation under consideration. The agreements will be prepared by the intellectual property officer under the direction of the Provost and Vice President for Academic Affairs and will be administered through the appropriate academic or administrative unit.

370.2.5 Works Sponsored by External Sources. Typically, intellectual property rights for works developed with funds provided by external sponsors (through grants, contracts, etc.) will be specified by grant agreements, contracts, and/or other documents. In the absence of any such agreement and in cases where it is clear that intellectual property may develop as part of the work of the sponsored project, the intellectual property officer will prepare an intellectual property agreement for signature by all parties.

370.2.5.1 Absence of Agreement. If an agreement is not in place and intellectual property issues arise, all parties including the intellectual property officer and the project participants with claims to the intellectual property in question will meet and develop an agreement. In matters where no agreement exists and no intellectual property was anticipated, the University will be assumed to have an interest in the work as it is typically the grantee in sponsored program situations.

370.3 Revenue Distribution. Monetary proceeds from the licensing, transfer, or commercialization of intellectual property under this policy shall be distributed as follows, unless legal requirements or contractual agreements require otherwise.

370.3.1 Creator Employee. The creator(s) (or heirs, successors, and assigns) shall receive 35% of net revenues arising from intellectual properties. The creator's share shall be divided equally among joint creators, unless otherwise agreed to in writing.

370.3.2 Laboratory. The laboratory, or other applicable ongoing research, teaching, or service project entity in which the intellectual property originated, shall receive 15% of net revenues for the period during which the entity continues to function and the creator(s) remain associated with the University. If the intellectual property did not originate through such an entity, or if the creator(s) cease to be associated with the University, this portion shall be assigned to the originating administrative unit (department, center, etc.). If the laboratory or other project entity ceases to exist while the creator(s) remains at the University, this portion shall be assigned to an account in support of research managed by the creator(s) and supervised by the originating administrative unit. In the case of multiple creators, this full share shall continue to be allocated undiminished so long as a single faculty creator remains at the University; this includes creators holding emeritus status who continue to maintain a University research, teaching, or service project, subject to annual approval by the relevant dean and the President.

370.3.3 Department. Campus units that have been involved in the development of the intellectual property, such as departments in which the creator holds FTE appointment, centers initiating or managing project contracts and grants, and the relevant school, shall share 15% of net revenues.

370.3.4 University. The University shall receive 35% of net revenues to support further intellectual property creation and protection. These funds shall be administered by the Office of the Provost and Vice President for Academic Affairs.

370.4 Implementation.

370.4.1 Disclosure by Employee. When any person named above determines that a development has copyright, patent or trade secret potential, he/she must, in writing, promptly and fully disclose the creation to the intellectual property officer. The University will, considering all parties and contractual obligations involved, determine the best course of action. This may include:

370.4.1.1 Determination That Intellectual Property has Sufficient Potential and Value. A determination that the intellectual property has potential and value in the marketplace. The University would pursue and fund the execution of the appropriate protections. Upon completion of protection, the University will attempt to market, license, or otherwise derive compensation or consideration for the value of the property. Royalties, commissions, and any other compensation or consideration for the intellectual property will be divided between the creator(s) and the University in accordance with section 370.3.

370.4.1.2 Determination That Intellectual Property Has Sufficient Potential But Insufficient Value. Determination that the property has commercial potential but does not have sufficient value to warrant expenditure of protection costs. In this case, intellectual property rights will be relinquished to the creator(s).

370.4.1.3 Determination That Intellectual Property Does Not Have Sufficient Potential or Value. A determination that the property does not have commercial potential. In this case, ownership and assignment rights will be relinquished to the creator(s).

370.4.1.4 Determination that University Does Not Have Intellectual Property Rights. A determination that the University does not have intellectual property rights to the creation, but may be able to share in some benefit, i.e., a discovery made as part of a sponsored project where the sponsor holds ownership rights but recognizes the contributions of the participants. In this case, the University will negotiate with the appropriate parties to derive the best benefit for the University and the creator(s). Royalties, commissions, and any other compensation or

consideration for the patent or trade secret will be divided between the creator(s) and the University in accordance with section 370.3.

370.4.1.5 Other Appropriate Action. Some other appropriate course of action as dictated by the situation.

370.5 Policy Administration.

370.5.1 Intellectual Property Officer. The intellectual property officer is the University's administrative designee on intellectual property matters. The intellectual property officer will make judgments and recommendations on matters of copyright, trademark, patent, trade secret, and other intellectual property issues and will implement policy and conduct administrative actions on these matters. The officer will also conduct training and provide advice and information on these matters. The intellectual property officer will conduct these activities through and for the Provost and Vice President for Academic Affairs Office.

370.5.1.1 Final Authority. The final University authority will rest with the Provost and Vice President for Academic Affairs.

370.5.1.2 Assistance with Promotion and Marketing. In cases of technology transfer where the University holds some interest in ownership of materials and commercial value is anticipated, the intellectual property officer or other designated parties may assist with the promotion, marketing, licensing, and other activities pertinent to deriving compensation or other consideration from the work(s). The utilization of University resources will be accounted for in the distribution of proceeds between the author(s) and the University.

370.5.2 Intellectual Property Advisory Committee. An Intellectual Property Advisory Committee will be appointed by the Provost and Vice President for Academic Affairs to assist the intellectual property officer. This committee will advise the officer on intellectual property matters of policy and implementation.

370.5.2.1 Membership. The committee will be comprised of the University Counsel, a representative of Cunningham Memorial Library, a representative of the Division of Lifelong Learning, one (1) of the academic deans, and three (3) members of the teaching faculty with knowledge of intellectual property issues to be selected from a list of at least six (6) faculty members nominated by the University Faculty Senate.

370.6 Employee Compliance with Copyright Law. All University employees have the individual responsibility to understand and abide by copyright law in the development of materials, in teaching, and in all University activities. Each employee must insure that his/her activities in no way infringe on the copyright or other proprietary rights of others, and that the materials used and developed at ISU contain nothing unlawful, unethical, or libelous, and do not constitute any violation of any right of privacy. University employees must respect the rights of others.

370.6.1 Assessment of Materials. Each employee should be able to accurately assess and classify all materials used in or under development for University activities, into one of the following categories:

- A. The employee holds legal copyright to all materials in use and/or under development;
- B. The employee has obtained all required permissions, licenses, or releases from holders of such rights; or
- C. The employee has determined after careful study that the intended use is covered by an exemption to copyright law or is considered "Fair Use".

370.6.2 Support, Information, Training, and Guidance. The University accepts the responsibility, through the intellectual property officer, to provide support, information, training, and guidance to employees who are involved in the development and use of intellectual property.

370.7 Works of Students. Students purely academic work, including work completed for class assignments, theses, and dissertations, are considered the original work of the student-author(s) and, as such, the author(s) accrue any rights in ownership, except in the following cases:

- A. The student(s) was (were) performing in an employment relationship with the University for the development of the materials in question, in which case ownership resides with the University; or
- B. The work was developed by a student or students specifically as part of a university employee's formal project. This may include research publications, project work, scholarly papers, work on sponsored projects, etc. In these cases, ownership will be determined using the procedures appropriate to the University employee(s) involved.

Recommendation: Approval of Amended Intellectual Property Policy, effective July 1, 2010.

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

Item (IV)(b)(i)(1): 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, 2009 to March 31, 2010.

	9-Month Rolling Average Investment	9-Month Rolling Average Rate of Return
Short-Term Invested Funds		
1. Cash (Sweep)	\$10,016,491	.16%
2. Common Fund (Short-term)	\$ 2,234,503	10.26%*
3. Short-Term Investments	\$22,567,375	2.44%
4. Cash Management Funds	\$23,576,179	1.70%
5. Money Market/CD'S (Bond Proceeds)	<u>\$ 3,992,787</u>	<u>.39%</u>
Total Short-Term Invested Funds	\$62,387,335	1.94%
 <u>Comparative Index</u>		
Avg Yield on 90-Day T-Bill		.368%

