

OFFICIAL MINUTES
UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES
JUNE 20, 1985



MINUTES

UNIVERSITY OF SOUTHERN INDIANA

JUNE 20, 1985

1:00 P.M.

The University of Southern Indiana Board of Trustees met in the University of Southern Indiana Conference Center. Present were Governor Robert D. Orr, Trustees Robert Boyer, William Brooks, Percy Clark, Robert Fair, Joseph O'Daniel, John J Pruis, and Carole Rust. Absent was Trustee George Weathersby. Also attending were President David Rice, Vice Presidents Donald Bennett, Robert Reid, and Byron Wright, Assistant to the President Sherrienne Standley, and Student Government Association President Eric Williams.

SECTION I

A. CONVENING OF THE BOARD OF TRUSTEES: GOVERNOR ROBERT D. ORR

Governor Robert D. Orr convened the meeting of the Board and made the following remarks:

"The first meeting of the Board of Trustees of the University of Southern Indiana will come to order. I have the rare privilege of serving in a momentary capacity for the purpose of designating and swearing in the trustees. Approximately three weeks, or a little more ago, I had the genuine pleasure to appoint eight of the nine members of the Board of Trustees. The ninth member -- the student trustee -- will be appointed as soon as it is possible to have interviews take place, by the end of this month.

"It is a genuine pleasure to welcome this strong board and to thank each one of them for their willingness to undertake this awesome responsibility. This is the first time in many a year since a totally new board has assumed responsibility for the full control and operation of a new public institution of higher education in Indiana. I am delighted that those who have agreed to serve will be serving and I feel comfortable with the fact that this institution will go forward in strong fashion.

"Now, so that there is nothing now hanging out that should not be taken care of correctly, let me ask each member of the Board of Trustees to rise and to repeat after me. "I _____ do solemnly swear that I will support the Constitution of the State of Indiana and that I will faithfully and impartially

discharge my responsibilities as a member of the University of Southern Indiana Board of Trustees to the best of my skill and ability, so help me God." Lady and gentlemen, you are now officially members of the Board of Trustees, and you may now be seated!

"Let me, if I may, say a few brief words before I turn the meeting over to the legally constituted Board of Trustees. I trust that this will not be the last Board meeting I attend. I make it my practice to attend the meetings of the Board of Trustees because I think it is important simply to convey a few messages and also to get a feel for what is transpiring. So, in some long distant future date, maybe in a year from now, I may be back again to pay a visit. Certainly, I will have an opportunity to greet you informally. My door is always open to any member of the Board of Trustees of any institution to discuss anything on his or her mind. Some trustees have found that useful to clarify a question or two, sometimes an individual will come in representing the Board to get a feel for an issue they are not quite sure about. I just want you to know my door is always open.

"There has been a long legislative history to make this point finally to be reached. Just as it was an historic day back in April when the bill was signed to make the statute come into being to create the University of Southern Indiana, it is a brand new day in the history of the state. We have a brand new institution being created. You will all have a hand in seeing that it comes to pass in the way it should come to pass...as a strong and vibrant institution...an institution which will provide the leadership I know you all want to see it have.

"You have been chosen because I know you believe strongly in seeing to it that this institution succeeds. You bring to the Board a variety of backgrounds and I think it is important to understand that your growth will not cease, having become a member of this Board. A year from now, you all will have a better concept and idea of what you want to see this institution become than you do even now. And this is one of the reasons I am pleased you consented to become a member of this Board, because I believe you all have that capacity.

"There are some specific missions for the Board of Trustees. You have a statutory mission that is laid out in the bill passed by the legislature, and it is going to take a lot of effort on the part of everyone to live up to those requirements as they have been spelled out by the Indiana General Assembly. This is now a statewide institution, and it is important

that this point be emphasized. Heretofore, this has been a branch campus of Indiana State University, and it has been understood to be regional in nature. It was created to accomplish a regional mission...just as other branch campuses around the state.

"Now this is a state institution in the fullest sense of the word. Indeed, I felt an obligation to attempt to select trustees who could represent the state rather than just simply a region of the state. I think it is important that the rest of the state recognize that USI, located in southern Indiana, is a part of the total educational scene in this state. I should have mentioned that Dr. George Weathersby of Indianapolis was unable to be here today because of a conflict. I am pleased we have trustees from other parts of the state who can help convey that message, and I trust those of you from this corner of the state will assist in that process. It is essential that the strength of this institution become that of the whole state rather than just a part of it. It will be a much stronger institution, it will provide a better level of education, and it will strengthen the State of Indiana to a much greater extent, as it become a part of the state picture.

"There is a certain spirit which prevails here, however, which had its origins back 20 years ago, as the institution was beginning to form. It would be a shame if, as USI becomes a state institution in the fullest sense of the word, it would lose this unique spirit. It is a spirit which has engendered a great deal of support at the local level where there is a huge amount of pride that has helped this institution grow and flourish -- traits which need to be maintained as you broaden your horizons.

"One of those people who has been in the forefront in the last nine years in assuring that this institution becomes an independent one is here in the gathering today, and I want to recognize him for his service. I am talking about Al Woll, who has for nine years served as a member of the Board of Trustees of Indiana State University. By law there was a seat stipulated for a representative from Evansville to sit on that Board as a result of the creation of the branch campus. And Al Woll occupied that responsibility both in terms of relating to the scene here in Evansville as well as the totality of Indiana State University. He has conducted himself in a magnificent fashion in making sure that the Board of Trustees was reminded of the fact that, yes, there was a campus in southwestern Indiana that needed to be nurtured and looked after. At the same time, he has done a sterling job as a full member of the Board

of Trustees. In thinking this whole situation over, it seemed it would be appropriate if he would agree to serve as an honorary member of the Board of Trustees of USI, thereby lending his experience, background, and knowledge of the past to this Board's deliberations. I would hope he would agree to serve in that capacity. It is one where I think his wise counsel would be put to good use. All of us salute him for his good work to date, for his years of service, and look forward to a continuing relationship.

"This is the inaugural meeting and it is an historic event as I indicated at the outset, but I want this institution to continue to be history-making. It seems to me that the institution has the opportunity to be creative, to be original, to try some things that perhaps cannot be tried at a much larger institution, simply because of size, and an opportunity to experiment with some things that may be extremely important to the higher educational situation in this state. We are in the middle, at this point, of a fast-changing era. Most of us have only caught up with the fact that the scene is changing as rapidly as it is. I find myself constantly astonished at some of the things that are taking place. Indeed, it is my opinion that Indiana has a golden opportunity in the next 15 years, at the turn of the century, because there are going to be so many changes taking place. If we recognize that fact, and if throughout our government -- and I include education in that -- we are willing to stretch a little farther in terms of our thinking, in terms of our trying new things, then I believe we can prepare our state for that still dim future, in a far greater degree than if we simply let life unfold. Our neighboring states are ones with whom we normally compete, in athletics as well as in an economic sense. I know they are attempting to mold themselves to compete in the future. I think Indiana can do a better job of it. There are many things that have been done in the last several years which work to achieve that concept. I am endeavoring to cause the higher educational institutions to think boldly about the future. The Indiana Corporation of Science and Technology is one of those enterprises that I can cite where the community is working with the private sector, with the government and with the world of education. And Dr. Rice, there needs to be an election by this Board of the President of the University of Southern Indiana, so that you can take your seat along with the other academic leaders of this state. The members of that important board are endeavoring in many new ways to bring science and research to bear upon our economy so that research activities can be converted ultimately to a product, and those products into a business, and a business into an employer. There are a number of those activities taking place even now.

