

**Indiana State University**  
**Board of Trustees**  
**Schedule of Activities**  
**May 6-7, 2016**

**Friday, May 6, 2016**

- 8:00 a.m. Breakfast, Heritage Lounge, Tirey Hall
- 8:00 a.m. Nominating Committee Meeting and Breakfast, State Room, Tirey Hall
- 8:30 a.m. Finance Committee, State Room, Tirey Hall
- 8:30 a.m. Board Officers Executive Session Meeting with Executive Committee of the Faculty Senate to garner input on Presidential Evaluation, Heritage Lounge, Tirey Hall
- 10:00 a.m. Seminar 1: Strategic Plan (Mike Licari), State Room, Tirey Hall
- 12:00 p.m. Executive Session and Lunch, Heritage Lounge, Tirey Hall
- 1:30 p.m. Break
- 1:45 p.m. Agenda Meeting, State Room, Tirey Hall
- 3:45 p.m. Leave for Tree Planting at Woodrow Wilson Middle School
- 4:00 p.m. Tree Planting
- 5:00 p.m. Dinner, Sycamore Banquet Center, Hulman Memorial Student Union

**Saturday, May 7, 2016**

- 9:15 a.m. Robing, Hulman Center
- 9:45 a.m. Procession begins for morning Commencement Ceremony, Hulman Center College of Arts & Sciences and Bayh College of Education
- 12:00 p.m. Commencement Lunch, Condit House
- 1:15 p.m. Robing, Hulman Center

1:45 p.m. Procession begins for afternoon Commencement Ceremony, Hulman Center  
Scott College of Business, College of Health & Human Services and College of  
Technology

**MINUTES**  
**Friday, May 6, 2016, 1:45 p.m.**  
**Annual Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

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1. **Agenda**
2. **Schedule**
3. **Call Annual Meeting to Order**  
**Roll Call**  
Robert Baesler kyo yufor all  
Tanya Bell  
Kathleen Cabello  
David Campbell  
Haley Gravely  
Randall Minas  
Edward Pease  
Kimberly Smith  
Jeff Taylor
4. **Remarks**  
Faculty Senate Chairperson (Dr. MacDonald)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Mr. Cheeks)  
President of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
Chairperson of the ISU Board of Trustees (Mr. Campbell)
5. **New Business Items**
  - 5a For Passage, Approval of the February 19, 2016 Meeting Minutes and Certification of Executive Session (Mr. Campbell)
  - 5b Nominating Committee Report (Mr. Baesler)  
For Passage, Board of Trustees Officers for 2016-17 (Mr. Baesler)
  - 5c For Passage, 2016-17 Board of Trustees Proposed Meeting Schedule (Mr. Campbell)
  - 5d Finance Committee Report (Mr. Taylor)
    - 5d1 For Passage, Operating Budgets (Ms. McKee)
    - 5d2 For Passage, Sycamore Towers Renovation – Phase III Financing (Ms. McKee)
    - 5d3 For Passage, Sycamore Towers Renovation – Phase IV (Ms. McKee)
    - 5d4 For Passage, Year-End Closing Authorization (Ms. McKee)
  - 5e For Passage, Candidates for Degrees (Dr. Licari)
  - 5f For Passage, New Program, Healthcare Analytics Certificate (Dr. Licari)
  - 5g For Passage, New Program Interior Architecture Design Minor (Dr. Licari)
  - 5h For Passage, University Handbook Changes
    - 5h1 For Publication, Proposed Modification of Policy 210 Mission and Values (Dr. Licari)
    - 5h2 For Passage, Revision of Policy 270 University Committees (Dr. Bradley)
    - 5h3 For Passage, Approval of Policy 460 Student Grievances (Dr. Licari)
    - 5h4 For Passage, Approval of Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior(Dr. Licari/Ms. McKee)

- 5h5 For Passage, Modification of Policy 246.13 Faculty Discipline and Dismissal, Policy 350.2.9.1.3 Deficient Performance, and Policy 501.2 Extraordinary Measures (Dr. Licari)
- 5h6 For Passage, Revision and Approval of Policy 560 Staff Hiring, Performance, Promotion, and Transfer, Policy 562 Staff Discipline, Termination, and Resignation, and Policy 565 Staff Grievances (Ms. McKee)
- 5h7 For Passage, Revision of Policy 305.10.3 University Promotion and Tenure Oversight (Dr. Licari)
- 5h8 For Passage, Modification of Policy 310 Faculty Duties and Responsibilities (Dr. Licari)
- 5h9 For Passage, Modification of Policy 345 Academic Administrator Performance Reviews (Dr. Licari)
- 5h10 For Passage, Modification of Policy 351.3 Failed Departments (Dr. Licari)
- 5i For Passage, Resolution Honoring Vigo County School Corporation and City of Terre Haute (Dr. Bradley)
- 6. Items for the Information of the Trustees**
- 6a University Investments
- 6b Financial Report
- 6c Purchasing Report
- 6d Vendor Report
- 6e Faculty Personnel
- 6f Other Personnel
- 6g Grants and Contracts
- 6h Agreements
- 6i Board Representation at University Events
- 6j In Memoriam
- 7. Old Business**
- 8. Adjournment**

**The next Agenda Meeting of the Board of Trustees will take place on campus Thursday, August 25, 2016.**

**MINUTES**  
**Friday, May 6, 2016, 1:45 p.m.**  
**Annual Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

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### **3 Call to Order**

The Indiana State University Board of Trustees met in regular session at 1:45 p.m. on Friday, May 6, 2016 in the State Room, Tirey Hall.

Roll Call for the Annual Meeting was taken by Mr. Campbell  
Robert Baesler, present  
Tanya Bell, present  
Kathleen Cabello, present  
David Campbell, present  
Haley Gravely, present  
Randall Minas, present  
Edward Pease, present  
Kimberly Smith, present  
Jeff Taylor, present

There being a quorum present, Mr. Campbell called the meeting to order at 1:45 p.m.

President Bradley, Vice Presidents Banks, Beacon, Licari, McKee and Rogers were present. Also attending were Mr. Ron Carpenter, President of the ISU Foundation, Dr. Christine MacDonald, Chairperson of the Faculty Senate, Ms. Roxanne Torrence, Chairperson of the Staff Council and Mr. Vernon Cheeks, President of the Student Government Association.

The ISU Board of Trustees engaged in a seminar earlier in the morning given by Provost and Vice President of Academic Affairs Dr. Mike Licari on the Strategic Plan.

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### **4 Remarks**

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

### **REPORT OF THE FACULTY SENATE CHAIRPERSON (Dr. MacDonald)**

(Dr. MacDonald submitted the following report)

Happy end of the semester! Speaking for the faculty, we are all excited and exhausted. We have accomplished much and are working to finish everything else that remains to be done by the end of the semester. Many of us will be working on grades up until the deadline on Tuesday. In the meantime, we are looking forward to commencement tomorrow, and the future success of our new graduates.

In a survey that the Faculty Senate sent out to all the faculty regarding their perceptions of faculty governance, 61% of those who responded said they would like to see more new people involved in the Faculty Senate. We have achieved this goal. As a result of the elections, we will have 10 first-time Senators joining us in the Fall, out of a total Senate of 34. We have also increased the number of faculty of color on the Senate for the coming year.

The officers for next year include Tim Hawkins as Chair, Liz Brown as Secretary, and I will serve as Vice-Chair. As a result, we will have two women serving as officers next year for the first time since Harriet Hudson was chair in 2004. We should also note that this will be the third year in a row with a first-time Chair of the Senate. I believe we have done well to reach a balance of experience and fresh perspectives.

As far as the agenda for today goes, I will just remind you that at the last meeting I said that the Faculty Senate had been busy, and I believe that Item 5h reflects that. While it may appear that we have spent much time dealing with policies regarding bad behavior of faculty and staff, much of this work has been to bring proposed and existing policies into alignment to create an integrated system of progressive discipline, which many colleges and universities lack. I am happy to speak to any of these items as we come to them.

Thank you.

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

(Ms. Torrence submitted the following report)

Good afternoon!