Long-Term Invested Funds

1. Medium Term (exceeds two years)	\$62,798,653	4.41%
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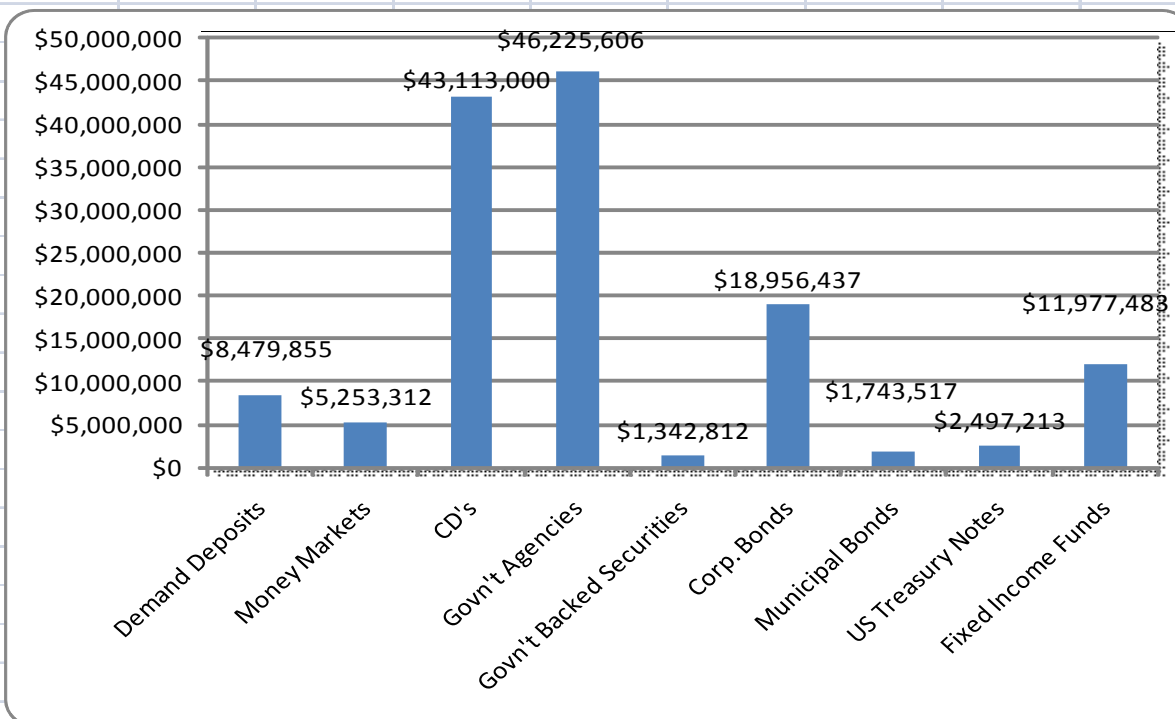
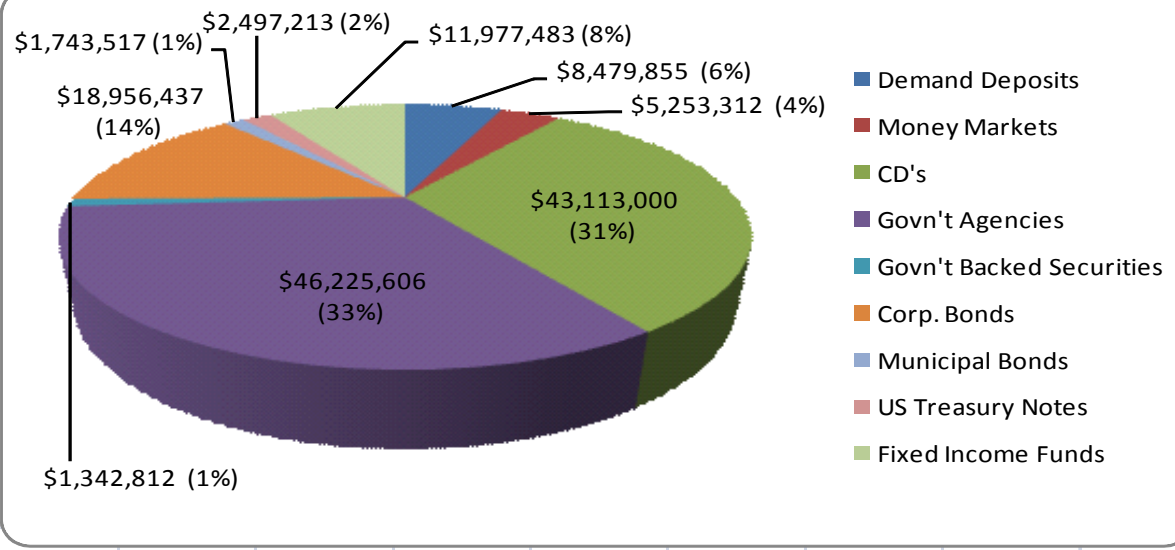
Comparative Index

Avg Yield on 2 year T-Notes	1.052%
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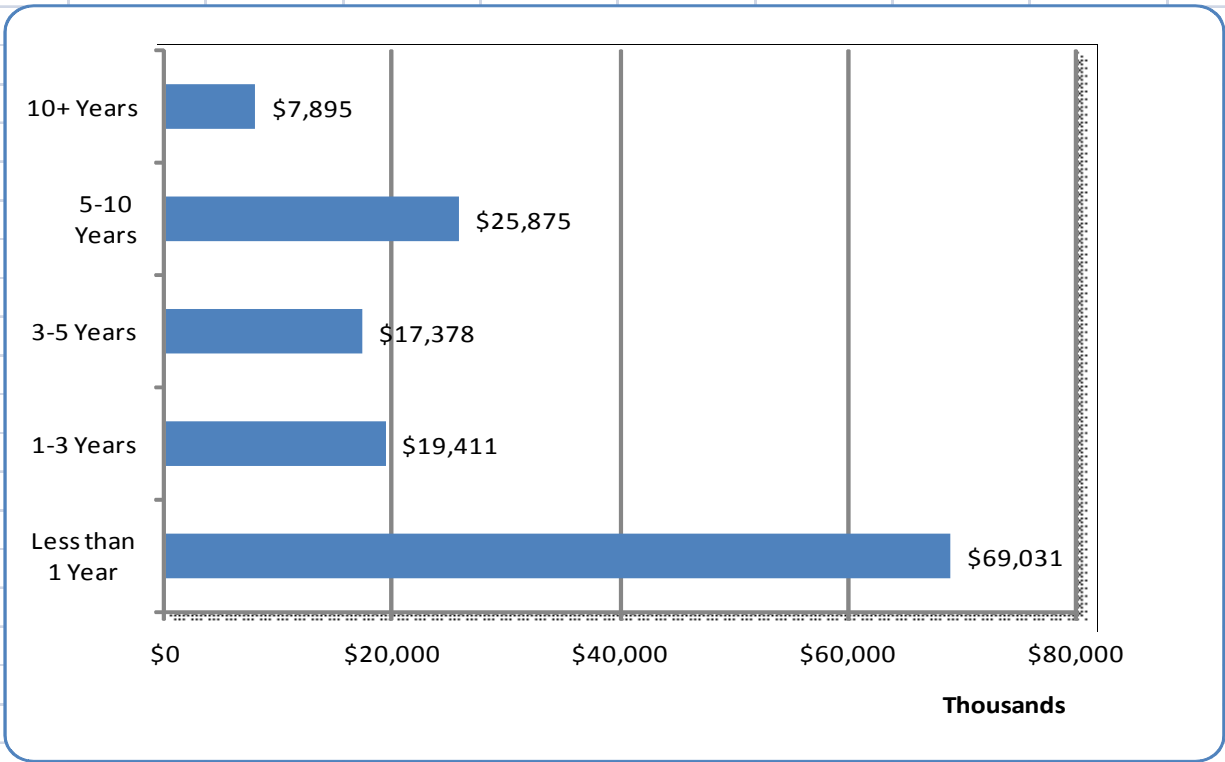
Charts for investment allocations and maturities are presented on the following pages.

*The Common Fund return is based on mark to market adjustments, as investment values have recovered.

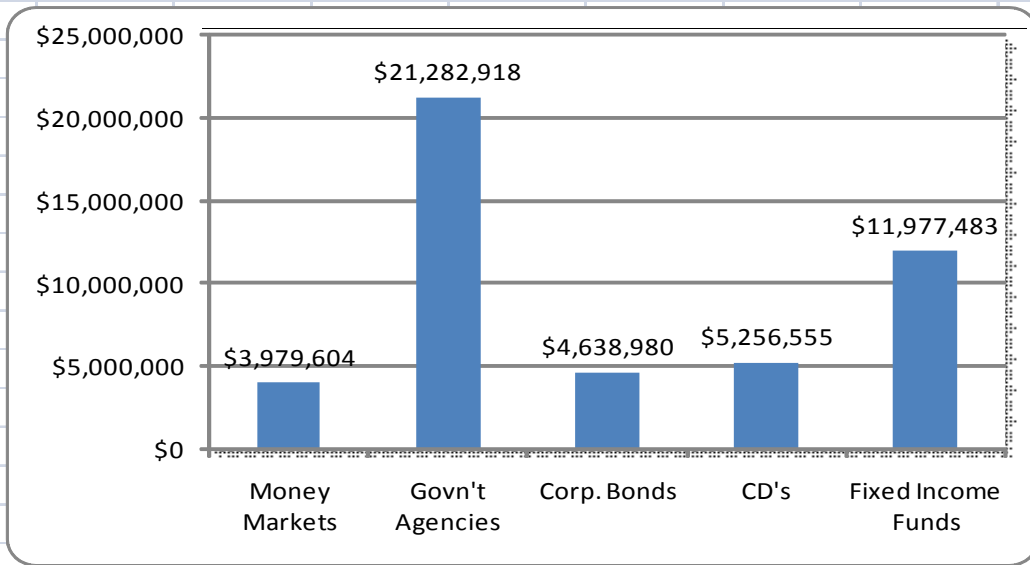
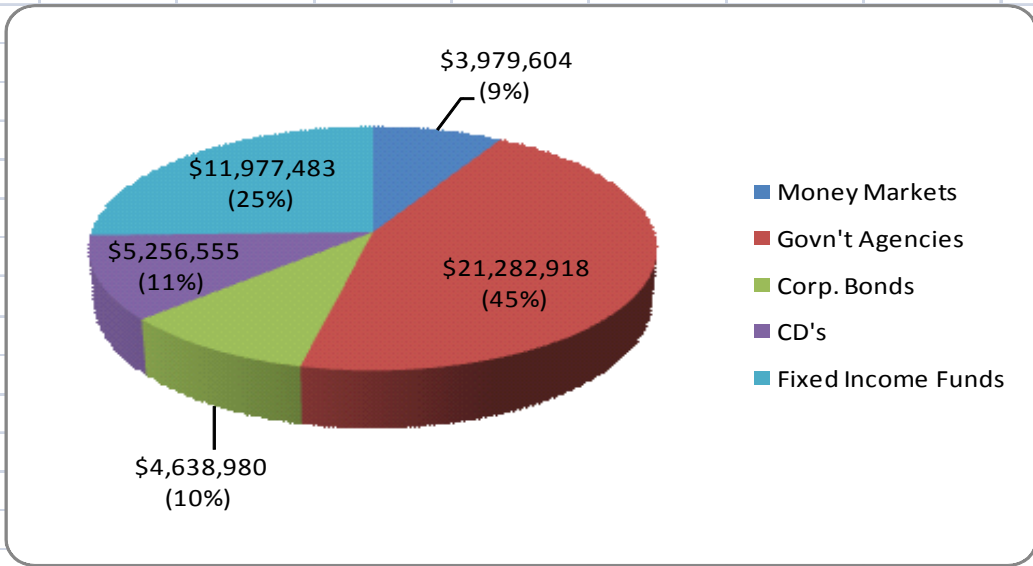
**Investment Allocation
All Investments
For the Quarter Ending March 31, 2010**