The legislature has appropriated \$40 million to this activity as evidence of its faith in the future. It is important to understand that this institution must now take a strong part in playing an important role with the rest of the higher educational institutions in the state -- through playing a strong part in the Indiana Corporation of Science and Technology. I cite this example simply because it is important for all of us to realize that to the degree that we all can handle our affairs sensibly, but with vision, the State of Indiana will be that much better off 15 years from now. A point in time at which people will look back and say that the Board of Trustees of the University of Southern Indiana was on the right track, right from June 20, 1985 to this point today, meaning 15 years from now.

"So Godspeed to all of you. Good luck to you and may your success be just what everyone wants it to be...making this the kind of institution which is recognized all over this country as being a very special one -- one which has attained a great accomplishment, but one which has more accomplishments to come in the years ahead. So that you all will remember -- as close as you are to the Illinois and Kentucky borders -- that you are residents of Indiana and therefore Trustees of the University of Southern Indiana, I will pin this flag pin on each of your lapels.

"I now ask you, John Pruis, to serve as acting chairman of this Board of Trustees until you are over the hump in getting organized. Then I am sure you will all make the right decision as to who on the Board of Trustees will give the leadership to this institution. I thank each of you for your willingness to serve, and thank you Dr. Pruis, for your willingness to function as acting chairman of the Board of Trustees.

"There are ten days left before July 1. You are already off and running, and doing a splendid job. So I will now depart to other duties elsewhere in the state and not stay around and interfere with a state institution of higher education."

Dr. Pruis then introduced the members of the Board of Trustees and called for the President's Report.

B. PRESIDENT'S REPORT

Chairman Pruis called on Dr. David L. Rice for the President's Report. Dr. Rice made the following comments:

"Today is an historic moment in the life of the University in that the legal entity of the University is the Board of Trustees, and your actions today represent the first steps in the life of the University -- a life that will be long and productive. As the institution takes its place among other universities, we are mindful that universities are among the longest surviving institutions created by mankind, both in our great nation and in the world.

"The University of Southern Indiana is today a healthy institution, one that you can look forward to nurturing and directing to greater prominence. Let me take a few minutes to outline for you some of the traits of your university as we enter a new era of existence.

"The University's greatest assets are its students, its faculty, its staff, and its alumni. The faculty number 199 of which 104 are full time and 95 are part time; 44 individuals occupy administrative assignments, and many of the administrative personnel teach regularly. One hundred twenty-eight clerical and physical plant staff provide support for the instructional, research, and service functions. A total of 371 individuals form the human, intellectual, and service components of the University.

"The alumni of the University number 5,400, and they actively support the University through contributions to the Alumni Association.

"Last fall, 3,848 students enrolled for the peak enrollment to date, and that figure is projected to continue to inch its way upward. Twenty-five percent of the students were over 25 years of age. At any one time, a pool of approximately 5,000 students are actively pursuing educational programs, juggling their work and class schedules.

"Ninety-three percent of the students last year were from Indiana, and another six percent were from contiguous states. Interestingly, 17 other states and 10 countries were represented in the student body.

"Another 4,700 students participated in noncredit continuing education activities during the past year.

"Slightly over one-third of the students major in business, about 20 percent in general studies, and the balance are rather evenly distributed among the allied health, education, engineering technology, humanities, science and mathematics, and social science disciplines.

"The University facilities are located on 300 acres of land, made available by gifts from the community through Southern Indiana Higher Education, Inc. in the 1,400-acre Mid America University Center complex. Capital investments now total some \$28 million.

"The current operating budget you will be asked to approve today is over \$14 million -- more than 110 times the budget of 1967 when Betty and I and Byron Wright left Ball State University to come work in the fields of education in southwestern Indiana.

"The campus emerged from the pressures of economic adversity as the region sought to overcome the loss of thousands of jobs in the late 50s and early 60s. Thousands joined efforts to diversify the base of business and industry, to strengthen the community infrastructure, and to develop human resources by enhancing opportunities for public higher education for students.

"That spirit of support which raised approximately \$1 million and purchased the 1400-acre tract of land has continued to prevail, and stands with you today as you assume your responsibilities as trustees of the University.

"Former Evansville Mayor Frank McDonald handed us \$200 in his office in the old City Hall in the fall of 1967 as a challenge contribution to seek the assistance of others in support of the university. From that moment on, the USI Foundation has actively pursued the goals of assisting the University...through engaging the Jaycees to help accumulate the first 50,000 volumes for the Library, so important for accreditation (there now are more than 337,674 volumes or almost seven times that number)... through furnishing the University Center...through working with the Varsity Club to equip the Physical Activities Center... and through building and furnishing the University Home...while all the time developing the scholarship and general support for the University.

"Hundreds have worked and contributed to make possible the achievements and developments of which you today become the custodian. But the past is prologue, and today we have the important task of setting in motion the initial year of operation of the University of Southern Indiana and of completing the transition of Indiana State University Evansville into the University of Southern Indiana; so, Mr. Chairman, we should be about the business of the agenda today by:

- establishing by-laws of the Trustees;
- offering employment with USI to the faculty, clerical and support staff, and administrative personnel of ISUE;
- endorsing operational policies and procedures;
- recognizing the University of Southern Indiana Alumni Association, 5,400 strong;
- conferring USI degrees upon ISUE graduates;
- authorizing and approving previously-offered degree programs;
- approving banking depository and financial accounts;
- appointing legal counsel;
- arranging to transfer to USI the assets and liabilities connected with ISU operations in Vanderburgh and Posey Counties;
- establishing fees;
- approving current operations and plant fund budgets;
- insuring the University personnel;
- promoting faculty, granting tenure, and extending leaves of absence;

and then returning in about two weeks to pursue other pressing matters!"

C. DISCUSSION OF MEETING FORMAT, TIMES, DATES

After discussion of individual schedules, the Board set an annual calendar of meeting dates and times. The annual and next regular meeting of the Board will be July 8 at 1:00 p.m. Other meetings will be held the first Thursday of every other month with committees meeting on the alternate months. The schedule will be subject to review at each meeting.