The Council has just finished another busy year. In the next few weeks, the new Executive Committee will be appointing members to the Council standing committees as well as planning goals and objectives for the upcoming year, and planning our Staff Council Retreat that will be held in July.

In March, the Council held our annual representative elections and will have 7 new representatives joining Council this year. There are a few members who have served on Council and will be stepping down for various reasons. I would like to thank the following representatives for their service and dedication to the Council over the past years: Sarah Ber, who has served her term limit, Debbi Jeffries, who will be retiring in early fall; Rhonda Beecroft, who is taking time to pursue her master's degree and Glenn Herring, who will be leaving the university this month.

In the past year, the Council hosted another murder mystery dinner that raised funds for the United Campus Ministries. We also hosted a Simply Adorable fundraiser for the United Way Campaign. And offered chair massages again that raised funds for the Staff Council Scholarship. Once again we hosted a Harvest Party, hosted a tent at Homecoming as well as a float in the parade. We also worked with general counsel to update the Council by laws in the university handbook.

The Public Relations Committee helped organize these events and in addition they also hosted a photo booth at the Welcome Back Picnic and won first place in the Sycamore Hoopla window contest at Hulman Center. The window design was created by our own Audre Brickey.

The Council could not have accomplished our goals without the hard work of the Council's standing committees. I want to thank the Committee Chairs for their hard work and leadership as well as all committee members. Committee chairs were Barry Overpeck, Laura David, Debbie Huckabee, Sarah Ber, and Jamie Hays.

This year, I was a captain for the Faculty and Staff Campaign, and I challenged the entire Council to make a donation to the campaign and if they reached 100% participation, I would attend the April council meeting with blue hair. They reached this goal, and I would like to thank the entire Council for participating and I'm also glad the blue washed out of my hair.

Yesterday, the officers for 2016-2017 were elected and before I introduce you to the newly elected officers, I would like to take a moment to thank this year's fellow officers for their dedicated service and leadership. Martha Reed, Debbi Jeffries, Jamie Hays, Audre Brickey, Rick Murdock, and Tracy McDaniel are all the type of representatives who were always there when needed and it has been a pleasure serving with them. I have been elected to serve as chair for one final year and serving with me will be Barry Overpeck as Vice Chair, Laura David as Secretary and Jamie Hays once again as Treasurer. One of our first tasks will be to appoint the remaining members of the Executive Committee. I look forward to serving with them this year.

I would like to take a moment to thank President Bradley for his support over the past few years. You have always been available for questions and always ask for feedback from the Council and I appreciate that open communication.

On a personal note, I would like to thank Dean Murray for his leadership in the College of Arts and Sciences. As you may know he has decided to leave us for a sunnier and warmer climate. But I mostly want to thank him for not firing me when there were allegations that I was involved in the disappearance of the homecoming spirit award. Thank you John, Joey and I will miss you.

### **REPORT OF THE PRESIDENT OF THE STUDENT GOVERNMENT ASSOCIATION (Mr. Cheeks)**

(Mr. Cheeks submitted the following report)

Good Morning President Bradley and members of the executive cabinet, as the spring semester is coming to an end we are adding to the number of Alumni as the class of 2016 graduates tomorrow May 7, 2016. I have had a marvelous time with being SGA President and finishing off my senior year as an ISU undergraduate student. For doing great things on campus the marvelous Board of Trustees, President Bradley, Provost Licari and Vice President of Student Affairs Willie Banks I thank you. I would like to congratulate Provost Licari and Vice President Banks for this school year with their help in implementing projects for this lovely Indiana State University Campus. I will truly miss being president and I have enjoyed during my administration transitioning students into leaders and most of all I had a great staff to work with, thank you to the 33<sup>rd</sup> administration team.

I have the newly elected SGA President Andy Velazquez with me, Andy will you please stand. I am glad to be passing the torch along to Andy in knowing that he will continue the great SGA leadership of pride and integrity to serve the students on campus. From homecoming to the sesquicentennial events it has been a pleasure to be working on campus, meeting with President Bradley and Dr. Banks and being part of Indiana State University.

It is an exciting time to be a sycamore thank you again for your leadership to this University and please know that we remain dedicated to working with you to provide the students the Sycamore experience they deserve.

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

(Mr. Carpenter made the following comments)

### **University Collaboration:**

- **Endowment Support**
  - **\$1.92 Million** in available support for University programs and scholarship for the 2016-2017 academic year.
  - Partnered with the Scholarship Office to make the thank you notes a part of the scholarship acceptance process for this year.
    - We are pleased with the results of this new process
    - To date, **more than 800** donor thank you notes have already been submitted by student recipients.
    - These notes are extremely heartfelt and will be sent to donors this summer.
    - Thank President Bradley and John Beacon for their support of this important stewardship effort.
- **SAF Corporate Sponsorship Program**
  - We have been awarded the sponsorship program contract for Sycamore Athletics.
  - Jeremiah Turner is leading this effort. Of the 48 sponsors from last year, we have been in conversation with 20 of the sponsors and there are 10 verbal commitments to renew their contracts.
    - We will not contact new sponsors until we have met with all current sponsors.



- Conversations with all current radio and television media partners are in progress and moving forward.

- **Faculty and Staff Campaign**

- I would like to thank Provost Mike Licari for serving as the Faculty and Staff campaign chair. His leadership helped us grow philanthropic support from our faculty and staff:

- The campaign focused on donor participation and had:

- 697 total Donors
- 81 first time donors

- **OIT Partnership**

- We have been working with the Office of Information Technology to migrate the Foundation to OIT services.

- I would like to thank Lisa Spence and her team for their work.

- We are pleased with the progress and expect a savings of about 50% in our technology costs from this partnership.

## Fundraising News

### **Fiscal Year 2016 Fundraising News**

- We had **an anonymous donor** honor a former teacher, mentor and Distinguished ISU Alumna, **Susie Dewey**, by making a \$100,000 contribution to her endowed scholarship.

- This gift will continue to grow as it will be a matching challenge to other Gerstmeyer High School graduates. Susie was a beloved teacher and is a highly respected member of our community, so we anticipate a good number of contributions in support of this fundraising effort.

- Overall fundraising stands at **\$3.57 Million** from just over **5,700 donors**

- Donor retention is about **58%**

- This has increased one percentage point from this time last year.

- The Foundation **is more than 70%** towards our unrestricted goal for The Fund for Indiana State

- Donor retention is **more than 51%**

- We have increased President's Society level donors to The Fund by **11%**

### **Donor Stewardship**

- Through the third quarter of FY16, we have recorded **39,770 stewardship interactions** with donors to the University.

- This is an **average of 6.77 interactions** with each donor

- We are trending above our goal of 6 stewardship touches per donor with some significant donor stewardship opportunities coming in our fourth quarter.

- The ISU Foundation Board of Director's Development Committee is finalizing the recipients of the 2016 March On! philanthropy awards. This event will be held in Terre Haute on **July 23** in conjunction with our ISU Foundation summer board meeting

## Alumni Association Update

### **Spring/Summer Event Series**

- The Alumni Association has several spring events already underway
- Tuesday evening was the welcome reception in Terre Haute for our new Athletic Director, Sherard Clinkscapes
  - Had over 200 alumni and boosters in attendance
- Continued today with the Ladies Tee hosted by Cheri Bradley
  - Presenting sponsor is Sodexo
  - Event raises funds for Women's Athletics
- Monday is the President's Scholars Golf Outing at the Brickyard Crossings Golf Outing in Indianapolis
  - Presenting sponsor is Ratio
  - About 25 teams will be in attendance
- We are bringing back an event at the Indianapolis Motor Speedway to help celebrate the 100<sup>th</sup> Running of the Indianapolis 500.
  - The event sold out in 4 days!
  - Event sponsors are the College of Technology and Roggee Insurance (owned by emeritus Foundation board member George Rogge)
- Beginning in June will be the annual Alumni Association golf outings and a cadre of unique alumni events.
- Look for sign up information in the Alumni Association's monthly electronic newsletter, TreEmail or on the Alumni Association website or social media

## Other Updates

### **Congratulate Foundation Student Workers**

- On a personal note, I would like to recognize some of our outstanding Foundation student workers
- **Erin Sluyter**
  - Graduating this weekend
- **Kaylin Jarvis**
  - Leaving the Foundation for a new internship this summer
  - Graduating in December 2016
- Both have been with the Foundation for 3+ years
- We employ about 10 student workers annually
- Each is instrumental to our work
- We truly appreciate everything they do

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

(Dr. Bradley submitted the following report)

Good afternoon.