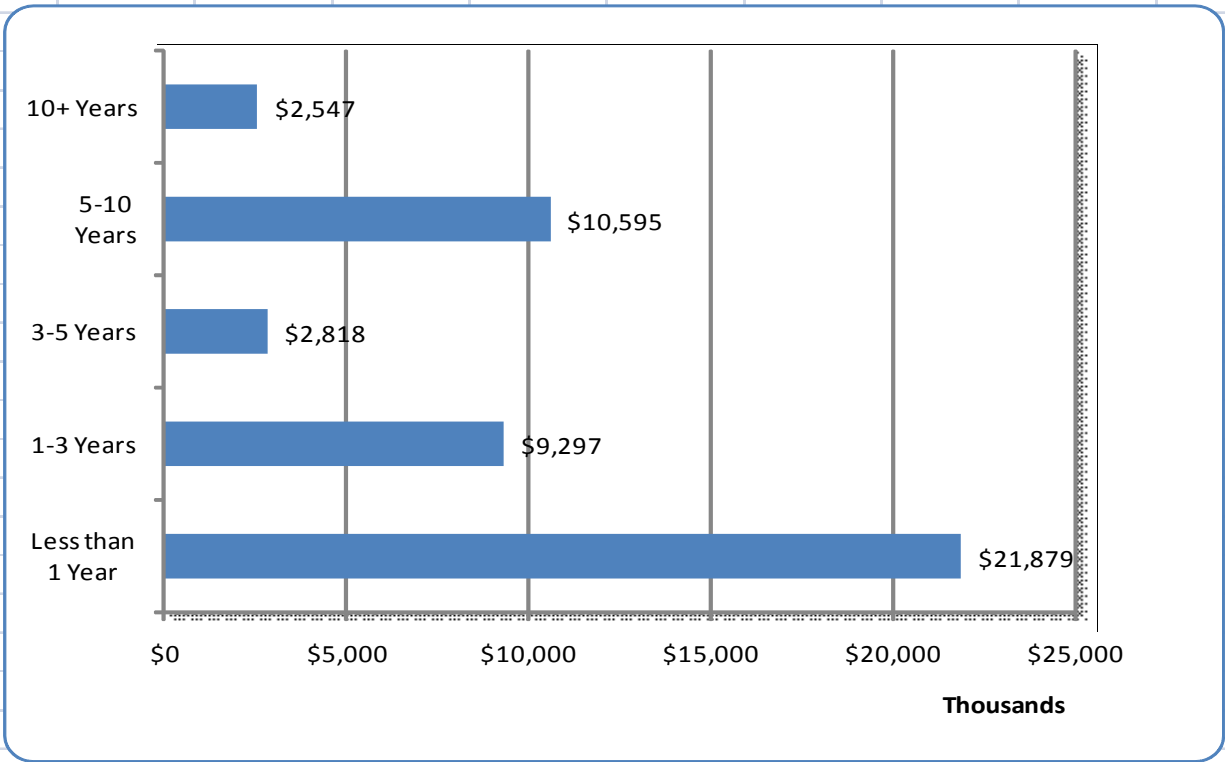
Investment Duration
All Investments
For the Quarter Ending March 31, 2010



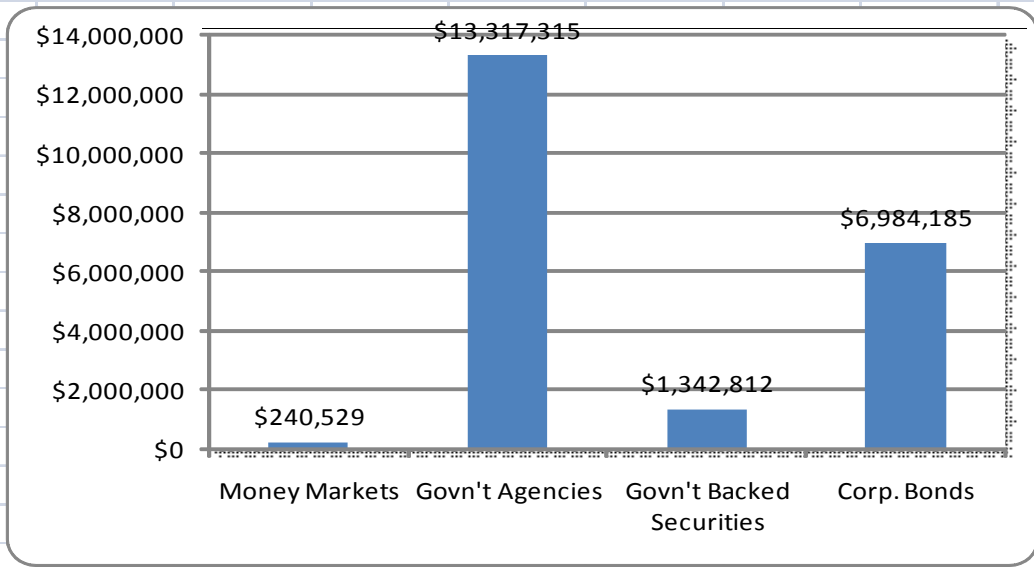
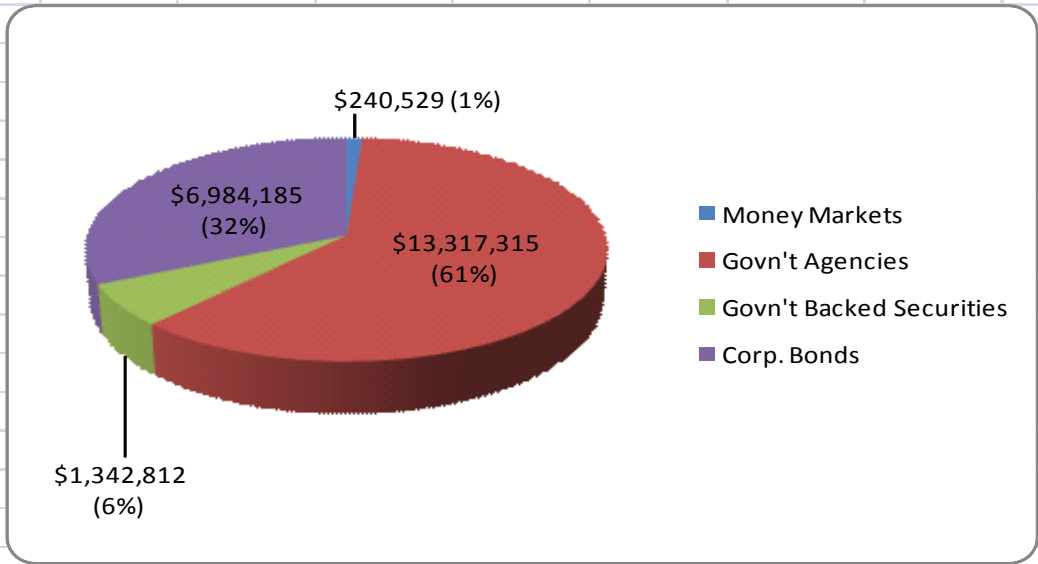
**Investment Allocation
First Financial Bank
For the Quarter Ending March 31, 2010**



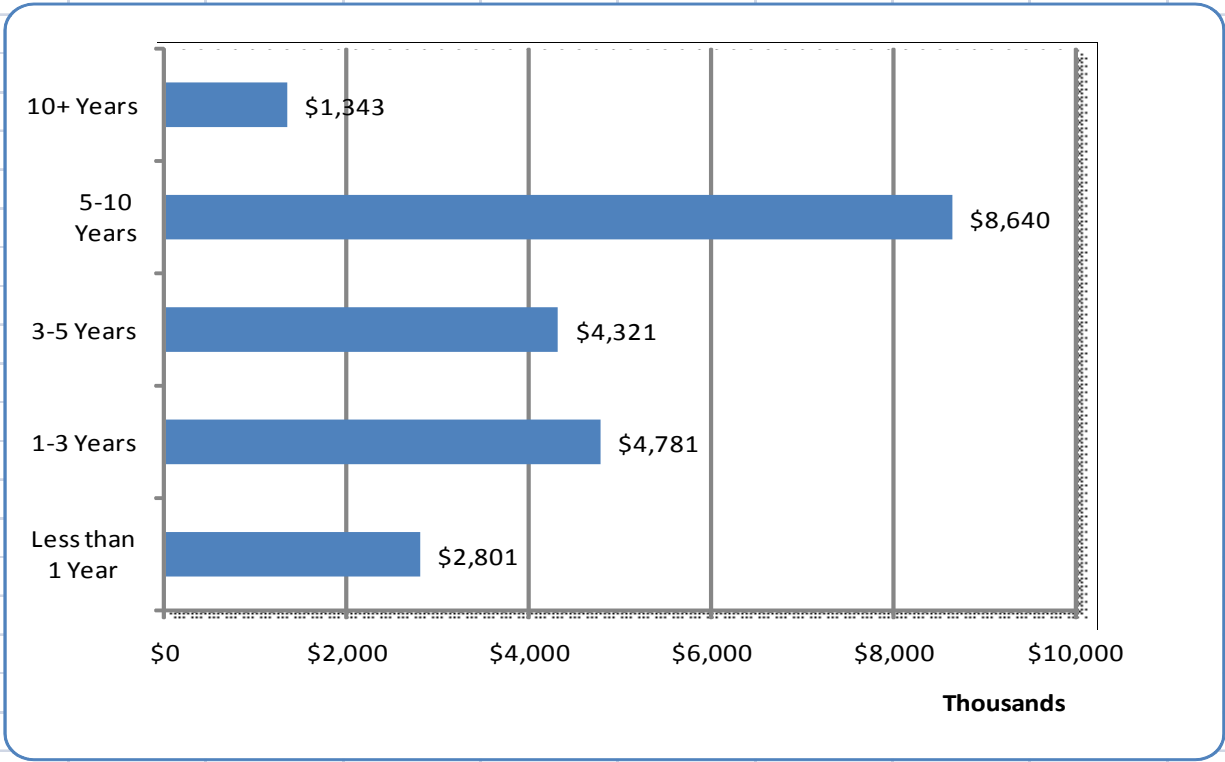
**Investment Duration
First Financial Bank
For the Quarter Ending March 31, 2010**