On a motion by Mr. O'Daniel, seconded by Dr. Clark, the schedule was approved.

D. BYLAWS

Public Law 218 of the Acts of 1985 calls for the board to adopt by-laws governing 1) the election of its officers; 2) the conduct of its meeting and its other internal affairs; and 3) the appointment and duties of a president, a treasurer and other executive officers of the University. It was recommended the by-laws of the University of Southern Indiana Board of Trustees (EXHIBIT I-A) be approved.

On a motion by Mr. Boyer, seconded by Ms. Rust, the by-laws were approved.

It was recommended that the Board of Trustees adopt a resolution appointing acting officers to serve until the officers are elected at the annual meeting. The acting officers are John Pruis, Chairman; Joseph O'Daniel, Vice Chairman, Percy Clark, Secretary; Sherrienne Standley, Assistant Secretary; Byron Wright, Treasurer; and David Rice, President.

On a motion by Ms. Rust, seconded by Mr. Fair, the acting officers were elected.

E. RESOLUTION OF TRANSITION

The following resolutions were recommended by legal counsel to comply with the legislation creating the University of Southern Indiana and the Board of Trustees and to facilitate the transition from a regional campus to a state university.

Approval of the following resolutions was recommended:

WHEREAS: The 1985 Indiana General Assembly did enact legislation to create the University of Southern Indiana to continue the higher education functions previously performed by the Regional Campus of Indiana State University as of July 1, 1985, and,

WHEREAS: Governor Robert D. Orr signed this legislation April 16, 1985 and subsequently appointed the Board of Trustees of the University of Southern Indiana, and,

WHEREAS: It is the intention of the Board of Trustees to establish the new university by building upon the qualities of the institution established on the Evansville Campus by Indiana State University, and,

WHEREAS: It is the intention of the Board of Trustees to accomplish the transition from a regional campus to a state university with as little disruption as possible, it is hereby

RESOLVED: That all employees of the Regional Campus of Indiana State University will be offered employment with the University of Southern Indiana and that the Board will recognize each employee's employment date and years of service with the Regional Campus of Indiana State University whenever such are a factor of employment, and it is further

RESOLVED: That the policies and practices developed and implemented for the Regional Campus of Indiana State University and approved by the Indiana State University Board of Trustees will be followed except to the extent said policies control revisions, modifications, additions or deletions thereof until the University of Southern Indiana Board of Trustees has reviewed these policies and practices, and it is further

RESOLVED: That the Indiana State University Evansville Alumni Association shall hereafter be known as the University of Southern Indiana Alumni Association, and that this association shall be the university alumni association, and it is further

RESOLVED: That all persons having received diplomas issued by Indiana State University for meeting graduation and degree requirements prior to September 1, 1985, at the Regional Campus of Indiana State University, shall be entitled to receive like diplomas issued by the University of Southern Indiana, and it is further

RESOLVED: That all courses and degree programs previously authorized and approved by the Indiana State University Board of Trustees for the Regional Campus of Indiana State University are hereby authorized and approved for the University of Southern Indiana.

On a motion by Dr. Clark, seconded by Mr. O'Daniel the resolution was approved.

F. BANK DEPOSITORIES

Several area banks provide banking services for the University. These services include a source for investing surplus funds in certificates of deposit and other temporary investments, the interim financing of capital projects until permanent financing is arranged, general accounts for the Foundation, the general checking account and the payroll account for the University and a depository account for Historic New Harmony. Corporate resolutions are needed for those banks used as depositories.

The following corporate resolutions were recommended for approval.

BE IT RESOLVED, that the Citizens National Bank of Evansville, Indiana, be and hereby is designated a depository in which the funds of this Corporation may be deposited by its officers, agents, and employees.

BE IT FURTHER RESOLVED, that the Treasurer of this Corporation is authorized to sign (including use of facsimile signatures) any and all checks, drafts and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with the said Bank, and/or against any account of this Corporation with the said bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders so signed,

including those drawn to the individual order of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts and orders, or the proceeds thereof.

BE IT FURTHER RESOLVED, that each of the foregoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred by it in so acting after such revocation or termination without such notice.

BE IT RESOLVED, that The Old National Bank of Evansville, Indiana, be and hereby is designated a depository in which the funds of this Corporation may be deposited by its officers, agents, and employees.

BE IT FURTHER RESOLVED, that the Treasurer of this Corporation is authorized to sign (including use of facsimile signatures) any and all checks, drafts and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with the said Bank, and/or against any account of this Corporation with the said bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders so signed, including those drawn to the individual order of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts and orders, or the proceeds thereof.

BE IT FURTHER RESOLVED, that each of the foregoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred by it in so acting after such revocation or termination without such notice.

BE IT RESOLVED, that the Posey County National Bank in New Harmony, Indiana, be and hereby is designated a depository in which the funds of this Corporation may be deposited by its officers, agents, and employees.

BE IT FURTHER RESOLVED, that the Treasurer of this Corporation is authorized to sign (including use of facsimile signatures) any and all checks, drafts and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with the said Bank, and/or against any account of this Corporation with the said Bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts and orders, or the proceeds thereof.

BE IT FURTHER RESOLVED, that each of the foregoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred by it in so acting after such revocation or termination without such notice.

BE IT RESOLVED, that the National City Bank in Evansville, Indiana, be and hereby is designated a depository in which the funds of this Corporation may be deposited by its officers, agents, and employees.

BE IT FURTHER RESOLVED, that the Treasurer of this Corporation is authorized to sign (including use of facsimile signatures) any and all checks, drafts and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with the said Bank, and/or against any account of this Corporation with the said Bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts and orders, or the proceeds thereof.

BE IT FURTHER RESOLVED, that each of the foregoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred by it in so acting after such revocation or termination without such notice.

BE IT RESOLVED, that the People's Savings Bank of Evansville, Indiana, be and hereby is designated a depository in which the funds of this Corporation may be deposited by its officers, agents, and employees.

BE IT FURTHER RESOLVED, that the Treasurer of this Corporation is authorized to sign (including use of facsimile signatures) any and all checks, drafts and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with the said Bank, and/or against any account of this Corporation with the Bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts and orders, or the proceeds thereof.

BE IT FURTHER RESOLVED, that each of the forgoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred by it in so acting after such revocation or termination without such notice.

On a motion by Mr. O'Daniel, seconded by Mr. Fair, the resolutions were approved.

G. APPROVAL OF LEGAL COUNSEL

The legal firm of Kahn Dees Donovan & Kahn represented the Regional Campus of Indiana State University for several years when local representation was required. After some discussion about the long range needs of the University, it was recommended that since this representation has been mutually satisfactory and since there was immediate need for counsel, the Board should make an appointment now, then make an appraisal of the University's long-term needs for counsel.

On a motion by Mr. Boyer, seconded by Mr. Fair, the recommendation was approved.