I would like to start my report by welcoming several new members of the Indiana State University family.

Our new director of intercollegiate athletics is **Sherard Clinkscales**. An Indiana native, Sherard comes to us from North Carolina State University where he served as senior associate athletics director for student services and sports administration. Sherard is a graduate of Purdue University and is currently working on a master's with a concentration in sports management from North Carolina State. He previously worked at the NCAA as an assistant director of championships. He had a long and distinguished career as an athlete, coach and scout in college and professional baseball, including playing minor league baseball for three seasons before going into scouting for the Atlanta Braves and the Tampa Bay Devil Rays. He also served as assistant baseball coach at Notre Dame. Please join me in welcoming Sherard Clinkscales.

I would now like to call upon Provost Mike Licari to introduce our new interim dean of Health and Human Services Dr. Eli Bermudez.

Vice President Willie Banks will now introduce two new members of his staff, Andy Morgan and Leah Reynolds.

Indiana State continues to receive recognition for its community engagement efforts. Vice President Nancy Rogers will explain the university's latest honor and call upon the entire staff of the Center for Community Engagement to come forward to be recognized.

Thank you, Nancy and congrats to Heather and the entire staff as well as all of the faculty and staff across campus who assist in our community engagement efforts.

Vice President John Beacon would like to introduce the first in a new series of videos being produced by the Office of Communications and Marketing.

The ESPN3 project is part of our Student Media Area. We have Phil Glende, the head of our student media, and Chris Jones, who heads up our ESPN3 project with us today along with some of the students involved in the project.

Thank you.

Last night, Indiana State was honored to host Indiana Governor Mike Pence and former Senator Evan Bayh as Gov. Pence announced the naming of the 21<sup>st</sup> Century Scholar Program in honor of Senator Bayh, who created the program 25 years ago. A number of our students and ISU alumna and 21<sup>st</sup> Century Scholar graduate Chantelle Hendry were able to participate in this announcement. There were numerous past and current legislators and statewide leaders in attendance as well as the media. It was a great evening.

Last month, the University also hosted the Indiana Black Caucus for its regular meeting drawing numerous minority legislators from across Indiana to our campus.

And earlier today, Lieutenant Governor Eric Holcomb stopped by as the board seminar was ending.

Tonight, we will host officials and employees of the Vigo County School Corporation, the city of Terre Haute, state legislators and others for a special tribute to the school corporation and the city for their role in securing Terre Haute as the site of the Indiana State Normal School 150 years ago this month. Before heading to the reception and dinner, we will be planting a tree at Woodrow Wilson Middle School in honor of School Superintendent John Olcott who led this effort.

These events provide great exposure for our university to these important stakeholders and influencers. They also take a great deal of planning on behalf of people from across campus – including Government Relations, the President’s Office, Facilities, the Foundation, Communications and Marketing, and others. Thanks to all those who are working to promote our great university.

Finally, I would like to thank the entire campus community and particularly the members of my cabinet and the leadership of the three governance units, Dr. Chris MacDonald, chair of the Faculty Senate; Ms. Roxanne Torrence, chair of the Staff Council and Vernon Cheeks, president of the Student Government Association for a great year. I look forward to commencement tomorrow and a great next year.

That concludes my report.

**REPORT OF THE BOARD CHAIRPERSON** (Mr. Campbell)  
(Mr. Campbell made the following comments)

I would like to express my thanks to the governing units. Roxanne thank you for your service to the staff and I look forward to having you back for another year. Dr. MacDonald I appreciate your work with the faculty senate. Our board appreciated meeting this morning with the executive board of the faculty senate, it was a very productive meeting and we look forward to making this a tradition in the future. Mr. Cheeks thank you, we have enjoyed working with you and we wish you well. You have been a good spokesman for the student government association. Good luck with your future endeavors and we look forward to working with your successor next year.

I want to join Dan in thanking Mike Snyder for the time that he spent going over the strategic plan with the board. This was a very good discussion and it was nice to have the board engaged and we appreciate all the work and efforts that you have put into the strategic plan.

Greg Goode has done a great job the last couple of days as Dan mentioned with all the politicians that were here yesterday and the Lieutenant Governor today and the community leaders tonight. Greg is universally highly regarded, very well respected and we are very pleased to have him. Thank you Greg for all that you do.

Tomorrow is supposed to be a beautiful day for commencement and we look forward to seeing all of the graduates in their robes on the quad taking picture with their families. It is a very special time of year and we hope to see you around campus and at commencement.

We look forward to next year, thank you very much.

## 5 New Business Action Items

### 5a Approval of the Minutes of the February 19, 2016 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 1:00 p.m. on Friday, February 19, 2016 in the State Room, Tirey Hall.

Trustees present: Mr. Baesler, Ms. Bell, Mrs. Cabello, Mr. Campbell, Ms. Gravely, Mr. Minas, Mr. Pease, Mrs. Smith and Mr. Taylor.

- 5-14-1.5-6.1 (b) (2) (B) Litigation
- 5-14-1.5-6.1 (b) (2) (D) Purchase or Lease of Real Property
- 5-14-1.5-6.1 (b) (6) Personnel

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

**Recommendation:** Approval of Board Minutes and Certification of Executive Session.

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

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## 5b Nominating Committee Report

### 5b1 Report of the Nominating Committee

The nominating committee met at 8:30 a.m. Friday, May 6, and places in nomination the following slate of officers for 2016-2017:

Chair: David Campbell

Vice Chair: Ed Pease

Secretary: Jeff Taylor

Assistant Secretary: Kathy Cabello

Treasurer of the University: Diann McKee

**Recommendation:** Approval of the slate of Board of Trustees officers for 2016-2017, effective July 1, 2016.

**Mr. Baesler reported that the Nominating Committee unanimously recommends the approval of the officers as presented. The board voted to approve the officers as presented.**

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## 5c Board of Trustees Proposed Meeting Dates

August 23-25, 2016	Board Retreat/Presidential Evaluation
August 25, 2016	ISU Board of Trustees Agenda Meeting
September 30, 2016	Agenda Meeting (Homecoming is October 1)
December 16, 2016	Agenda Meeting (Commencement is December 17)
February 23-24, 2017	Two-Day Meeting
May 12, 2017	Organizational Meeting (Commencement is May 13 <sup>th</sup> )

**Recommendation:** Approval of the proposed Board of Trustees meeting dates for 2016-17.

**On a motion by Mr. Taylor, and seconded by Mrs. Cabello, the recommendation was approved.**

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## 5d Finance Committee Report

## 5d1 Operating Budgets, 2016-17

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2016-17. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2016-17 fiscal year within the capabilities of budgeted resources.

**Recommendation:** Approval of the following operating budgets for the 2016-17 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

**Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.**

### INDIANA STATE UNIVERSITY 2016-17 Budgets

The General Fund, Student Services, Auxiliary and Other Operating Units, and Line-Item summary budgets for 2016-17 are described below along with the related key planning points as discussed with the Board of Trustees Finance Committee on February 19, 2016.

#### **GENERAL FUND BUDGET**

##### **Revenues**

Revenue projected for the General Fund budget in 2016-17 totals \$175,800,000, a 2.7% increase compared to 2015-16. The change in revenue comes primarily from a general student fee increase for resident and non-resident students, an increase in budgeted student enrollment, an increase of \$165,375 from Residential Life and \$30,000 from the Student Recreation Center for utility cost reimbursement, and other miscellaneous revenue adjustments.