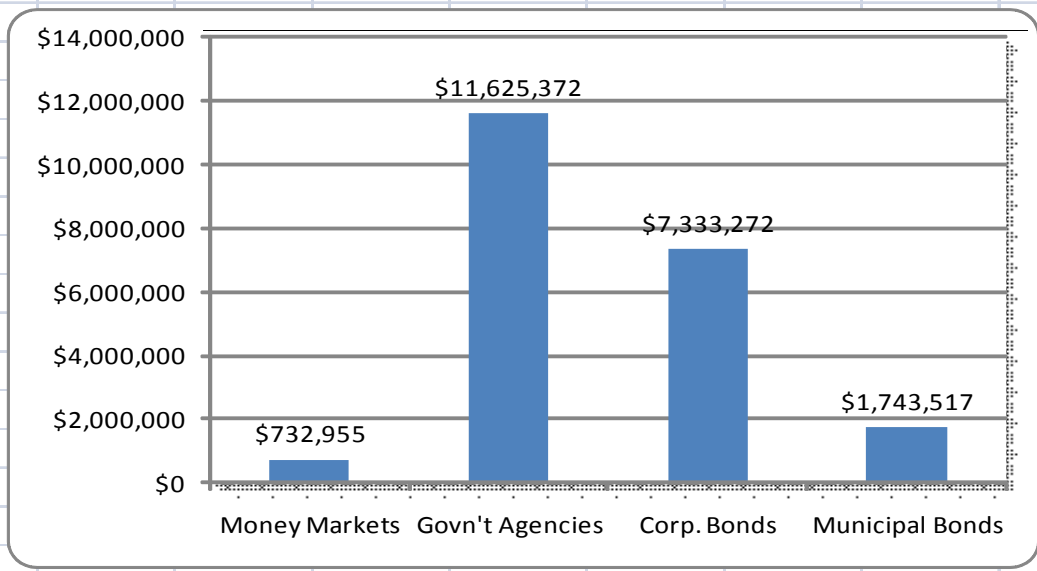
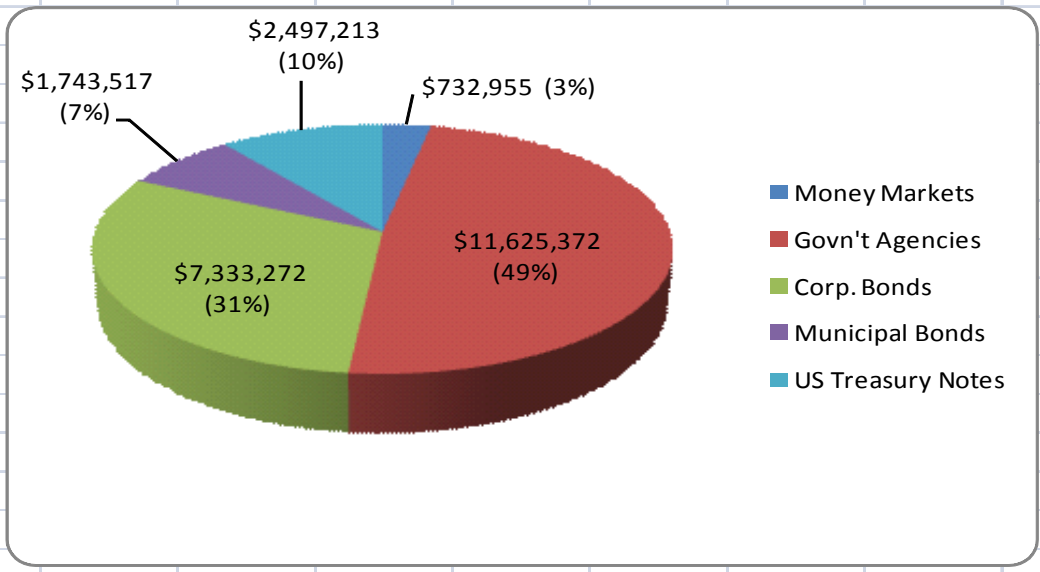
**Investment Allocation
Fifth Third Bank
For the Quarter Ending March 31, 2010**



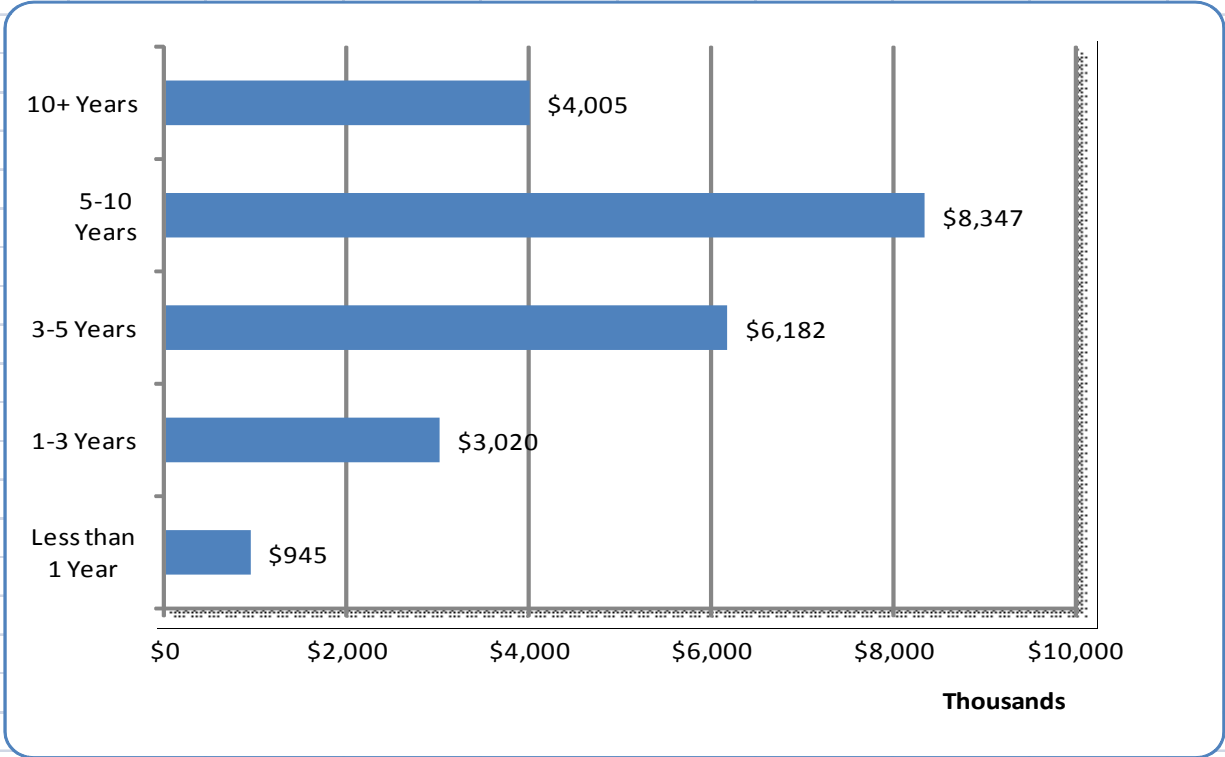
Investment Duration
Fifth Third Bank
For the Quarter Ending March 31, 2010



**Investment Allocation
Old National Bank
For the Quarter Ending March 31, 2010**



Investment Duration
Old National Bank
For the Quarter Ending March 31, 2010



INDIANA STATE UNIVERSITY CURRENT OPERATING REVENUE SUMMARY For the Quarter Ending March 31, 2010						
	Budget through 3/31/10	Actual through 3/31/10	Percent of Budget	Budget through 3/31/09	Actual through 3/31/09	Percent of Budget
Revenues						
State of Indiana						
Operational	\$ 72,682,778	\$ 54,512,082	75.0%	\$ 77,161,131	\$ 57,485,045	74.5%
Fee Replacement	8,231,452	6,911,230	84.0%	9,134,602	7,700,310	84.3%
DegreeLink	487,319	365,490	75.0%	541,465	406,098	75.0%
ARRA State Fiscal Stabilization	2,234,176	-	0.0%	-	-	0.0%
Gross Student Fees	54,805,310	51,251,422	93.5%	51,088,000	49,106,406	96.1%
Enrollment Reserve*	(350,000)	-	0.0%	(350,000)	-	0.0%
Other Fees and Charges	1,159,500	1,313,398	113.3%	1,059,500	1,287,941	121.6%
Sales and Services	1,152,716	716,777	62.2%	827,500	515,416	62.3%
Rent, Interest, Dividends, and Gifts	1,681,000	1,261,334	75.0%	1,681,000	1,258,325	74.9%
Miscellaneous Income	2,870,422	2,292,353	79.9%	2,560,785	2,009,987	78.5%
Total Budgeted Revenue	\$ 144,954,673	\$ 118,624,086	81.8%	\$ 143,703,983	\$ 119,769,528	83.3%
Encumbrances and Carryforward	10,407,946	10,407,946		10,539,964	10,539,964	
Reimbursements and Income Reappropriated From Other Sources	9,391,819	9,391,819		7,689,658	7,689,658	
Total Revenues	\$ 164,754,438	\$ 138,423,851	84.0%	\$ 161,933,605	\$ 137,999,150	85.2%