H. EXECUTION OF MASTER IMPLEMENTING AGREEMENT

The following resolution authorizes the execution of a Master Implementing Agreement to provide for the transfer of assets and liabilities connected with the Evansville Campus from

the jurisdiction of the Indiana State University Board of Trustees to the University of Southern Indiana Board of Trustees. Approval of the resolution with the suggested changes in paragraphs 1. and 2. to include the acting officers was recommended.

WHEREAS: The Indiana General Assembly by Public Law 218 of the Acts of 1985 has created the University of Southern Indiana and has authorized the University of Southern Indiana Board of Trustees to operate an institution for higher education by that name in Vanderburgh County, Indiana, on the site of and using the facilities of the existing Indiana State University Regional Campus in Evansville; and

WHEREAS: The General Assembly has, by Public Law 218 of the Acts of 1985, divested the Indiana State University Board of Trustees of the power to operate the Indiana State University on such regional campus facilities in Vanderburgh County after July 1, 1985, in favor of the creation of the University of Southern Indiana; and

WHEREAS: The General Assembly by Public Law 218 of the Acts of 1985 has authorized and directed the University of Southern Indiana Board of Trustees to enter into an agreement or agreements with the Indiana State University Board of Trustees implementing the provisions of Public Law 218 and delineating the assets to be transferred to the University of Southern Indiana and the obligations of Indiana State University Board of Trustees to be assumed by the University of Southern Indiana Board of Trustees, providing for joint use of certain contracts and providing for indemnification by the University of Southern Indiana of Indiana State University Board of Trustees as necessary and appropriate, among other things; and

WHEREAS: There has been presented to this Board of Trustees a proposed form of Master Implementing Agreement dated as of June 1, 1985, between the University of Southern Indiana Board of Trustees and the Indiana State University Board of Trustees;

NOW THEREFORE BE IT RESOLVED by the University of Southern Indiana Board of Trustees:

1. That the Chair or Acting Chair, Vice Chair or Acting Chair, and Treasurer or Acting Treasurer of the University of Southern Indiana Board of Trustees, or any of them be and are hereby authorized to execute and deliver the Master Implementing Agreement in substantially the form submitted to this Board with such changes

in form or substance as may be approved by the officer executing said Master Implementing Agreement, such approval to be conclusively evidenced by the execution and delivery thereof, and a copy of the executed document becomes part of the official minutes of this meeting; and

2. That the Chair or Acting Chair, Vice Chair or Acting Vice Chair, and Treasurer or Acting Treasurer of the University of Southern Indiana Board of Trustees, or any of them acting singly, be and are hereby authorized to do all things, take all actions, execute such documents or certificates or enter into such agreements which are contemplated by Public Law 218 and the Master Implementing Agreement and are necessary or appropriate in order to accomplish the purposes and intent of said Public Law 218 and the Master Implementing Agreement.

On a motion by Mr. Boyer, seconded by Mr. Fair, the resolution was approved.

BYLAWS OF THE UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

Article I

NAME AND SEAL

Section 1. Name. The name of the Board of Trustees is fixed by Indiana statute as the University of Southern Indiana Board of Trustees.

Section 2. Name of the University. The name of the University under the control of the Board of Trustees is fixed by Indiana statute as University of Southern Indiana.

Section 3. Seal. The seal of the Board of Trustees shall be a circular disc with the words "University of Southern Indiana-Seal" around the outer edge and the words "Board of Trustees" in the center.

Article II

MEMBERSHIP

Section 1. Membership of the Board of Trustees shall conform with the Indiana statute governing the membership of this Board of Trustees.

Article III

MEETINGS OF THE BOARD OF TRUSTEES

Section 1. Annual Meeting. The annual meeting of the Board of Trustees shall be held in the month of July at a time and place as shall be fixed in the notice of such meeting, for the purpose of electing officers and transacting such other business as may be brought before the meeting. Notice of such annual meeting shall be mailed by the secretary to each member not less than five (5) days in advance of such meeting.

Section 2. Order of Business. The order of business at the annual meeting shall be as follows:

1. Roll call
2. Reading of the notice of the meeting
3. Reading of the minutes of the preceding annual meeting and action thereon
4. Reports of officers
5. Reports of special committees
6. Election of officers
7. Other business

Section 3. Delayed Annual Meeting. Upon failure to hold any annual meeting at the time previously prescribed, such meeting may be called at a later date upon request of two members of the Board of Trustees or by the Chair of said Board of Trustees.

Section 4. Regular Meetings. Regular meetings of the Board of Trustees shall be held on a date established at the preceding meeting of the Board of Trustees. The secretary shall give five (5) days notice of each regular meeting in person or by mail, telegraph or telephone.

Section 5. Special Meetings. Special meetings of the Board of Trustees may be called at any time by the Chair of the Board of Trustees or by majority of the Board of Trustees and may be held at such place, within the State of Indiana, as shall be fixed in the notice of each meeting. Notice of such special meetings shall be mailed or given personally or by telephone or telegraph by the secretary to each member not less than five (5) days in advance of such meeting.

Section 6. Quorum. At all meetings of the Board of Trustees there shall be at least a majority of all the members in order to constitute a quorum. If at any meeting of the Board of Trustees there shall be less than a quorum present, such meeting shall be adjourned from time to time until a sufficient number of members are present to constitute a quorum.

In the event there is less than the total membership present at the Board of Trustees meeting, but a quorum is present, all actions of the Board of Trustees require a majority vote of the total Board of Trustees members.

Section 7. Waiver of Notice. Notice of any meeting of the Board of Trustees may be waived in writing by any member, and the presence in person of any member at any meeting shall be deemed to be a waiver of notice of such meeting by such member.

Section 8. Powers of the Board of Trustees. In addition to the powers specifically granted by statutes of the State of Indiana, the Board of Trustees has and may exercise all other implied powers reasonably required for the conduct of the affairs of the University of Southern Indiana. The Board of Trustees may from time to time, by resolution, prescribe the manner in which all contracts shall be executed. In the absence of such provision, all contracts shall be executed by the Chair or Vice Chair, and the corporate seal shall be affixed and attested by the Secretary or Assistant Secretary.

Article IV

OFFICERS

Section 1. Officers of the University. The officers of the University shall be the Chair, Vice Chair, Secretary, Assistant Secretary, and Treasurer of the Board of Trustees, the President and one or more Vice Presidents. The Chair, Vice Chair, Secretary, Assistant Secretary, and Treasurer shall serve for terms of one year or until successors are elected and qualified. The President and Vice Presidents shall serve such terms as

may be determined by the Board of Trustees at the time of their appointment or election. The one or more Vice Presidents shall be appointed by the President with approval of the Board of Trustees.

Section 2. Election. At its annual meeting the Board of Trustees shall elect from among its membership a Chair, a Vice Chair, and a Secretary and shall also appoint qualified persons, not members of the Board of Trustees, to serve as Assistant Secretary and as Treasurer. Each officer shall be elected for a term of one year or until his successor shall be elected and qualified.