The operating appropriation decreased by \$264,829 from the 2015-16 level. Budgeted tuition for 2016-17 assumes an average of 100% of the undergraduate and graduate full-time equivalent enrollment of the previous two fall semesters. The increase in net budgeted tuition of \$2,226,665 includes a 1.95% tuition and mandatory fee increase (\$1,865,706), enrollment growth (\$2,828,704), the offset of the increase in the debt service appropriation, and other minor budget adjustments. Overall, student tuition represents 53.1% of the total general fund budget (compared to 37.5% for state operating appropriations).

To meet the priorities and commitments reflected in the budget, reallocations (reductions) were required as a part of the 2016-17 budget planning process. A total of \$545,084 was reallocated from 2015-16 base budgets to fund increases in compensation and other priority budget items. Included in this amount is \$343,851 of retiree life insurance premiums to be charged to the VEBA Trust, effective July 1, 2016.

The state maintained the same level of support for Degree Link, a separate line item appropriation, as during the 2015-16 year of \$446,438. The appropriation is accounted for in a separate cost center budget to support the delivery of Indiana State University baccalaureate degree programs at Ivy Tech Community College and Vincennes University locations.

## **Expenditures**

### **I. Compensation**

The 2016-17 operating budget contains a projected two percent (2.0%) increase pool for salary adjustments plus amounts set aside for faculty and staff target salary programs. Criteria for any salary adjustments will be determined once enrollment numbers are known for the Fall 2016 semester and an assessment of overall budgetary conditions has been made. Faculty promotions and degree adjustments are funded internally within Academic Affairs. Student wage departmental budgets were also increased by two percent (2.0%) overall.

Fringe benefit budgets allocated to each division of the University are annually realigned to more closely reflect actual expenditure patterns. The University provides eligible employees with a full benefit package which includes health coverage (medical, Rx, dental), retirement contributions, life insurance, and long-term disability. For 2016-17, the net decrease in budgeted fringe benefits amounts to \$156,982. This is inclusive of the savings, described below, by further activation of the VEBA Trust.

In 1998 the University established a Voluntary Employees Benefit Association Trust (VEBA) to set aside reserves to offset the liability for post employment benefits (retiree health and life insurance). As of March 31, 2016, the market value of the VEBA Trust is \$82 million. The actuarial accrued liability as of June 30, 2015, was \$64.3 million. Currently seventy-five percent (75%) of the cost of the University share of eligible retiree health premiums is charged to the Trust. Effective July 1, 2016, one hundred percent (100%) of all retiree health premiums will be charged to the Trust resulting in approximately \$724,036 of additional savings to the University for 2016-17. Furthermore, retiree life insurance premiums will also be fully charged to the Trust resulting in \$343,851 of savings.

### **II. Departmental Supplies and Expense**

Adjustments to the supplies/expense budgets and repair/maintenance lines include various realignments within departments and divisions of the University to more accurately reflect appropriate budgetary classifications. In addition, University-wide utility budgets were increased by \$270,360 to provide for projected growth in utility expenses. As mentioned previously, Residential Life is contributing an additional \$165,375 for a total of \$3,472,875 to partially offset the cost of providing utilities to this auxiliary unit of the University. Various other allocations are included to support the strategic plan and unavoidable growth in some areas.

### **III. Equipment and Other Capital**

A fund for capital improvements of \$4,000,000 is maintained as a part of the 2016-17 budget. The adopted State budget for the 2015-17 biennia provides approximately \$1.4 million of repair and rehabilitation funding for 2016-17 with the expectation that institutions provide additional resources as a part of their respective budgets. These funds will be used to address deferred renewal needs of academic/administrative facilities.

### **IV. Student Scholarships**

The recommended student scholarship and fee remission budget for 2016-17 totals \$13,381,221 (or 7.6% of the total general fund operating budget). This amount is inclusive of a two percent (2%) increase from the 2015-16 level.

The scholarship and fee remission budget consists of two components. The major portion (\$13,181,221) will be awarded directly to students through such programs as the President's Scholars and various other academic and need



based scholarships as well as institutional fee remissions for undergraduate and graduate students. The second portion (\$200,000) of the budget accounts for matching funds needed for participation in federal student aid programs.

An additional component of Student Scholarships is the laptop scholarship program for incoming freshman and transfer students with a minimum 3.0 G.P.A. Base funding of \$1,415,000 is provided in a separate student aid allocation.

## **V. Reserves**

An allocation of \$2,050,000 was set aside as a part of the 2015-16 budget to fund high priority strategic initiatives. During the past fiscal year \$1,723,473 of this amount was allocated to support base budget needs of strategic importance. An additional \$1,250,000 has been added to the reserve pool for strategic initiatives as a part of the 2016-17 budget.

A second reserve pool of three percent (3%) of the previous year budget is set aside to absorb any revenue shortfalls. For the 2016-17 year, this amounts to \$5,133,330.

## **STUDENT SERVICES BUDGET**

The Student Services budget allocates a portion of student tuition to operating units within the Designated and Auxiliary fund groups to support student activities and related programs. These funds are primarily used to offset increased operating costs for those units supported by the Student Services budget. Included in the Student Services budget for 2016-17 is an increase of \$280,812 in the allocation of student tuition to support student activities and related programs and a decrease of \$135,700 in Student Recreation Center fees resulting from a partial refinancing in 2014-15 of related facility debt service.

## **AUXILIARY AND OTHER OPERATIONS**

Auxiliaries are operated as independent units supporting students and the University in various capacities. Residential Life is the largest University auxiliary unit. Each of the Auxiliary units generates outside revenues to support the individual operating budget of each unit. The financial planning components for the General Fund Operating budget were also used in the preparation of the Auxiliary budgets.

As in prior fiscal years, a reserve pool for capital improvements is maintained as a part of the Residential Life budget. This reserve pool will be allocated to planned future improvements for student housing facilities.

## **LINE-ITEM APPROPRIATIONS**

As stated earlier, the state maintained the same level of line-item appropriation support for the Degree Link program as in the 2015-16 year. The total appropriation for 2016-17 remains at \$446,438.

Other line-item appropriations allocated to the University for 2016-17 include; \$204,000 for the ISU Nursing Program, \$147,950 for Dual Credit programs, and \$600,000 for the Indiana Principal Leadership Institute operated by the Bayh College of Education.