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

INDIANA STATE UNIVERSITY CURRENT OPERATING EXPENSE SUMMARY For the Quarter Ending March 31, 2010						
	Budget through 3/31/10	Actual through 3/31/10*	Percent of Budget	Budget through 3/31/09	Actual through 3/31/09*	Percent of Budget
Salaries and Wages	\$ 72,484,140	\$ 54,893,334	75.7%	\$ 73,325,121	\$ 55,395,227	75.5%
Fringe Benefits	29,662,581	20,448,166	68.9%	29,234,542	19,988,320	68.4%
Student Wages	3,085,579	2,333,957	75.6%	2,944,310	2,199,715	74.7%
Utilities	9,368,586	7,239,545	77.3%	8,904,155	6,744,112	75.7%
Training, Representation, and Travel	1,586,232	1,292,340	81.5%	1,598,585	1,777,348	111.2%
Student Aid	12,074,493	11,598,237	96.1%	10,889,287	12,135,422	111.4%
Bond and Interest	553,820	488,156	88.1%	553,820	495,849	89.5%
Supplies and Expense	28,243,205	18,464,504	65.4%	25,096,350	14,459,534	57.6%
Repairs and Maintenance	3,085,269	3,073,891	99.6%	3,249,133	3,029,716	93.2%
Capital Equipment	4,610,533	2,224,175	48.2%	6,138,302	3,372,573	54.9%
Total Expenditures	\$ 164,754,438	\$ 122,056,305	74.1%	\$ 161,933,605	\$ 119,597,816	73.9%

*Includes encumbrances and open commitments

Revenues

State Appropriations

The decline in state appropriations through the third quarter reflects the portion of the \$4.4 million reduction in FY10 attributable for the first nine months of the fiscal year. The State of Indiana informed the University that ARRA State Fiscal Stabilization funds are to be restricted to facility improvements. Thereby, creating a \$2.2 million shortfall in operating revenues for FY10. These funds will be recaptured through the budget reduction process.

Student Fees

The third quarter ending March 31 reflects gross student fees at 93.5% of budget. Gross student fees collected for the fall semester is below budget by \$335,800 and Summer II fees below budget by \$263,727, while prior year adjustments are negative \$3,697. Spring semester tuition is above budget by \$66,023. The change in the Illinois fee waiver program from charging both instate and out-of-state fees at gross amounts to charging 125% of the instate amount is reflected in both the Fall and Spring semester reduced fees. This reduction of fees is offset by savings in Student Aid. These shortfalls will be covered by the Enrollment Reserve.

Other Fees and Charges

Other Fees and Charges are at 113.3% of budget as on-campus workshop credit and credit exam income are above budget.

Sales and Services

Sales and Services are ahead of last year's amount by \$201,361. This is due to IU Medical Center's reimbursement of administrative expenses.

Rent, Interest, Dividends, and Gifts

Rent and Interest for the third quarter at 75.0% of budget is comparable to the prior fiscal year to date amount collected.

Miscellaneous Income

Miscellaneous Income is \$282,366 above the previous fiscal year to date. This is attributable to an increase in the transfer from Residential Life for utility cost of \$100,000 and the Student Recreation Center of \$200,000 over the prior fiscal year.

Expenses

Salaries and Wages

Salary and wage expense is below last year's totals by \$501,893. This reflects both reallocation of budgeted positions from the prior fiscal year and current year eliminated positions.

Fringe Benefits

Fringe benefits show expense above last year's totals by \$459,846. This reflects increased medical insurance costs and TIAA contributions.

Student Wages

Student wage expense is greater than the previous year to date by \$134,242 reflecting the third step in a three-step increase in minimum wage passed by Congress in 2007. The third step was effective July 24, 2009.

Utilities

Utility costs show an increase of \$495,433 over the prior fiscal year to date, due to increases in electrical and natural gas costs.

Training, Representation and Travel

Training, Representation, and Travel expense year to date is below the previous fiscal year by \$485,008.

Student Aid

Student Institutional awarded aid expense is less than the previous year to date by \$537,185. This decline in student aid expense is attributable to changes in the Illinois fee waiver program limiting the fee to 125% of undergraduate or graduate resident fees, and the change in the IU medical students waiver. Student aid expense represents 96.1% of the budgeted amount.

Supplies and Expense/Tranfers

Supplies and Expense costs year to date reflect an increase of \$4,004,970 over the previous fiscal year to date, due to timing of transfers.

Repairs and Maintenance

Repairs and maintenance expense is at 99.6% of budget and is only slightly higher than last year's amount.

Capital Equipment

Capital equipment expenditures are below last year's level by \$1,148,398.

**Item (IV)(b)(i)(2):
Purchasing Report**

Purchases Over \$25,000.00			
Sole Source, Direct From Manufacturer			
ATIZ Innovation Inc	P0067177	ATIZ Cameras, Cunningham Library	\$26,680.50
Draganfly Innovations Inc	P0066939	Remote Control Helicopter, Aviation Technology	\$29,088.00
ACEware Systems Inc	P0066946	Student Manager Software, Continuing Education	\$33,275.00
Redbird Flight Simulations Inc	P0066984	Flight Simulator, Aviation Technology	\$67,895.00
Sole Source, Emergency			
Thermo-Cycler Industries Inc	P0066889	Thermo-cycler Heating, Facilities Management	\$30,897.00
One Bid Received, Three Bids Solicited			
Johnson Controls Inc	P0067128	Controller Unit HVAC, Facilities Management	\$34,852.31
Lowest Bid To Meet Specifications			
University Sleep Products	P0067048	Fireguard Innerspring Mattresses, Residential Life	\$36,152.76
Sauder Manufacturing Company	P0066928	Sauder Two-Position Chair, Residential Life	\$38,664.00
Robbins Sports Surfaces	P0066975	Portable Wooden Basketball Floor, Hulman Center	\$127,532.50
Century Industries	P0066941	300 Seat Mobile Bleachers, Michael Simmons Bike Track	\$151,588.00
Foliot Furniture Inc	P0067009	Adjustable Bunkable Beds, Residential Life	\$177,080.00
Sycamore Engineering Inc	P0067017	Construction New Satellite Chilled Water, Facilities Mgmt	\$6,877,900.00

Item (IV)(b)(i)(3): Vendors Report

The following vendors have accumulated purchases from the University for the time period July 1, 2009, through March 31, 2010, (Fiscal Year) in excess of \$250,000:

Vendors with Purchases Exceeding \$250,000 February 1, 2010 through March 31, 2010

Manpower Incorporated	\$256,418	Temporary Employee Services
Apple Computer Inc	\$256,969	Computer Equipment and Supplies
Hannig Construction Inc	\$273,571	Student Recreation Center Construction - General
Kanawha Insurance Company	\$280,768	COBRA Insurance payments
JWF Specialty Co.	\$286,466	Worker Compensation Payments
US Postmaster	\$326,216	Postage Purchases
A C Equipment Representatives	\$343,680	Two Water Coolers
Vectren Energy Delivery	\$400,404	Utility Cost and Delivery Cost for Natural Gas
Williams Randall Marketing Comm	\$450,916	University's Media Advertising
Medco Health Solutions	\$550,033	Prescription Drug Coverage
Nebco/AmWins Group Benefits	\$769,149	Retiree Insurance
Previously Reported Vendors with Purchases Exceeding \$250,000		
The Murphy Elevator Co Inc	\$261,320	Install Rhoads Hall Elevators
Ebsco Subscription Services	\$282,430	Library Subscription Services
City of Terre Haute	\$284,188	ISU Bus Service, Emergency Medical Services, and Fire Protection Service
Woodburn Graphics Inc	\$326,233	University Printing Expenses
Factory Mutual Insurance Company	\$372,025	Prepaid Insurance Premiums
SimplexGrinnell	\$385,348	Hines Hall Fire Sprinkler System and Campus Fire Systems Maintenance and Repairs
David R Snapp and Associates Inc	\$478,693	Architectural Fees for Sandison Hall and Pickerl Hall Renovations
Staples Business Advantage	\$488,466	Office Supplies and Equipment Purchases
The Hartford Group Benefits Division	\$568,773	Employee Life Insurance and Long-Term Disability Insurance
RJE Business Interiors	\$578,287	University Hall Furnishings
Crown Electric Inc	\$607,552	Historic Quad Exterior Lighting Replacement
Forrest Sherer Inc	\$635,881	Insurance Premiums
Associated Roofing	\$650,247	Re-Roof of Hines Hall and Family Housing Unit 3, and Miscellaneous Roof Repairs
Indiana-American Water Company	\$698,990	Water and Sewage Utility Payments
Weddle Brothers Construction Co Inc	\$703,264	University Hall Renovation - General
Delta Dental Plan of Indiana	\$733,877	Dental Payment Reimbursements
B & S Plumbing & Heating Inc	\$808,230	University Hall Mechanical and Lincoln Quad Heating and Cooling Unit Replacement
Network Solutions Inc	\$854,442	Network Equipment
Indiana Department of Corrections	\$889,866	Academic Courses
FieldTurf USA Inc	\$896,768	Replacement ISU Stadium Artificial Turf and ISU Baseball Field Turf
CDI Inc	\$1,330,569	7th Street Gateway Entrance and Stadium Locker Room Renovation
Public Employees Retirement Fund	\$1,349,007	Employee Retirement Payments
First Financial Bank	\$1,530,000	VEBA Contribution
Energy USA-TPC	\$1,579,695	Natural Gas Contract Purchases
Dell Marketing LP	\$1,683,690	Computer Equipment, Software, and Supplies
CIGNA Health Care	\$2,099,273	Medical Claim Payments
Anthem Blue Cross and Blue Shield	\$2,391,810	Prescription Drug Coverage
Duke Energy	\$3,678,748	Electricity Utility Payments
C H Garmon and Son Inc	\$7,018,872	Sandison Hall Renovation and Soccer Field Renovations
Sodexo Inc and Affiliates	\$7,305,044	Dining and Catering Services
Principal Life Insurance Company	\$7,966,083	Reimbursements of Medical Claims

**Item (IV)(b)(ii)(1):
Personnel Faculty**

FACULTY

Appointments

(Effective August 1, 2010, unless otherwise indicated)

LaKesha N. Anderson; Assistant Professor of Public Relations, Department of Communication; M.A., East Tennessee State University; salary \$52,000 per academic year.