Section 3. Vacancies. Whenever a vacancy occurs in an office by death, resignation, or otherwise, the same shall be filled by the Board of Trustees and the officer so elected or appointed shall hold office for the balance of the term of said office or until his successor is chosen and qualified.

Section 4. The Chair. The Chair shall preside at all meetings of the Board of Trustees, discharge all the duties which devolve upon a presiding officer, and perform such other duties as the bylaws provide or the Board of Trustees may prescribe.

Section 5. The Vice Chair. The Vice Chair shall perform all duties incumbent upon the Chair during the absence of or disability of the Chair and perform any such other duties as the bylaws may require or the Board of Trustees may prescribe.

Section 6. The Secretary. The Secretary shall keep a record of the proceedings of all meetings and shall notify the members of all meetings and shall further be responsible for carrying on all correspondence as directed by the Board of Trustees. The Secretary also shall perform and discharge such other duties as the bylaws provide or the Board of Trustees may prescribe.

Section 7. The Assistant Secretary. The Assistant Secretary shall perform all duties incumbent upon the Secretary during the absence of or disability of the Secretary and perform such other duties as the bylaws may require or the Board of Trustees may prescribe.

Section 8. The Treasurer. The Treasurer shall be responsible for carrying out the mandates of the Board of Trustees in overseeing the financial resources of the University including, but not limited to, cash, securities, stocks, bonds and all other property, personal or real, owned by the University. The Treasurer shall assure that all books and accounts are accurately kept and furthermore, shall present periodically a full and detailed financial statement to the Board. The Treasurer shall monitor the investments of the University including all funds and endowments. In addition, the Treasurer shall be required to furnish a bond for the faithful performance and discharge of these duties, as may be directed by the Board of Trustees or required by state statute.

Section 9. The President. The President of the University shall be the Chief Executive Officer of the University and the official adviser to and executive agent of the Board of Trustees. The President shall, as educational and administrative head of the University, exercise a general superintendence over all the affairs of the institution, and bring such matters to the attention of the Board as are appropriate to keep the Board fully informed in meeting its policy-making responsibilities. Furthermore, the President shall have power, on behalf of the Trustees, to perform all acts and execute all documents to make effective the actions of the Board or

its Executive Committee, and except as otherwise provided in these bylaws, shall be ex officio a member of all committees of the Board without power to vote.

Article V

AMENDMENTS

Section 1. The power to make, alter, amend, or repeal these bylaws is vested in the Board of Trustees.

Section 2. These bylaws may be altered, amended, or repealed at any meeting of the Board of Trustees by a majority vote of the members of the Board of Trustees, provided that the amendment was presented in writing at the previous meeting of the Board of Trustees.

SECTION II

A. STATE APPROPRIATIONS, 1985-87

The 1985 Indiana General Assembly approved an operating appropriation for 1985-86 of \$8,274,270, which is an increase of 12.5% over the previous year's appropriation, and \$8,810,839 for 1986-87, an increase of 6.5%.

These appropriations were calculated using inflation adjustments for salaries and wages of 4.6% for the first year of the biennium and 5.5% for the second year. Supplies and expenses were allocated 5% first year and 6% second year. Budget increases were also allowed for an improved computing system, to begin the masters program in Industrial Management, and to improve salaries of employees in fields of high competition. Additional funds were allowed for prior enrollment increases and for the expenditures of the Board of Trustees.

Student fees were calculated to increase 5%.

Also appropriated for repair and rehabilitation projects was \$108,974.

The Indiana Commission for Higher Education Operating Budget Conference Committee report of April 12, 1985 (EXHIBIT II-A) details the appropriations.

B. SCHEDULE OF STUDENT FEES, 1985-86

The spending level approved for the state universities by the 1985 Indiana General Assembly requires an increase in student fees to supplement the state appropriation.

This recommendation is to increase the per semester credit hour fee \$2.00 for Indiana resident undergraduate students and \$3.00 for Indiana resident graduate students, \$6.00 for non-resident undergraduate students and \$9.00 for non-resident graduate students.

Approval of the following Schedule of Fees was recommended:

Proposed Schedule of Fees 1985-86
Effective Fall Semester 1985

	<u>Undergraduate</u>		<u>Graduate</u>	
	Resident	Non-resident	Resident	Non-resident
Contingent	\$26.00	\$26.00	\$36.00	\$36.00
Bldg. Facilities	13.00	13.00	13.00	13.00
Student Services	4.00	4.00	4.00	4.00
Non-resident		63.00		66.00
Total Fees	43.00	106.00	53.00	119.00

On a motion by Ms. Rust, seconded by Mr. O'Daniel, the fee schedule was approved.

C. MISCELLANEOUS FEES

Approval of the following fee schedules and ticket prices was recommended:

1. Laboratory and Miscellaneous Fees 1985-86

Miscellaneous fees for services, laboratory courses and penalties have been reviewed. Three fees are recommended to be eliminated, eleven to have no increase and four to be raised.

<u>Type of Fee</u>	<u>Current Fee</u>	<u>Proposed Fee</u>	<u>Effective Date</u>
Laboratory Fee	\$ 5.00	\$10.00	8/26/85
Computer Lab Fee	5.00	10.00	8/26/85
Studio Fee	10.00	10.00	7/01/85
Bowling Lab Fee	24.00	24.00	7/01/85
Transcript Fee	2.00	0.00	7/01/85
Graduation Fee	5.00	0.00	7/01/85
Audiometric Testing Fee	.50	0.00	7/01/85
Audit Fee (Plus Applicable Lab Fee)	25.00	25.00	7/01/85
Parking Permit Fee	10.00	10.00	7/01/85
CLEP Test	30.00	30.00	7/01/85
Institutional SAT	13.00	13.00	7/01/85
College Placement Test	30.00	30.00	7/01/85
Bad Check Penalty	5.00	10.00	7/01/85
Change of Schedule Fee	2.00	10.00	8/26/85
Late Registration	10.00	10.00	7/01/85
Parking Fine (Decal)	5.00	5.00	7/01/85
Parking Fine (Other)	2.00	2.00	7/01/85
ID Replacement Fee	3.00	3.00	7/01/85
College Achievement Project Course (per credit hour)	NA	33.00	8/26/85

2. Athletic Ticket Prices, 1985-86

Because of increases in supplies, travel and insurance, an increase in ticket prices is necessary.