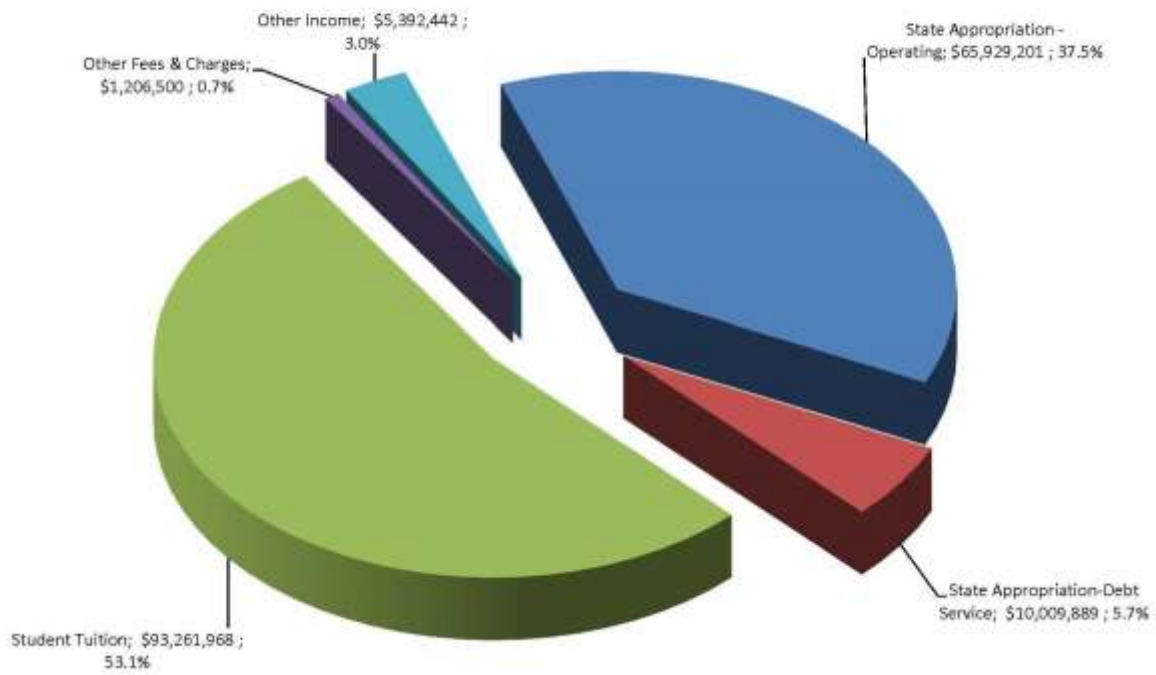
**INDIANA STATE UNIVERSITY  
General Fund Budget Summary**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Budget Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$66,194,030	(\$264,829)	\$65,929,201
Debt Service Appropriation	7,530,475	2,479,414	10,009,889
Sub-Total State Appropriation	73,724,505	2,214,585	75,939,090
Student Tuition *	91,035,303	2,226,665	93,261,968
Other Fees and Charges	1,210,500	(4,000)	1,206,500
Other Income	5,140,692	251,750	5,392,442
Total Source of Funds	<u>\$171,111,000</u>	<u>\$4,689,000</u>	<u>\$175,800,000</u>
<b>Use of Funds</b>			
<b>Compensation</b>			
Salaries and Wages	\$83,859,375	\$2,763,308	\$86,622,683
Fringe Benefits	25,901,789	(156,982)	25,744,807
Sub-Total Compensation	109,761,164	2,606,326	112,367,490
<b>Departmental Expenses</b>			
Supplies and Related Expenses	17,038,997	248,261	17,287,258
Repairs and Maintenance	4,186,697	479,648	4,666,345
Other Committed Expenses	1,160,348	50,000	1,210,348
Sub-Total Departmental Expenses	22,386,042	777,909	23,163,951
Utilities and Related Expenses	10,814,399	270,360	11,084,759
<b>Equipment and Other Capital</b>			
Library Acquisitions	1,610,729		1,610,729
Operating Equipment	1,449,072	617,920	2,066,992
Capital Improvements	3,750,000	250,000	4,000,000
Sub-Total Equipment & Other Capital	6,809,801	867,920	7,677,721
Student Scholarship and Fee Remissions	13,118,844	262,377	13,381,221
Laptop Scholarship Program	1,415,000		1,415,000
Reserve for Strategic Initiatives	2,050,000	(473,473)	1,576,527
Budgeted Reserve	4,755,750	377,580	5,133,330
Total Use of Funds	<u>\$171,111,000</u>	<u>\$4,689,000</u>	<u>\$175,800,000</u>
Growth in Budget	7.9%		2.7%

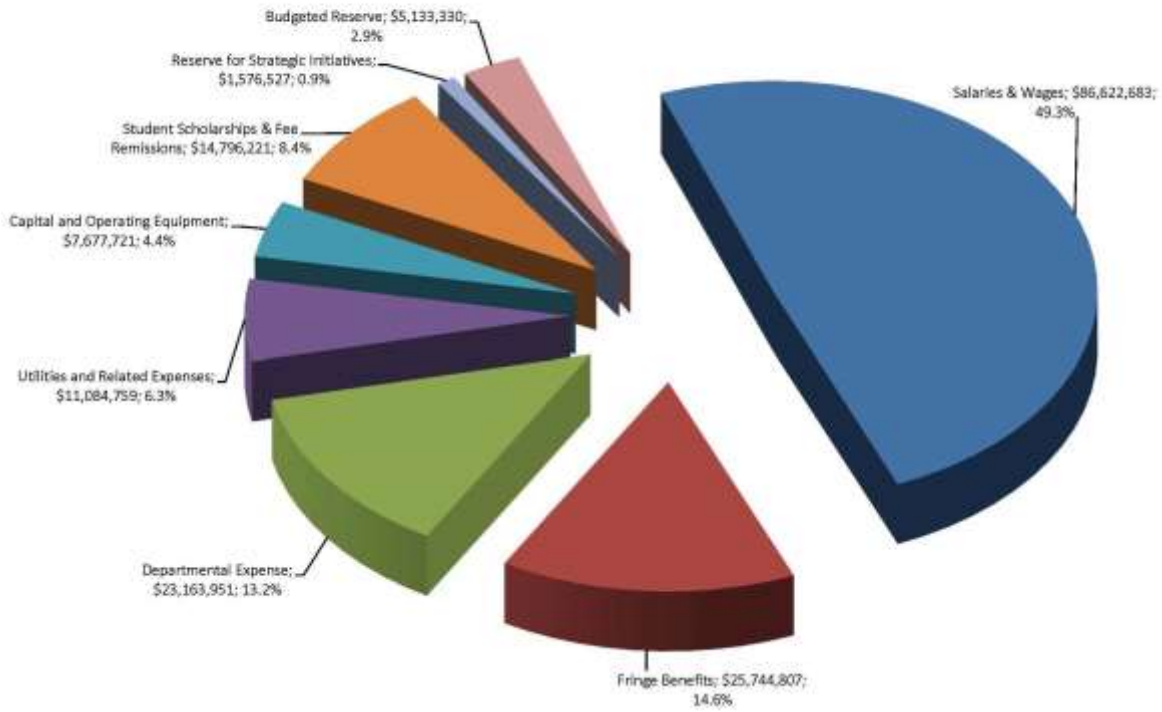
**Footnotes:**

\* This figure is inclusive of a 1.95% increase in tuition and mandatory fees for undergraduate and graduate students, the offset of an increase in debt service appropriation, budgeted enrollment growth, and other minor adjustments.

INDIANA STATE UNIVERISTY  
Budgeted Revenues by Source - General Fund  
Fiscal Year 2016-17



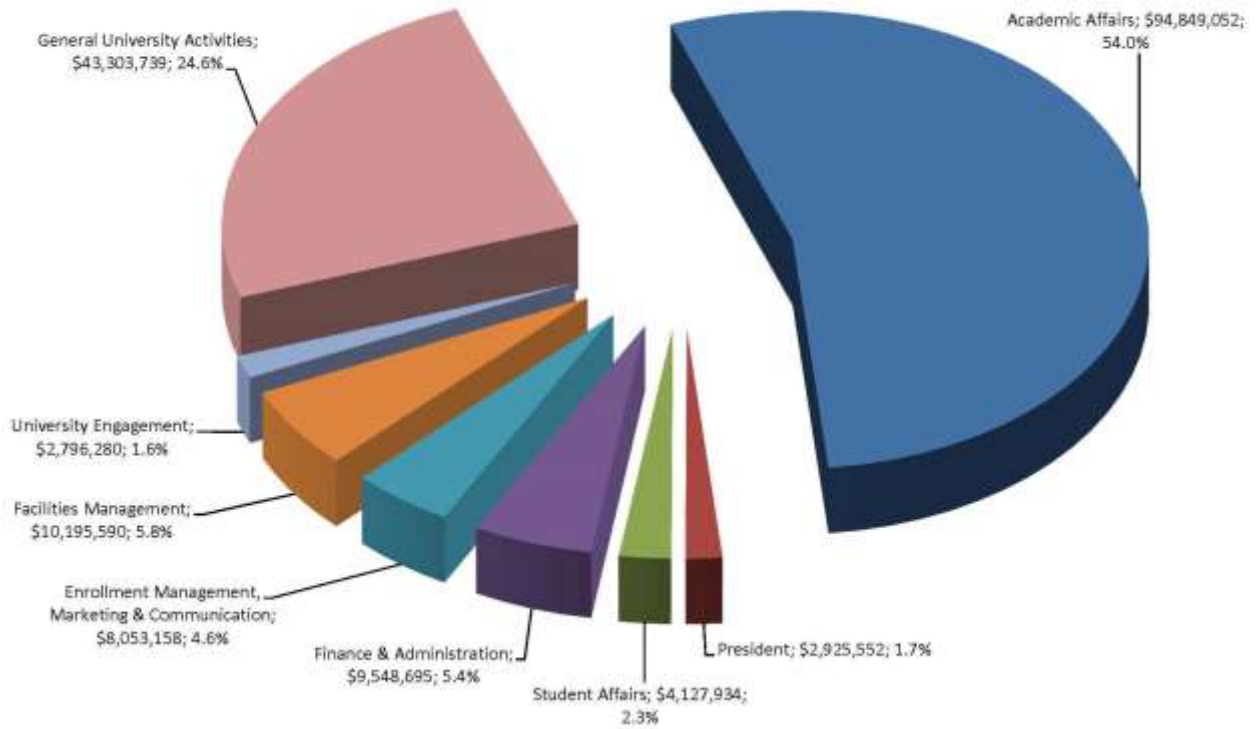
**INDIANA STATE UNIVERSITY  
 Budgeted Expenditures By Function - General Fund  
 Fiscal Year 2016-17**