Matthew L. Bergbower; Assistant Professor of American Politics, Department of Political Science; Ph.D., Southern Illinois University; salary \$51,000 per academic year.

Melanie L. D'Amico; Assistant Professor of Spanish and Linguistics, Department of Languages, Literatures, and Linguistics; M.A., University of Florida; salary \$51,000 per academic year.

Roby G. George; Associate Professor of Music and Director of Bands, Department of Music; D.M.A., University of Cincinnati; salary \$67,500 per academic year.

Jeffrey J. Kinne; Assistant Professor of Computer Science, Department of Mathematics and Computer Science; M.S., University of Wisconsin; salary \$68,000 per academic year.

Kate E. McMillan; Assistant Librarian, Library Services; M.L.S., Indiana University; salary \$43,261 per fiscal year, prorated from the effective date of March 1, 2010.

Christopher G. Murphy; Chairperson and Professor of Biology, Department of Biology; Ph.D., Cornell University; salary \$100,000.

Nathan G. Myers; Assistant Professor of Public Administration, Department of Political Science; Ph.D., University of Nevada, Las Vegas; salary \$54,000 per academic year.

Jeremy F. Strayer; Assistant Professor of Mathematics Education, Department of Mathematics and Computer Science; Ph.D., The Ohio State University; salary \$55,000 per academic year.

Special Purpose Faculty Appointments—2010-2011 Academic Year

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

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

Kimberly H. LaGrange; Instructor, Organizational Department, and Coordinator of the Career Experience Center, (third year of three-year appointment); M.B.A., Indiana State University; salary \$41,400 per academic year.

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

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

Autumn R. Whitson; Instructor, Department of Athletic Training (second year of three-year appointment); M.S., University of Tennessee; salary \$38,378 per academic year.

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

Roberta J. Wilson; Instructor, Department of Communication Disorders and Counseling, School, and Educational Psychology (third year of three-year appointment); M.S., Indiana State University; salary \$31,982 per academic year.

Temporary Part-time Faculty Appointments—2009 Fall Semester

(Effective August 1, 2009, unless otherwise indicated)

Vicki L. Curts; Department of English; M.A., Indiana State University; change in title from Lecturer I to Lecturer III; nine hours; change in salary from \$8,085 to \$8,865.

Ruby D. Houldson; Lecturer I; Department of Psychology; Ph.D., Capella University; change in hours from nine to six hours; change in salary from \$6,525 to \$4,350.

Temporary Part-time Faculty Appointments—2010 Spring Semester

(Effective January 1, 2010, unless otherwise indicated)

Eric Anderson; Lecturer III; Department of Psychology and the University Honors Program; M.A., University of Waterloo, Ontario; change in hours from six to nine; change in salary from \$5,910 to \$8,910.

Nancy R. Brinklow; Student Teacher Supervisor; Education Student Services; M.S. Ed., Purdue University; supervision of one student teacher; salary \$305.

Robert E. Burton; Student Teacher Supervisor; Education Student Services; M.S., Indiana State University; change in number of student teachers from 18 to 18.5; change in salary from \$10,800 to \$11,100.

Duane Caperton; Lecturer III; Department of Psychology; M.S., Indiana State University; change in hours twelve from to eighteen hours; change in salary from \$11,820 to \$17,730.

Vicki L. Curts; Department of English; M.A., Indiana State University; change in title from Lecturer I to Lecturer III; nine hours; change in salary from \$6,525 to \$8,865.

Jessica Fields; Lecturer II; Department of History and Liberal Studies; M.A., Indiana State University; change in hours from twelve to fifteen; change in salary from \$10,260 to \$12,825.

Uwe J. Hansen; Professor Emeritus; University Honors Program, Ph.D., Brigham Young University; addition of three hours; salary \$3,000 for the three hours.

Melody J. Hardway; Lecturer I; Department of Baccalaureate Nursing; B.S., Indiana Wesleyan University; change in hours from six to 5.8; change in salary from \$5,322 to \$5,045.40.

Timothy Harlan; Lecturer III; Department of English; M.S., Indiana State University; addition of three hours; salary \$2,955 for the three hours, prorated from the effective date of March 24, 2010.

Betty James; Lecturer III; Organizational Department; M.B.A, Indiana State University; six hours; salary \$6,000.

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

Sheila McKee; Lecturer I; Family and Consumer Sciences; M.S., Indiana State University; three hours; salary \$2,484.

Raymond Vrydaghs; Lecturer III; Department of Psychology; M.S., Indiana Wesleyan University; six hours; salary \$5,910.

Tina Wanninger; Lecturer III; Department of Technology Management; M.S., Indiana State University; one hour; additional salary of \$563 for teach an additional week effective date January 12, 2010.

Rebecca Williams; Lecturer III; Department of English; M.A., DePauw University; addition of three hours; salary \$2,995, prorated from the effective date of March 24, 2010.

Change of Status and/or Pay Rate

Allan R. Albig; Assistant Professor of Biology, Department of Biology; supplemental instructional stipend of \$3,000 for teaching an additional class; for the spring semester of the 2009-2010 academic year.

Cheryl Blevens; from Chairperson, Department of Circulation, and Assistant Librarian in Library Services, to Assistant Librarian in Library Services; surrenders the chairperson supplement of \$10,000 effective March 31, 2010; salary \$49,000 per fiscal year, prorated from the effective date of April 1, 2010.

Bassou El Mansour; Associate Professor of Human Resource Development, Department of Technology Management; salary adjustment of \$10,145 to 2009-2010 base; salary \$70,529, prorated from the effective date of January 1, 2010.

W. Tad Foster; from Professor of Industrial Technology Education, Department of Technology Management, to Professor of Human Resource Development, Department of Technology Management; effective January 1, 2010.

Susan M. Frey; Assistant Librarian, Library Services; stipend of \$5,000 for the added responsibility as Interim Chairperson, Department of Circulation; effective April 1, 2010, through September 30, 2010.

Harry E. Gallatin; Instructor, Analytical Department; supplemental instructional stipend of \$6,000 for teaching two additional classes; for the spring semester of the 2009-2010 academic year.

Tim R. Gritten; Assistant Librarian and Chairperson of Library Systems; additional stipend of \$5,000 for the added responsibility as Interim Chairperson, Department of Acquisitions/Serials; effective January 1, 2010, through June 30, 2010.

Debra K. Israel; Associate Professor of Economics, Department of Economics; salary adjustment of \$4,039 to 2009-2010 base; salary \$61,752, prorated from the effective date of January 1, 2010.

Robert Jajcay; Professor of Mathematics, Department of Mathematics and Computer Science; supplemental instructional stipend of \$1,500 for teaching an additional class; effective March 15, 2010, through May 31, 2010.

Arthur L. Sherwood; Associate Professor of Management, Organizational Department; stipend of \$2,000, prorated for the effective dates of August 1, 2009, through October 26, 2009, for additional responsibility as Management Program Coordinator, Organizational Department.

John O. Whitaker; Professor (retired), Department of Biology; phased retirement stipend of \$30,602.10; effective December 1, 2009, through May 31, 2010.

Dorothy C. Yaw; Associate Professor of Human Resource Development, Department of Technology Management; salary adjustment of \$8,803 to 2009-2010 base; salary \$70,529, prorated from the effective date of January 1, 2010.

Ming Zhou; from Chairperson and Professor of Industrial and Mechanical Technology, Department of Electronics, Computer, and Mechanical Technology Engineering, to Professor of Industrial and Mechanical Technology, Department of Electronics, Computer, and Mechanical Technology Engineering; surrenders chairperson supplement of \$14,000; salary reduction of \$3,500 due to change in FTE to 89 percent; salary for the fall semester will be \$29,540 for the effective dates of August 1, 2010, through December 31, 2010; FTE returns to 100 percent effective January 1, 2011; salary \$66,079, prorated from the effective date of January 1, 2011.

Faculty Promotions to Full Professor

(Effective August 1, 2010)

Michael J. Angilletta, Department of Biology

Aruna Chandrasekaran, Organizational Department

Jay Gatrell, Department of Earth and Environmental Systems

Michael R. Harmon, Analytical Department

Christopher Olsen, Department of History

Joshua Powers, Department of Educational Leadership, Administration, and Foundations

Elaina M. Tuttle, Department of Biology

Early Promotion to Full Professor and Tenure

(Effective August 1, 2010)

Leamor Kahanov, Department of Athletic Training

Promotions to Associate Librarian and Tenure

(Effective July 1, 2010)

Cinda A. May

Promotion to Associate Professor and Tenure

(Effective August 1, 2010)

Joe E. Ashby, Department of Electronics, Computer, and Mechanical Engineering Technology

Dennis L. Ballard, Department of Music

Robin D. Burden, Department of Elementary, Early, and Special Education

Lisa M. Cutter, Department of Elementary and Special Education

Hemalatha Ganapathy-Coleman, Department of Communication Disorders and Counseling, School, and Educational Psychology

Jennifer K. Inlow, Department of Chemistry and Physics

Katherine H. Lee, Department of English

Myung-Ah Lee, Department of Physical Education

Mark K. Lewandowski, Department of English

David A. Nichols, Department of History

Nancy Nichols-Pethick, Department of Art

Randell W. Peters, Department of Electronics, Computer, and Mechanical Engineering Technology

Bassam Y. Yousif, Department of Economics

Keri Berg Yousif, Department of Languages, Literatures, and Linguistics

Leaves of Absence Without Pay

Ann Chirhart; Department of History; for the spring semester of the 2010-2011 academic year.

Carl E. Klamer; Department of Political Science; for the 2010-2011 academic year.