	<u>Current</u>	<u>Proposed</u>
<u>BASKETBALL - MEN</u>		
<u>Season</u>		
General Admission (bench seat)	\$30.00	\$40.00
Reserved (chairback seat)	50.00	60.00
<u>Single Game</u>		
General Admission (bench seat)	3.00	4.00
General Admission (Children)	NA	2.00
Reserved (chairback seat)	4.00	5.00
Employees and Varsity Club members may purchase four (4) tickets at a reduced price of \$35 per season reserved chairback seat or \$25 per season bench seat.		
<u>BASKETBALL - WOMEN</u>		
<u>Single Game</u>		
Adult	2.00	2.00
Non-USI Student	1.00	1.00
<u>SOCCER</u>		
Season Tickets - Family Pass	20.00	20.00
<u>Single Game</u>		
Adult	2.00	2.00
Non-USI Student	1.00	1.00
<u>VOLLEYBALL</u>		
<u>Single Game</u>		
Adult	2.00	2.00
Non-USI Student	1.00	1.00

USI students with a valid ID will be admitted free of charge to all regularly scheduled athletic events.

3. Child Care Center

Because of increased costs of labor, food and instructional materials, it is necessary to increase the fees for the Child Care Center.

	<u>University Related</u>	<u>Non-university Related</u>
<u>All day attendance</u>		
One child	\$ 8.00/day	\$ 9.00/day
Two children/same family	12.00/day	13.00/day
More than two/same family	14.00/day	15.00/day
<u>Hourly Rate (minimum of two hours)</u>		
First two hours	2.00/hr.	2.25/hr.
After two hours	1.25/hr.	1.50/hr.

On a motion by Mr. Boyer, seconded by Mr. Fair, the fees were approved.

D. CURRENT OPERATIONS AND PLANT FUND BUDGETS, 1985-86

The 1985-86 university budget is a balanced budget based upon estimates of revenue, available resources and the state appropriation. Budget increases are included for salaries and wages, supplies and equipment, the computer addition, and funds for attracting and retaining employees in areas of high competition.

Pursuant to Indiana Code 20-12-1-4 the University of Southern Indiana Board of Trustees delegates to the President of the University of Southern Indiana the responsibility to employ faculty and staff and to establish salaries and wages within the budgetary capabilities of the 1985-86 current operating and plant fund budgets.

Approval of the Current Operations and Plant Fund Budgets for 1985-86 as displayed in EXHIBIT II-B and of the delegation of authority to staff the university accordingly was recommended.

On a motion by Mr. Fair, seconded by Mr. Brooks, the recommendation was approved.

E. INSURANCE

USI staff are working with ISU staff, an insurance consultant, and insurance carriers to ascertain rates and available coverage for employee insurance policies.

Since contracts may need to be signed before July 1, 1985, it was recommended that the Chair appoint a committee consisting of two board members and the President of the University to review proposals and to award contracts for insurance programs, and that the President of the University be authorized to sign insurance contracts on behalf of the Board of Trustees and to report to the Board of Trustees the contract details at a later meeting.

On a motion by Mr. O'Daniel, seconded by Ms. Rust, the recommendation was approved.

Ms. Rust and Mr. O'Daniel were appointed by the Chair.

Indiana Commission for Higher Education
Operating Budget
Conference Committee

EXHIBIT II - A

U. SOUTHERN INDIANA - Evansville Budget Total

	FY1984-85			FY1985-86			FY1986-87			Total
	Total	Increase	%incr	Total	Increase	%incr	Total	%incr	Biennium	
***** EXPENDITURES *****										
PRICE INFLATION										
A. Personal Services										
1. Salaries & Wages	5,746,876	264,356	4.6	6,011,232	330,618	5.5	6,341,850		12,353,082	
2. Staff Benefits	1,464,693	103,942	7.1	1,568,635	121,685	7.8	1,690,320		3,258,955	
Total Personal Services	7,211,569	368,298	5.1	7,579,867	452,303	6.0	8,032,170		15,612,037	
B. Supplies and Expenses										
1. General S&E	1,866,755	93,338	5.0	1,960,093	117,606	6.0	2,077,699		4,037,792	
2. Energy	478,801	23,940	5.0	502,741	30,164	6.0	532,905		1,035,646	
3. Utilities	18,202	1,102	6.1	19,304	1,166	6.0	20,470		39,774	
4. Fire & Casualty Insurance	42,619	8,524	20.0	51,143	7,671	15.0	58,814		109,957	
Total Supplies & Expenses	2,406,377	126,904	5.3	2,533,281	156,607	6.2	2,689,888		5,223,169	
Total Price Inflation	9,617,946	495,202	5.1	10,113,148	608,910	6.0	10,722,058		20,835,206	
ACTIVITY LEVEL CHANGE										
A. Enrollment Change	0	0	0.0	0	0	0.0	0		0	
B. Plant Expansion	0	0	0.0	0	0	0.0	0		0	
Total Activity Level Changes	0	0	0.0	0	0	0.0	0		0	
QUALITY IMPROVEMENT	0	432,463	0.0	432,463	157,533	36.4	589,996		1,022,459	
PROGRAM CHANGE	0	0	0.0	0	0	0.0	0		0	
STUDENT ASSISTANCE	348,047	17,402	5.0	365,449	21,927	6.0	387,376		752,825	
EXPENDITURE ADJUSTMENTS										
A. Prior Enrollments	0	67,166	0.0	67,166	0	0.0	67,166		134,332	
B. Prior Student Fees	0	0	0.0	0	0	0.0	0		0	
C. Prior Federal Revenue	0	0	0.0	0	0	0.0	0		0	
D. Prior Legislative Intent	0	25,000	0.0	25,000	0	0.0	25,000		50,000	
E. Program Change ExpAdj	0	0	0.0	0	-34,300	0.0	-34,300		-34,300	
F. Prior Energy ExpAdj	0	1,891	0.0	1,891	0	0.0	1,891		3,782	
Total Expend. Adjustments	0	94,057	0.0	94,057	-34,300	-36.5	59,757		153,814	
TOTAL EXPENDITURE CHANGES	9,965,993	1,039,124	10.4	11,005,117	754,070	6.9	11,759,187		22,764,304	
***** REVENUES *****										
STUDENT FEES										
A. Fee Base	3,768,659	0	0.0	3,768,659	0	0.0	3,768,659		7,537,318	
B. Enrollment Change	0	0	0.0	0	0	0.0	0		0	
C. Rate Increase	0	188,433	0.0	188,433	237,426	126.0	425,859		614,292	
D. Dedicated Fees	-1,156,564	-69,681	6.0	-1,226,245	-19,925	1.6	-1,246,170		-2,472,415	
Total Student Fees	2,612,095	118,752	4.5	2,730,847	217,501	8.0	2,948,348		5,679,195	
FEDERAL FUNDING										
A. Capitation Grants	0	0	0.0	0	0	0.0	0		0	
B. SEVTE	0	0	0.0	0	0	0.0	0		0	
C. Land Grants	0	0	0.0	0	0	0.0	0		0	
D. Other Federal Funds	0	0	0.0	0	0	0.0	0		0	
Total Federal Funding	0	0	0.0	0	0	0.0	0		0	
STATE APPROPRIATIONS										
A. General Operating	6,431,444	930,291	14.5	7,361,735	516,644	7.0	7,878,379		15,240,114	
B. Fee Replacement										
1. Permanent Financing	621,854	-35,935	-5.8	585,919	19,925	3.4	605,844		1,191,763	
2. Interim Financing	221,000	105,616	47.8	326,616	0	0.0	326,616		653,232	
Total Fee Replacement	842,854	69,681	8.3	912,535	19,925	2.2	932,460		1,844,995	
C. Knox County Matching	0	0	0.0	0	0	0.0	0		0	
D. Special Appropriations	79,600	-79,600	-100.0	0	0	0.0	0		0	
Total State Appropriations	7,353,898	920,372	12.5	8,274,270	536,569	6.5	8,810,839		17,085,109	
OTHER INCOME SOURCES										
ADJUSTMENTS/TRANSFERS	0	0	0.0	0	0	0.0	0		0	
TOTAL INCOME	9,965,993	1,039,124	10.4	11,005,117	754,070	6.9	11,759,187		22,764,304	