**INDIANA STATE UNIVERSITY  
GENERAL FUND BUDGETED EXPENDITURES - BY UNIT FY17 AS COMPARED TO FY16**

	<u>2015-16 Budget</u>	<u>Proposed 2016-17 Budget</u>		<u>2015-16 Budget</u>	<u>Proposed 2016-17 Budget</u>
<b>Academic Affairs</b>			<b>President</b>		
Salary and Wages	\$59,408,355	\$61,133,080	Salary and Wages	\$1,738,811	\$1,877,532
Fringe Benefits	16,759,064	17,782,872	Fringe Benefits	505,377	446,335
Student Wages	1,812,084	1,864,275	Student Wages	31,160	89,219
Supplies and Expenses	8,491,699	7,756,296	Supplies and Expenses	460,381	668,979
Repair and Maintenance	2,848,370	3,196,568	Repair and Maintenance	10,960	9,980
Capital	2,510,491	3,115,961	Capital	33,527	33,527
<b>Total</b>	<u>\$91,828,063</u>	<u>\$94,849,052</u>	<b>Total</b>	<u>\$2,780,216</u>	<u>\$2,926,552</u>
<b>Student Affairs</b>			<b>Enrollment Management, Marketing &amp; Communication</b>		
Salary and Wages	\$2,293,878	\$2,589,815	Salary and Wages	\$4,021,988	\$4,092,380
Fringe Benefits	689,054	764,738	Fringe Benefits	1,306,564	1,339,774
Student Wages	228,404	232,971	Student Wages	298,779	304,754
Supplies and Expenses	412,089	484,089	Supplies and Expenses	2,133,617	2,248,617
Repair and Maintenance	6,172	6,172	Repair and Maintenance	26,732	26,732
Capital	50,149	50,149	Capital	40,901	40,901
<b>Total</b>	<u>\$3,679,746</u>	<u>\$4,127,934</u>	<b>Total</b>	<u>\$7,828,561</u>	<u>\$8,053,158</u>
<b>Finance and Administration</b>			<b>Facilities Management</b>		
Salary and Wages	\$5,941,677	\$6,106,547	Salary and Wages	\$5,569,681	\$5,789,725
Fringe Benefits	2,063,075	2,099,513	Fringe Benefits	2,202,071	2,164,836
Student Wages	171,403	176,545	Student Wages	41,832	42,669
Supplies and Expenses	610,461	721,936	Supplies and Expenses	870,817	870,817
Repair and Maintenance	68,421	69,421	Repair and Maintenance	1,227,543	1,327,543
Capital	374,733	374,733	<b>Total</b>	<u>\$9,911,944</u>	<u>\$10,196,590</u>
<b>Total</b>	<u>\$9,229,770</u>	<u>\$9,548,695</u>			
<b>University Engagement</b>			<b>General University Activities</b>		
Salary and Wages	\$1,097,453	\$1,314,743	Salary and Wages	\$806,197	\$627,403
Fringe Benefits	328,897	366,739	Fringe Benefits	2,047,867	780,000
Student Wages	397,671	581,025	Supplies and Expenses	3,610,727	4,070,151
Supplies and Expenses	449,207	466,373	Capital	25,000	25,000
Repair and Maintenance	500	29,950	Other Committed Expenses	1,160,348	1,210,348
Capital	25,000	37,450	Utilities and Related Expenses	10,814,399	11,084,759
<b>Total</b>	<u>\$2,298,528</u>	<u>\$2,796,280</u>	Student Scholarships and Fee Remissions	13,116,844	13,381,221
			Laptop Scholarships	1,415,000	1,415,000
			Reserve for Quality Enhancement	2,050,000	1,576,527
			Budgeted General Fund Reserve	4,755,750	5,133,330
			Reserve for Capital Improvements	3,750,000	4,000,000
			<b>Total</b>	<u>\$43,554,152</u>	<u>\$43,303,739</u>
			<b>Grand Total</b>	<u>\$171,111,000</u>	<u>\$175,800,000</u>

**INDIANA STATE UNIVERSITY**  
**Budgeted Expenditures By Unit - General Fund**  
**Fiscal Year 2016-17**



**INDIANA STATE UNIVERSITY  
Student Services Budget**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Source of Funds</b>			
Student Service Allocation	\$13,590,611	\$274,812	\$13,865,423
Student Recreation Center Fee	1,649,706	(135,700)	1,514,006
Student Service Waivers	434,000	6,000	440,000
<b>Total Source of Funds</b>	<b><u>\$15,674,317</u></b>	<b><u>\$145,112</u></b>	<b><u>\$15,819,429</u></b>
<b>Use of Funds</b>			
<b>Direct Allocations</b>			
Student Government	\$74,400		\$74,400
Graduate Student Association	3,000		3,000
African American Cultural Center	13,300		13,300
Sparkettes	29,489	\$3,093	32,582
Cheerleaders	31,811	2,291	34,102
Student Programming	76,608		76,608
Student Union Board	78,300		78,300
Student Yearbook	25,000		25,000
Student Recreation Center Bond Fund	1,420,000	(243,700)	1,176,300
Sub Total Direct Allocations	\$1,751,908	(\$238,316)	\$1,513,592
<b>Auxiliary Operations Supplemental Allocations</b>			
Identification Cards	\$42,634		\$42,634
Hulman Memorial Student Union	1,088,427	\$8,832	1,097,259
Intercollegiate Athletics	9,815,838	331,719	10,147,557
Statesman Newspaper	120,366	2,175	122,541
Hulman Center	897,381	26,702	924,083
Student Recreation Center	269,706	68,000	337,706
Sub Total Supplemental Allocations	\$12,234,352	\$437,428	\$12,671,780
<b>Transfers, Reserves and Other</b>			
Facilities Project/Equipment Reserve	\$1,110,000	(\$60,000)	\$1,050,000
Allocation for Class Activities	3,365		3,365
ID Equipment Maintenance	10,000		10,000
Allowance for Doubtful Accounts	130,692		130,692
Student Service Waivers	434,000	6,000	440,000
Sub Total Transfers, Reserves & Other	\$1,688,057	(\$54,000)	\$1,634,057
<b>Total Use of Funds</b>	<b><u>\$15,674,317</u></b>	<b><u>\$145,112</u></b>	<b><u>\$15,819,429</u></b>