Resignations

John M. Allen; Associate Professor of Chemistry and Physics, Department of Chemistry and Physics; effective May 31, 2010.

Sandra K. Allen; Professor of Chemistry Education, Department of Chemistry and Physics; effective May 31, 2010.

Rebecca L. Fiedler; Assistant Professor of Curriculum, Instruction, and Media Technology, Department of Curriculum, Instruction, and Media Technology; effective May 31, 2010.

Renee J. Kidd-Marshall; Assistant Professor of Nursing, Department of Baccalaureate Nursing; effective May 31, 2010.

Termination

Treva L. Bostic; Lecturer III, Department of Psychology; effective February 18, 2010.

Item (IV)(b)(ii)(2): Personnel Items Support and Administrative Staff

SUPPORT STAFF

Resignations

Rebecca Bailey; Student Services Assistant I, Office of Registration and Records; effective April 16, 2010.

Marcia Cottom; Accounting and Auditing Associate, Assistant VP University Controller; effective March 26, 2010.

Melissa Jackson; Custodian II, Sycamore Housing; effective April 16, 2010.

Denise Lund; Administrative Assistant I, Educational Leadership, Administration and Foundations; effective April 9, 2010.

Angela Nicoson; Staff Registered Nurse, Student Health Center; effective February 12, 2010.

Autumn Warnock; Child Care Center Teacher's Aide, Early Childhood Education Center; effective April 16, 2010.

Michael Witucki; Custodian II, Recreational Sports; effective March 5, 2010.

Terminations

Tammy Carty; Custodian I, Sycamore Housing; effective March 30, 2010.

Michelle Frederick; Computer Store Assistant, Information Technology; effective March 5, 2010.

Deceased

Allen Rebman; Lead Auto Maintenance Mechanic, Facilities Management; deceased February 16, 2010.

Retirements

Betty Brooks; CCC Teacher's Aide, Early Childhood Education Center; effective March 1, 2010.

Ronnie Cooper; Custodian I, Facilities Management; effective March 5, 2010.

Ronald Mills; Senior Maintenance Mechanic, Sandison Housing; effective March 15, 2010.

Mary Anne Wineinger; Administrative Assistant II, Student Financial Aid; effective March 2, 2010.

Change in Status and/or Pay Rate

Promotion

Christopher Allen; from Computer Operator I, Office of Information Technology; \$15.89/hr to Computer Operator II, Office of Information Technology; \$15.89/hr; effective March 1, 2010.

Allayne Bell; from Administrative Assistant I, General Ed Coordination; \$13.70/hr to Administrative Assistant I, Educational Leadership, Administration and Foundations; \$13.70/hr; effective April 12, 2010.

Candace Brown; from Administrative Assistant I, Office of Information Technology; \$14.13/hr to Administrative Assistant I, Athletic Training; \$14.13/hr; effective March 29, 2010.

Julie Dininger; from Administrative Assistant I, Athletic Training; \$11.13/hr to Administrative Assistant II, Athletic Training; \$12.64/hr; effective March 15, 2010.

Lisa Harwood; from Administrative Assistant I, Dean of College of Nursing, Health, and Human Services; \$10.97/hr to Student Services Assistant III, Dean of College of Nursing, Health and Human Services; \$13.14/hr; effective April 1, 2010.

Other

Kathy Hood; compensation adjustment from Office Assistant II, Sycamore Housing; \$9.32/hr to Administrative Assistant I, Sycamore Housing; \$10.97/hr; effective December 26, 2009.

Christopher Heleine; skill assessment from Police Officer, Public Safety; \$16.90/hr to Police Officer; Public Safety; \$17.63/hr; effective April 17, 2010.

Jonathan Ringo; skill assessment from Police Officer, Public Safety; \$16.34/hr to Police Officer; Public Safety; \$17.07/hr; effective April 17, 2010.

Karen Wells; skill assessment from Custodian I, Facilities Management; \$9.25/hr to Custodian I, Facilities Management; \$9.60/hr; effective February 4, 2010.

ADMINISTRATIVE

Appointments

Candy L. Anderson; Athletic Trainer I, Department of Athletic Training; M.S., University of Tennessee; salary \$36,000 per fiscal year; effective July 1, 2010.

Kenneth C. Brauchle; Dean of Extended Learning; Ph.D., University of Alaska; salary \$113,000 per fiscal year; effective July 1, 2010.

Stephanie Jefferson; Director, African American Cultural Center; Ph.D, University of Illinois at Urbana-Champaign; salary \$70,000 per fiscal year, prorated from the effective date of May 1, 2010.

John D. Murray; Dean, College of Arts and Sciences, and Professor of Psychology, with tenure, Department of Psychology; Ph.D., University of California; salary \$170,000 per fiscal year; effective July 1, 2010.

Temporary Appointments

Julie M. Landaw; Program Coordinator, IU School of Medicine-TH; M.Ed., University of Nevada; salary \$45,000 per fiscal year, prorated from the effective date of March 1, 2010, through June 30, 2011.

Martha H. McCormick; Research Coordinator, Networks; M.L.S., Indiana University; salary \$65,094 per fiscal year; effective July 1, 2010, through June 30, 2011.

James R. Pond; Correction Education Coordinator, Correction Education Program; M.A., Indiana State University; salary \$32,000 per fiscal year, prorated from the effective date of May 3, 2010, through June 30, 2011.

Corrie A. Scaringe; Events Coordinator, Networks; B.S., Ball State University; salary \$33,120 per fiscal year; effective July 1, 2010, through June 30, 2011.

Priscilla S. Wolfe; Financial Literacy Director, Networks; Ph.D., Indiana State University; salary \$95,000 per fiscal year; effective July 1, 2010, through June 30, 2011.

Change in Status and/or Pay Rate

Louise A. Anderson; College of Nursing, Health, and Human Services; reclassified to pay grade 12; change in title from Program Coordinator to WCI-AHEC Director; effective March 8, 2010; no change in salary.

Beverly C. Bitzegaio; College of Technology; reclassified to pay grade 12; change from an academic year appointment to a ten-month appointment with a non working/no pay status for June and July each year; change in title from Coordinator of Tech Prep to COT Student Career Support and Outreach Director; salary adjustment of \$5,155 to the 2009-2010 base salary; salary \$51,540 for the ten-month period with the month of May 2010 prorated from the effective date of May 1, 2010.

Elonda V. Ervin; from Career Development Assistant Director, Career Center, to Career Development Director, Career Center; Ph.D., Indiana State University; salary \$61,000 per fiscal year, prorated from the effective date of June 1, 2010.

Lynn C. Foster; Nursing Student Affairs Director, College of Nursing, Health, and Human Services; reclassified to pay grade 12; effective April 1, 2010; no change in title or salary.

Nicholas M. Ochieng; Research Associate, Networks; extension of appointment effective March 1, 2010, through May 31, 2010; salary \$35,190 per fiscal year, prorated for the effective dates.

Heather E. Penney; ISBDC Program Director, ISU Wabash Valley Small Business Development Center; reclassified to pay grade 12; salary adjustment of \$7,513 to the 2009-2010 base salary; salary \$62,513 per fiscal year, prorated from the effective date of January 1, 2010.

Joseph D. Thomas; from Program Coordinator First Year Experience Program to Associate Director Admissions over Orientation and Transition Programs; First Year Experience Program; B.A., Ball State University; salary \$40,500 per fiscal year; effective July 1, 2010.

Kale W. Walker; Human Resources Coordinator, ISU Foundation; stipend of \$1,000 per month with the month of February prorated; for added duties as Coordinator of the SAAB Program, Student Academic Services Center; effective February 10, 2010, through June 30, 2010.

Brianne L. Walters; Department of Biology; reclassified to pay grade 8; change in title from Research Assistant to Program Coordinator; salary adjustment of \$4,000 to 2009-2010 base salary; salary \$38,052 per fiscal year, prorated from the effective date of October 7, 2009.

Michael G. Williamson; Student Career Counselor, Career Center; change from a fiscal appointment to a nine-month appointment with a three-month non working/no pay status each summer; non work status for summer 2010 will be May 17, 2010, through August 18, 2010.

Salatha Willis; from First Year Programs Director to Testing Director; Enrollment Management, Marketing and Communications; M.A., Western Michigan University; salary \$61,000 per fiscal year; effective July 1, 2010.

Patricia Yamashita; from support staff position as Financial Aid Processing Specialist to professional staff position Financial Aid Counselor; Financial Aid; B.S. Indiana State University; salary \$30,000.00 per fiscal year, prorated from effective date March 20, 2010.

Joe N. Zachery; Operations Director, Networks; extension of appointment effective April 1, 2010, through June 30, 2010; salary \$66,386 per fiscal year.

Leave of Absence without Pay

Erin N. Caldwell; Department of Art; May 20, 2010, through May 29, 2010.

Resignations

Sandra K. Brigando; Financial Literacy Coordinator, Networks; effective January 27, 2010.

Tarah K. Daly; Athletic Trainer I, Department of Athletic Training; effective June 18, 2010.

Derrin L. Dicus; Technical Support Specialist, Office of Information Technology; effective March 19, 2010.

Kathy M. Tanner; Correction Education Coordinator, Correction Education Program; effective March 19, 2010.

Kent R. Waggoner; Career Development Director, Career Center; effective May 28, 2010.

Sheri L. Walters; Executive Director of Athletic Training Services, Department of Athletic Training; effective April 9, 2010.

Terminations

Elizabeth A. Coit; administrative leave effective March 1, 2010, through June 30, 2010; appointment will not extend past June 30, 2010.

James J. Kane; Driver Traffic Safety Center Coordinator, Continuing Education; effective January 18, 2010.

Retirement

Cathleen A. McGregor Foster; Career Development Assistant Director, Career Center; effective March 1, 2010.

ATHLETICS

Appointments

Harold Etheridge; Assistant Football Coach; B.S., Western New Mexico University; salary \$47,000 per employment period of January 1, 2010 through December 31, 2010, prorated from the effective date of March 22, 2010.