CURRENT OPERATING BUDGET

	<u>Actual 1983-84</u>	<u>Estimated 1984-85</u>	<u>Estimated 1985-86</u>
Fund Balance Allocated		\$ 87,042	\$ 51,070
INCOME			
State Appropriation	\$6,755,035	7,274,298	8,274,270
Student Fees	2,198,011	2,612,095	2,839,213
Other Income	491,242	445,150	452,670
Total	<u>\$9,444,288</u>	<u>10,331,543</u>	<u>11,566,153</u>
TOTAL AVAILABLE		\$10,418,585	\$11,617,223
	<u>Expended 1983-84</u>	<u>Appropriation Recommended 1984-85</u>	<u>Appropriation Recommended 1985-86</u>
MAJOR EXPENSE CLASSIFICATION			
Personal Services	\$5,621,772	\$ 6,063,476	\$ 6,770,312
Supplies and Expenses	2,968,435	3,595,253	3,906,531
Repairs and Maintenance	284,181	328,384	434,360
Capital Outlay	480,299	431,472	506,020
Total	<u>\$9,354,687</u>	<u>\$10,418,585</u>	<u>\$11,617,223</u>
FUNCTION EXPENDITURE CLASSIFICATION			
Instruction	\$4,849,483	\$ 5,320,904	\$ 5,957,915
Instruction Related	517,775	540,056	582,268
Student Services	672,478	733,458	802,133
Physical Plant	1,725,999	1,756,090	1,861,215
Administration and General	1,588,952	2,068,077	2,413,692
Total	<u>\$9,354,687</u>	<u>\$10,418,585</u>	<u>\$11,617,223</u>

FUNCTION BY MAJOR EXPENSE CLASSIFICATION	<u>Expended 1983-84</u>	<u>Appropriation Recommended 1984-85</u>	<u>Appropriation Recommended 1985-86</u>
Instruction			
Personal Services	\$3,555,364	\$ 3,826,614	\$ 4,248,275
Supplies and Expenses	1,170,852	1,317,720	1,488,543
Repairs and Maintenance	31,438	38,750	40,155
Capital Outlay	91,829	137,820	180,942
Total	<u>\$4,849,483</u>	<u>\$ 5,320,904</u>	<u>\$ 5,957,915</u>
Instruction Related			
Personal Services	\$ 271,339	\$ 287,311	\$ 309,425
Supplies and Expenses	94,920	105,677	125,158
Repairs and Maintenance	8,845	9,541	9,858
Capital Outlay	142,671	137,027	137,827
Total	<u>\$ 517,775</u>	<u>\$ 540,056</u>	<u>\$ 582,268</u>
Student Services			
Personal Services	\$ 463,051	\$ 500,779	\$ 557,365
Supplies and Expenses	191,793	214,559	224,377
Repairs and Maintenance	3,288	3,491	3,751
Capital Outlay	14,346	14,629	16,140
Total	<u>\$ 672,478</u>	<u>\$ 733,458</u>	<u>\$ 802,133</u>
Physical Plant			
Personal Services	\$ 623,739	\$ 641,296	\$ 677,365
Supplies and Expenses	723,888	808,009	863,008
Repairs and Maintenance	183,880	207,508	216,602
Capital Outlay	194,492	99,277	104,240
Total	<u>\$1,725,999</u>	<u>\$ 1,756,090</u>	<u>\$ 1,861,215</u>
Administration and General			
Personal Services	\$ 708,279	\$ 806,976	\$ 977,382
Supplies and Expenses	786,982	1,149,288	1,205,445
Repairs and Maintenance	56,730	69,094	163,994
Capital Outlay	36,961	42,719	66,871
Total	<u>\$1,588,952</u>	<u>\$ 2,068,077</u>	<u>\$ 2,413,692</u>
Total Budget	\$9,354,687	\$10,418,585	\$11,617,223

DESIGNATED FUND BUDGET

<u>Fund Number</u>	<u>Fund Name</u>	<u>Actual Expenditures 1983-84</u>	<u>Appropriation Approved 1984-85</u>	<u>Appropriation Recommended 1985-86</u>
2-20000	Student Activities	\$ 342,668	\$ 368,566	\$ 365,130
2-20100	Student Programs	23,463	30,645	31,490
2-20200	Activities Programming Board	29,963	34,260	36,050
2-20300	Student Government	3,062	3,145	2,875
2-20400	Student Publications	892		
2-20500	Shield	9,414	9,870	9,870
2-20600	Transitions Yearbook	12,415	8,235	8,235
2-20700	Typesetting Revolving Fund			8,200
2-21000	Building Facilities Fee	1,197,758	1,231,214	1,202,952
2-21100	Parking Permit Fee Fund	21,197	21,300	41,300
2-22000	Continuing Education Revolving Fund	30,253	5,000	5,000
2-23000	General Instruction Revolving Fund	558	1,000	1,000
2-24000	Equipment Maintenance Revolving Fund	21,654	27,000	27,000
2-24200	Computer Maintenance Revolving Fund			15,000

AUXILIARY FUND BUDGET

<u>Fund Number</u>	<u>Fund Name</u>	<u>Actual Expenditures 1983-84</u>	<u>Appropriation Approved 1984-85</u>	<u>Appropriation Recommended 1985-86</u>
3-30100	Rental Property	\$ 343	\$ 1,500	\$ 1,030
3-30200	University Center	269,635	207,006	209,451
3-30500	Bookstore	769,475	707,858	802,364
3-30600	Athletics	116,508	110,750	127,550
3-30700	Athletic Scholarships	127,161	150,050	178,739
3-30800	Day Care Center	15,578	13,308	35,011

PLANT FUND BUDGETS

<u>Fund Number</u>	<u>Fund Name</u>	<u>Actual Expenditures 1983-84</u>	<u>Appropriation Approved 1984-85</u>	<u>Appropriation Recommended 1985-86</u>
6-60200	Parking Facilities Fund	\$ 67,217	\$ 21,300	\$ 41,300
6-64100	Academic Building Facilities	820,099	813,044	782,093
6-64200	University Center Bond and Interest Sinking Fund	114,902	118,625	109,418

SECTION III

PERSONNEL

It was recommended the items in this section be approved.