**STUDENT SERVICES DIRECT ALLOCATIONS**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Student Government</b>			
Compensation	\$53,160		\$53,160
Supplies and Expense	21,240		21,240
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$74,400</u>	<u>\$0</u>	<u>\$74,400</u>
<b>Graduate Student Association</b>			
Compensation	\$0		\$0
Supplies and Expense	3,000		3,000
Repairs and Maintenance	0		0
Total	<u>\$3,000</u>	<u>\$0</u>	<u>\$3,000</u>
<b>African American Cultural Center</b>			
Compensation	\$0		\$0
Supplies and Expense	13,300		13,300
Repairs and Maintenance	0		0
Total	<u>\$13,300</u>	<u>\$0</u>	<u>\$13,300</u>
<b>Sparkettes</b>			
Compensation	\$22,471	\$3,093	\$25,564
Supplies and Expense	7,018		7,018
Repairs and Maintenance	0		0
Total	<u>\$29,489</u>	<u>\$3,093</u>	<u>\$32,582</u>
<b>Cheerleaders</b>			
Compensation	\$17,981	\$2,291	\$20,272
Supplies and Expense	13,830		13,830
Repairs and Maintenance	0		0
Total	<u>\$31,811</u>	<u>\$2,291</u>	<u>\$34,102</u>
<b>Student Programming</b>			
Compensation	\$0		\$0
Supplies and Expense	76,608		76,608
Repairs and Maintenance	0		0
Total	<u>\$76,608</u>	<u>\$0</u>	<u>\$76,608</u>
<b>Student Union Board</b>			
Compensation	\$0		\$0
Supplies and Expense	78,300		78,300
Repairs and Maintenance	0		0
Total	<u>\$78,300</u>	<u>\$0</u>	<u>\$78,300</u>
<b>Student Yearbook</b>			
Compensation	\$0	\$24,200	\$24,200
Supplies and Expense	25,000	(24,200)	800
Repairs and Maintenance	0		0
Total	<u>\$25,000</u>	<u>\$0</u>	<u>\$25,000</u>
<b>Student Recreation Center Bond Fund</b>			
Student Recreation Center Debt Service	\$1,420,000	(\$243,700)	\$1,176,300



**INDIANA STATE UNIVERSITY**  
**AUXILIARY AND OTHER OPERATIONS**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>SUMMARY TOTALS</b>			
<b>SUMMARY INCOME</b>	<u>\$63,222,158</u>	<u>\$1,979,334</u>	<u>\$65,201,492</u>
<b>SUMMARY EXPENDITURES</b>			
Compensation	\$19,917,657	\$630,020	\$20,547,677
Supplies and Expense	29,765,093	1,348,318	31,113,411
Debt Service	6,490,000	1,200,000	7,690,000
Repairs and Maintenance	1,876,220	(39,394)	1,836,826
Capital	713,234	(11,244)	701,990
Reserve for Capital Improvements	<u>4,459,954</u>	<u>(1,148,366)</u>	<u>3,311,588</u>
<b>Total</b>	<u>\$63,222,158</u>	<u>\$1,979,334</u>	<u>\$65,201,492</u>

**Hulman Center**

<b>Income</b>			
Student Service Allocation	\$897,381	\$26,702	\$924,083
Rental and Other Income	<u>928,705</u>	<u>21,781</u>	<u>950,486</u>
<b>Total</b>	<u>\$1,826,086</u>	<u>\$48,483</u>	<u>\$1,874,569</u>

<b>Expenditures</b>			
Compensation	\$1,416,431	\$25,057	\$1,441,488
Supplies and Expense	354,655	23,426	378,081
Repairs and Maintenance	10,000	5,000	15,000
Capital	<u>45,000</u>	<u>(5,000)</u>	<u>40,000</u>
<b>Total</b>	<u>\$1,826,086</u>	<u>\$48,483</u>	<u>\$1,874,569</u>

**Residential Life**

Rental and Other Income	\$40,269,550	\$997,880	\$41,267,430
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<b>Expenditures</b>			
Compensation	\$8,695,133	\$230,906	\$8,926,039
Supplies and Expense	18,927,815	882,986	19,810,801
Debt Service	6,300,000	1,200,000	7,500,000
Repairs and Maintenance	1,356,224	(119,132)	1,237,092
Capital	530,424	(48,514)	481,910
Reserve for Capital Improvements	<u>4,459,954</u>	<u>(1,148,366)</u>	<u>3,311,588</u>
<b>Total</b>	<u>\$40,269,550</u>	<u>\$997,880</u>	<u>\$41,267,430</u>

	2015-16 Budget As Approved By Board of Trustees	Change	Proposed 2016-17 Budget
<b>Hulman Memorial Student Union</b>			
Income			
Student Service Allocation	\$1,088,427	\$8,832	\$1,097,259
Machine Sales and Vending	30,000	(8,264)	21,736
Room Rental	10,000	1,700	11,700
Miscellaneous Income	130,296	(1,007)	129,289
Transfers In	119,507	2,351	121,858
Total	<u>\$1,378,230</u>	<u>\$3,612</u>	<u>\$1,381,842</u>
Expenditures			
Compensation	\$1,130,794	\$23,530	\$1,154,324
Supplies and Expense	206,436	(20,918)	185,518
Repairs and Maintenance	41,000	1,000	42,000
Capital	0		0
Total	<u>\$1,378,230</u>	<u>\$3,612</u>	<u>\$1,381,842</u>
<b>Athletics</b>			
Income			
Student Service Allocation	\$9,815,838	\$331,719	\$10,147,557
Contributions - Sycamore			
Varsity Club	150,000		150,000
Admission Sales	550,000		550,000
Commissions and Other Income	1,020,000	220,000	1,240,000
Guarantees	450,000	25,000	475,000
Transfer In	300,000		300,000
Total	<u>\$12,285,838</u>	<u>\$576,719</u>	<u>\$12,862,557</u>
Expenditures			
Compensation	\$4,826,747	\$187,353	\$5,014,100
Supplies and Expense	7,317,031	344,366	7,661,397
Repairs and Maintenance	70,750		70,750
Capital	71,310	45,000	116,310
Total	<u>\$12,285,838</u>	<u>\$576,719</u>	<u>\$12,862,557</u>
<b>Student Recreation Center</b>			
Income			
Student Service Allocation	\$40,000	(\$40,000)	\$0
Student Recreation Center Fee Allocation	229,706	108,000	337,706
Memberships	149,000	(16,600)	132,400
Miscellaneous Income	96,300	16,560	112,860
Transfer In	273,152	15,000	288,152
Total	<u>\$788,158</u>	<u>\$82,960</u>	<u>\$871,118</u>
Expenditures			
Compensation	\$428,409	\$20,116	\$448,525
Supplies and Expense	313,535	62,864	376,399
Repairs and Maintenance	33,214	12,980	46,194
Capital	13,000	(13,000)	0
Total	<u>\$788,158</u>	<u>\$82,960</u>	<u>\$871,118</u>

The Student Recreation Center fees and related debt service for the facility are shown in the Student Services Budget.

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Telecommunications</b>			
Income			
Local Service Charges	\$1,530,206	(\$14,206)	\$1,516,000
Long Distance Charges	6,991	(3,191)	3,800
Miscellaneous Reimbursement	162,954	64,092	227,046
Other	38,776	4,644	43,420
Total	<u>\$1,738,927</u>	<u>\$51,339</u>	<u>\$1,790,266</u>
Expenditures			
Compensation	\$847,506	\$10,626	\$858,132
Supplies and Expense	804,939	42,235	847,174
Repairs and Maintenance	63,982	208	64,190
Capital	22,500	(1,730)	20,770
Total	<u>\$1,738,927</u>	<u>\$51,339</u>	<u>\$1,790,266</u>
<b>Early Childhood Education Center</b>			
Income			
Child Care Fees	\$682,297	\$28,798	\$711,095
Other Income	146,322		146,322
Transfer In	50,000		50,000
Total	<u>\$878,619</u>	<u>\$28,798</u>	<u>\$907,417</u>
Expenditures			
Compensation	\$797,967	\$32,653	\$830,620
Supplies and Expense	71,652	(855)	70,797
Repairs and Maintenance	4,000	(3,000)	1,000
Capital	5,000		5,000
Total	<u>\$878,619</u>	<u>\$28,798</u>	<u>\$907,417</u>
<b>Physical Therapy &amp; Sports Rehab Clinic</b>			
Income			
	\$429,069	(\$11,388)	\$417,681
Expenditures			
Compensation	\$353,839	\$9,612	\$363,451
Supplies and Expense	75,230	(21,000)	54,230
Capital	0		0
Total	<u>\$429,069</u>	<u>(\$11,388)</u>	<u>\$417,681</u>
<b>Statesman Newspaper</b>			
Income			
Advertising Sales	\$163,675	(\$7,285)	\$156,390
Student Service Allocation	120,366	2,175	122,541
Other Income	2,500		2,500
Total	<u>\$286,541</u>	<u>(\$5,110)</u>	<u>\$281,431</u>
Expenditures			
Compensation	\$213,933	(\$6,785)	\$207,148
Supplies and Expense	72,608	1,675	74,283
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$286,541</u>	<u>(\$5,110)</u>	<u>\$281,431</u>