Richard D. Minter; Assistant Football Coach; MSE, Henderson State University; salary \$44,000 per employment period of January 1, 2010 through December 31, 2010, prorated from the effective date of July 1, 2010.

Teri Moren; Head Women's Basketball Coach; B.S., Purdue University, five-year appointment beginning April 1, 2010 and ending March 31, 2015; salary \$95,000 per employment period of April 1, 2010 through March 31, 2011, prorated from the effective date of April 6, 2010.

Michael Simmonds; Assistant Football Coach; B.S., Indiana State University; salary \$47,000 per employment period of January 1, 2010 through December 31, 2010, prorated from the effective date of May 5, 2010.

Non-Reappointment

James Wiedie; Head Women's Basketball Coach; effective March 31, 2010.

Item (IV)(b)(iii): Grants & Contracts

1. Mental Health America of Vigo County, Fund No. 548532, Proposal No. 10-117

An agreement in the amount of \$24,500.00 has been received from Mental Health America of Vigo County for the project entitled, "Strategic Prevention Framework – State Incentive Grant," under the direction of David Robinson, Organizational Department, for the period of July 1, 2009 through June 30, 2010.

2. Indiana Criminal Justice Institute, Fund No. 548482, Proposal No. 10-027

A sub-agreement under the National Highway Traffic Safety Administration in the amount of \$3,300.00 has been received from the Indiana Criminal Justice Institute for the project entitled, "Operation Pull Over Enforcement Program," under the direction of William Mercier, Department of Public Safety, for the period of October 1, 2009 through September 30, 2010.

3. Twenty-first Century Scholars Program, Fund No. 548487 & 548489, Proposal No. 10-067

An agreement in the amount of \$280,702.00 has been received from the Twenty-First Century Scholars Program for the project entitled, "Twenty-First Century Scholars Program," under the direction of Jennifer Boothby, Student Academic Services, for the period September 1, 2009 through August 31, 2010.

4. Journal of Chemical Education, Fund No. 548534, Proposal No. 10-137

An agreement in the amount of \$15,000.00 has been received from the Journal of Chemical Education for the project entitled, "Associate Editorship of the Journal of Chemical Education," under the direction of Arthur Halpern, Department of Chemistry and Physics, for the period of January 1, 2010 through December 31, 2010.

5. Special Olympics Indiana, Fund No. 548535, Proposal No. 10-102

An agreement in the amount of \$1,500.00 has been received from Special Olympics Indiana for the project entitled, "Special Olympics of Indiana Fellowship Health Promotions Project," under the direction of Steven Smidley, Department of Recreation and Sports Management, for the period of January 15, 2010 through May 15, 2010.

6. Purdue University, Fund No. 548533, Proposal No. 10-098

A sub-agreement under the Indiana Department of Health in the amount of \$3,993.45 has been received from Purdue University for the project entitled, "Indiana Campus Sexual Assault Primary Prevention Project," under the direction of Aimee Janssen-Robinson, Student Health Promotions, for the period of November 1, 2009 through October 31, 2010.

7. Indiana Economic Development Corporation, Fund No. 548530, Proposal No. 10-003

A sub-agreement under the Indiana Small Business Development Center in the amount of \$74,931.97 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 Penny, ISU/Wabash Valley Small Business Development Center, for the period of January 1, 2010 through December 31, 2010.

8. Indiana Economic Development Corporation, Fund No. 548445, Proposal No. 10-149

An agreement in the amount of \$12,661.20 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 Penny, ISU/Wabash Valley Small Business Development Center, for the period of January 1, 2010 through June 30, 2010.

9. U.S. Department of Interior, Fund No. 548342, Proposal No. 10-146

Additional appropriations in the amount of \$10,000.00 has been received from the U.S. Department of Interior for the project entitled, "Bridger Antelope Trap Dendrochronology (Tree Ring) Study," under the direction of James Speer, Department of Earth and Environmental Systems, for the period of May 21, 2008 through September 30, 2010.

10. H.E. Henderson, Fund No. ANTHLB, Proposal No. 10-046

An agreement in the amount of \$1,500.00 has been received from H.E. Henderson for the project entitled, "Archaeological Records Review and Phase Ia reconnaissance, H.E. Henderson excess road materials disposal near Poland, Own Co., IN," under the direction of Russell Stafford, Department of Earth and Environmental Systems, for the period of August 20, 2009 through December 31, 2009.

11. Welch Packaging Group, Fund No. IPRDC, Proposal No. 10-145

An agreement in the amount of \$240.00 has been received from Welch Packaging Group for the project entitled, "Package Testing Research/Development," under the direction of Marion Schafer, Department of Technology Management, for the period of February 11, 2010 through February 10, 2011.

12. Keihin Corporation, Fund No. IPRDC, Proposal No. 09-148

An agreement in the amount of \$2,400.00 has been received from Keihin Corporation for the project entitled, "Package Testing Research/Development," under the direction of Marion Schafer, Department of Technology Management, for the period of February 13, 2010 through February 12, 2010.

13. Indiana University, Fund No. 548470, Proposal No. 10-061

A sub-agreement under the Indiana State Department of Health in the amount of \$276,00.00 has been received from Indiana University for the project entitled, "West Central Indiana Area Health Education Center," under the direction of Richard Williams, Department of Nursing, Health and Human Services, for the period of July 1, 2009 through June 30, 2010.

Item (IV)(b)(iv): Internship Relationships/Agreements

Nursing Internships

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

Bedford Regional Medical Center, Bedford, IN
Carl R. Darnell Army Medical Center, Fort Hood, TX
City of Chicago Department of Health, Chicago, IL
Clakamas County Community Health Division, Oregon City, OR
Flagler Hospital, St. Augustine, FL
Fulton County Medical Center, McConnellsburg, PA
Good Samaritan Hospital, Vincennes, IN
Grinnell Regional Medical Center, Grinnell, IA
Northwest Community Hospital, Arlington Heights, IL
Parkview Hospital, Inc., Fort Wayne, IN
Physician Regional Healthcare System, Naples, FL
Summa Health System, Akron, OH
Terre Haute Regional Hospital, Terre Haute, IN
VA Medical Center, Marion, IL
West Palm Beach VA Medical Center, West Palm Beach, FL

Clarian Health Clinical Laboratory Science Program

The purpose of this agreement is to provide clinical experience in a hospital for students in a clinical laboratory science program.

Driver Education Internships

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

A Auto Driving School, Indianapolis, IN
Adams Central High School, Monroe, IN
Certified Driving School, Highland, IN
Cornerstone, Inc. DBA Sammers Driving School, Terre Haute, IN
Drive Right Academy, Inc., Waterloo, IN
Northeast Indiana Driving Academy, Huntington, IN
Premier Driving Institute, Inc., Elkhart, IN

Dearborn County Hospital, Lawrenceburg, IN

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

University Speakers Series, 2010-2011

Agreements have been reached with the following agencies to provide speakers for the 2010-2011 University Speakers Series:

Greater Talent Network, New York, New York - Byron Pitts, Speaker
Greater Talent Network, New York, New York - Meghan McCain, Speaker
Washington Speakers Bureau, Alexandria, VA – Eugene Robinson, Speaker

Community Theater of Terre Haute

The purpose of this agreement is for the ISU Community Music Center summer camp to use Community Theater of Terre Haute buildings for a period of two weeks.

Rockhurst University, Kansas City, MO

The purpose of this agreement is for Rockhurst University to provide housing for ISU students and staff participating in the Alternative Spring Break Program in Kansas City.

Center for Business Support and Economic Innovation at Indiana State University

The purpose of this agreement is to lease incubation space in the Myers Technology Building.

**Item (IV)(c):
Memorial Resolutions**

IN MEMORIAM: Grover B. Smith

WHEREAS, Grover B. Smith, Custodial Worker II (retired, support staff) in Facilities Management, died on the eleventh day of February, two thousand ten and;

WHEREAS, Grover B. Smith had given loyal and devoted service to Indiana State University for fourteen years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. Gale Christianson

WHEREAS, Dr. Gale Christianson, Professor Emeritus of History, died on the twenty-eighth day of March, two thousand ten; and

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

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

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

IN MEMORIAM: Dr. Imad Shouery

WHEREAS, Dr. Imad Shouery, Professor Emeritus of Philosophy, died on the fifth day of April, two thousand ten; and

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

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

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

IN MEMORIAM: Evelyn Bell-Myers

WHEREAS, Evelyn Bell-Myers, Associate Professor Emerita in Elementary Education, died on the eighth day of February, two thousand ten;

WHEREAS, Evelyn Bell-Myers had given loyal and devoted service to Indiana State University for twenty-one years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Allen Rebman

WHEREAS, Allen Rebman, Lead Auto Maintenance Mechanic in the Garage, died on the sixteenth day of February, two thousand ten and;

WHEREAS, Allen Rebman had given loyal and devoted service to Indiana State University for thirty-nine years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. James Misenheimer Jr.

WHEREAS, Dr. James Misenheimer Jr., Professor Emeritus of English, died on the third day of March, two thousand ten; and

WHEREAS, Dr. James Misenheimer Jr. had given loyal and devoted service to Indiana State University for twenty-one years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Clois Kicklighter

WHEREAS, Dr. Clois Kicklighter, Dean Emeritus, School of Technology, and Professor Emeritus, Construction Technology, died on the fifth day of March, two thousand ten; and

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

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

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

IN MEMORIAM: Carla Coleman

WHEREAS, Carla Coleman, Foundation Operations Specialist III in ISU Foundation Operations (active), died on the twenty-first day of April, two thousand ten and

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

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

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

IN MEMORIAM: Grace Rodgers

WHEREAS, Grace Rodgers, Administrative Assistant I in Residential Life (active), died on the twenty-fifth day of April, two thousand ten and

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

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

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

Old Business:
None

Adjournment:
Mr. Carpenter adjourned the meeting at 4:45 p.m.