A. EMPLOYMENT OF FACULTY AND STAFF

A resolution to offer employment to former ISUE employees is included in Section I. Each offer of employment will include a salary or wage amount which will be determined in accordance with salary and wage plans developed within the limits of available resources and in accord with the legislative appropriation.

The President is authorized by the Board of Trustees to establish salaries and wages for each person offered employment.

B. FACULTY

1. Promotions

The names of the members of the faculty who are recommended for promotions, effective August 26, 1985, are as follows:

Instructor to Assistant Professor

Deborah Henry, Allied Health; M.S. Education, Indiana State University; B.S. Dental Hygiene, Indiana State University Evansville; 7 years at ISUE; 7 years at present rank.

Phyllis Maddox, Allied Health; M.S. Education, Indiana State University, B.S. Dental Hygiene, Indiana State University Evansville; 7 years at ISUE; 7 years at present rank.

Assistant Professor to Associate Professor

Kenneth Creech, Humanities; M.A., B.S., University of Cincinnati, Cincinnati, Ohio; Ph.D., Wayne State University, Detroit, Michigan; 6 years at ISUE; 6 years at present rank.

Eric Sprouls, Engineering Technology; B.S., M.S. University of Illinois, Urbana, Illinois; 7 years at ISUE; 7 years at present rank.

Michael Waitman, Humanities; B.A., M.A., Ph.D., St. Louis University, St. Louis, Missouri; 16 years at ISUE; 8 years at present rank.

Associate Professor to Professor

Charles Petranek, Social Science; B.A., Aquinas College, Grand Rapids, Michigan; M.A., Western Michigan, Kalamazoo, Michigan; Ph.D., Florida State University, Tallahassee, Florida; 12 years at ISUE; 7 years at present rank.

2. Tenure

The following faculty member is recommended for continuous appointment, effective August 26, 1985.

Paul Robinson, Assistant Professor of Dental Laboratory Technology; Division of Allied Health.

3. Leave of Absence Without Pay, 1985-86 Academic Year

Barbara Marting, Professor of Business; leave of absence without pay for the 1985-86 academic year; effective August 26, 1985.

Salya Sareewiwatthana, Assistant Professor of Business; leave of absence without pay for the 1985-86 academic year; effective August 26, 1985.

4. Leave of Absence With Pay, Fall Semester, 1985

Leonard Dowhie, Associate Professor of Art; leave of absence with pay for the fall semester, 1985; effective August 26, 1985.

Rolla M. Dyer, Professor of Chemistry; leave of absence with pay for the fall semester, 1985; effective August 26, 1985.

5. Leave of Absence With Pay, Spring Semester, 1986

Charles T. Barber, Professor of Political Science; leave of absence with pay for the spring semester, 1986; effective January 13, 1986.

Susan L. Donaldson; Professor of Psychology; leave of absence with pay for the spring semester, 1986; effective January 13, 1986.

Kwangok Kim, Associate Professor of Business; leave of absence with pay for the spring semester, 1986; effective January 13, 1986.

6. Reappointments, 1985-86 Academic Year

Matthew Graham, Assistant Professor of English; salary \$18,500 per academic year, effective August 26, 1985.

Thomas Cervone, Visiting Assistant Professor of Biology; salary \$19,550 per academic year, effective August 26, 1985.

Munir Quddus, Instructor of Economics; salary \$21,000 per academic year, effective August 26, 1985.

George Berger, Instructor of Economics; salary \$23,000 per academic year, effective August 26, 1985.

7. Appointment, 1985-86 Academic Year

Walter W. Jermakowicz, Associate Professor of Business; B.S., M.S., University of Warsaw; Ph.D., Warsaw Technical University; salary, \$32,000 per academic year, effective August 19, 1985.

8. Temporary Appointment, 1985-86 Fiscal Year

Dolores Hawn, Reference Librarian; B.A., M.S.L., Western Michigan University; salary, \$15,500 per fiscal year; effective July 1, 1985.

9. Courtesy Appointments

Mark C. Mills, M.D., Division of Science and Mathematics; courtesy appointment as Associate Professor of Biology; involves no compensation or fringe benefits; effective August 26, 1985.

Philip H. Bousley, Division of Science and Mathematics; courtesy appointment as Assistant Professor of Biology; involves no compensation or fringe benefits; effective August 26, 1985.

10. Resignation

Andrew Jorgensen, Division of Science & Mathematics; effective August 16, 1985.

B. COACHES AND ATHLETES

1. Renewal of Coaches' Contracts

Mark G. Bial, Assistant Basketball Coach, Instructor in Physical Education and Coordinator of Sports Promotions; salary \$22,900 per fiscal year; effective July 1, 1985 to June 30, 1986.

James P. Brown, Men's Varsity Golf Coach and Instructor in Physical Education; salary \$25,200 per academic year, effective August 26, 1985.

Chris A. Diaz, Athletic Trainer and Instructor in Physical Education; salary \$19,000 for the contract period of August 12, 1985 to May 10, 1986.

J. Michael Ferrell, Men's Varsity Soccer Coach and Instructor in Physical Education; salary \$20,120 per contract period of August 12, 1985 to May 10, 1986.

2. Special Stipend for Women's Tennis Coach 1985-86

Nancy Stephenson, Women's Tennis Coach; salary \$1,300.00.


C. Clerical and Service Staff

1. Wage Schedule, 1985-86

Approval of the clerical and service wage schedule for 1985-86, effective July 1, 1985 as displayed in Exhibit III-A was recommended.

On a motion by Dr. Clark, seconded by Mr. Boyer, the personnel recommendations were approved.

Respectfully submitted,



Percy Clark, Jr.
Acting Secretary

UNIVERSITY OF SOUTHERN INDIANA

1985-86

CLERICAL AND SERVICE STAFF WAGE SCHEDULE

<u>PAY GRADE</u>	<u>HOURLY WAGE RANGE</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
1	\$3.98	\$ 5.98
2	4.08	6.12
3	4.18	6.28
4	4.28	6.42
5	4.38	6.58
6	4.52	6.78
7	4.66	7.00
8	4.80	7.20
9	4.94	7.42
10	5.08	7.62
11	5.26	7.90
12	5.46	8.20
13	5.66	8.50
14	5.96	8.94
15	6.24	9.36
16	6.56	9.84
17	6.88	10.32
18	7.18	10.78
19	7.56	11.34
20	7.90	11.84