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>ID Card System</b>			
Income			
Student Service Allocation	\$42,634		\$42,634
Other Income	55,210	\$2,500	57,710
Total	<u>\$97,844</u>	<u>\$2,500</u>	<u>\$100,344</u>
Expenditures			
Compensation	\$45,011	\$1,972	\$46,983
Supplies and Expense	36,583	778	37,361
Repairs and Maintenance	10,250	(250)	10,000
Capital	6,000		6,000
Total	<u>\$97,844</u>	<u>\$2,500</u>	<u>\$100,344</u>
<b>HMSU Commons</b>			
Income			
CAM Charges	\$183,076		\$183,076
Transfer In	67,529		67,529
Total	<u>\$250,605</u>	<u>\$0</u>	<u>\$250,605</u>
Expenditures			
Compensation	\$0		\$0
Supplies and Expense	238,605		238,605
Repairs and Maintenance	12,000		12,000
Capital	0		0
Total	<u>\$250,605</u>	<u>\$0</u>	<u>\$250,605</u>
<b>Parking Services</b>			
Income			
Parking Income	\$510,000	\$17,895	\$527,895
Transfer In	260,000		260,000
Total	<u>\$770,000</u>	<u>\$17,895</u>	<u>\$787,895</u>
Expenditures			
Compensation	\$318,806	\$18,803	\$337,609
Supplies and Expense	151,194	(10,908)	140,286
Debt Service	190,000		190,000
Repairs and Maintenance	90,000	10,000	100,000
Capital	20,000		20,000
Total	<u>\$770,000</u>	<u>\$17,895</u>	<u>\$787,895</u>
<b>Extended Learning</b>			
Income			
Distance Delivery Fees	\$700,000	\$55,000	\$755,000
Expenditures			
Compensation	\$251,783	\$14,595	\$266,378
Supplies and Expense	448,217	40,405	488,622
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$700,000</u>	<u>\$55,000</u>	<u>\$755,000</u>

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Conference Activities</b>			
Income			
Conference Fees	\$5,000	(\$1,500)	\$3,500
Transfer In	142,591	2,461	145,052
Total	<u>\$147,591</u>	<u>\$961</u>	<u>\$148,552</u>
Expenditures			
Compensation	\$137,585	\$2,161	\$139,746
Supplies and Expense	10,006	(1,200)	8,806
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$147,591</u>	<u>\$961</u>	<u>\$148,552</u>
<b>Flight Academy</b>			
Income			
Flight Fees	\$1,100,550	\$129,095	\$1,229,645
Other Income	24,550	590	25,140
Transfer In	250,000		250,000
Total	<u>\$1,375,100</u>	<u>\$129,685</u>	<u>\$1,504,785</u>
Expenditures			
Compensation	\$453,713	\$59,421	\$513,134
Supplies and Expense	736,587	4,464	741,051
Repairs and Maintenance	184,800	53,800	238,600
Capital	0	12,000	12,000
Total	<u>\$1,375,100</u>	<u>\$129,685</u>	<u>\$1,504,785</u>

**INDIANA STATE UNIVERSITY  
Degree Link Budget**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$446,438		\$446,438
Total Source of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$245,960	\$47,383	\$293,343
Fringe Benefits	121,611	(10,459)	111,152
Student Wages	30,000	(17,000)	13,000
Supplies and Related Expenses			
Travel	9,500	3,356	12,856
Postage	1,000	(1,000)	0
Telephone Expenses	2,880	120	3,000
Printing	3,000	(1,400)	1,600
Supplies	9,794	(4,794)	5,000
Other Services	17,693	(11,206)	6,487
Miscellaneous Expenses	5,000	(5,000)	0
Total Use of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>

**INDIANA STATE UNIVERSITY  
Nursing Program Budget**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$204,000		\$204,000
Total Source of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$20,000	\$70,587	\$90,587
Fringe Benefits	1,530	23,455	24,985
Supplies and Related Expenses			
Faculty Development/Travel	74,000	(6,572)	67,428
Supplies	2,500	(1,500)	1,000
Other Services	105,970	(85,970)	20,000
Total Use of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>

**INDIANA STATE UNIVERSITY  
Dual Credit Budget**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$147,950		\$147,950
Total Source of Funds	<u>\$147,950</u>	<u>\$0</u>	<u>\$147,950</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$65,000	\$13,865	\$78,865
Fringe Benefits	4,973	4,978	9,951
Supplies and Related Expenses			
Personnel and Contract Services	30,000		30,000
Travel	7,500	(2,550)	4,950
Postage	927	(927)	0
Telephone Expenses	300	100	400
Printing	2,000	4,100	6,100
Supplies	1,500	(1,250)	250
Other Services	5,750	1,684	7,434
Scholarships	30,000	(20,000)	10,000
Total Use of Funds	<u>\$147,950</u>	<u>\$0</u>	<u>\$147,950</u>



**INDIANA STATE UNIVERSITY  
Principal Leadership Institute**

	<u>2015-16 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2016-17 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$600,000		\$600,000
Total Source of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$135,052	\$24,822	\$159,874
Fringe Benefits	31,596	4,751	36,347
Student Wages	14,225	(14,225)	0
Supplies and Related Expenses			
Personnel and Contract Services	244,027	657	244,684
Travel	58,900	(4,260)	54,640
Printing	1,600	3,400	5,000
Supplies	17,050	2,950	20,000
Telephone Expenses	350		350
Other Services	97,000	(18,095)	78,905
Miscellaneous Expenses	200		200
Total Use of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>

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**5d2 Sycamore Towers Renovation – Phase III Financing**

The Board of Trustees previously approved the renovation of Cromwell Residence Hall as Phase III of a comprehensive renovation of the Sycamore Towers complex. Funding for the project is from residence hall capital reserves of \$4,000,000 and bond proceeds not to exceed \$16,100,000 (inclusive of bond premium or net of discount) plus additional amounts for cost of issuance. Renovations will begin in May at the conclusion of the Spring 2016 semester to be complete for occupancy in August of 2017. All state approvals have been secured with the final plan of financing subject to approval of the Indiana Finance Authority and State Budget Director.

**Recommendation:** Authorization of the Treasurer of the Board of Trustees to secure approval of final plan of financing to renovate Cromwell Residence Hall and the sale of Indiana State University Housing and Dining System Revenue Bonds, Series 2016 as governed by the resolution below.

**Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.**

RESOLUTIONS OF THE BOARD OF TRUSTEES FOR THE  
INDIANA STATE UNIVERSITY BOARD OF TRUSTEES  
APPROVING AND AUTHORIZING THE SALE OF THE  
INDIANA STATE UNIVERSITY HOUSING AND DINING SYSTEM  
REVENUE BONDS, SERIES 2016

WHEREAS, the Board of Trustees (the “Board”) of the Indiana State University Board of Trustees (the “University”) has full power and authority under and by virtue of the laws of the State of Indiana, including, more particularly, the provisions of Indiana Code 21-35-1 et seq., to issue bonds to finance or refinance housing and dining facilities on its campus in Terre Haute, Indiana, such bonds to be secured by the net income derived from such facilities; and

WHEREAS, the Board has determined that a necessity exists to consider financing all or a portion of the costs of the acquisition, construction, expansion, renovation and equipping of certain housing and dining facilities on the University’s campus in Terre Haute, Indiana, as described in Exhibit A attached hereto (the “Project”); and

WHEREAS, the University has heretofore executed and delivered to First Financial Bank, N.A. (the “Trustee”) a certain Indenture of Trust dated as of November 1, 2009, as heretofore supplemented and amended (the “Indenture”), for the purpose of securing its Indiana State University Housing and Dining System Revenue Bonds (hereinafter sometimes referred to as the “Bonds”), to be issued from time to time thereunder; and

WHEREAS, the Treasurer of the University (the “Treasurer”) has investigated, developed and evaluated a Plan of Financing (the “Plan of Financing”) for the financing of all or a portion of the costs of the Project; and

WHEREAS, the Board now desires to authorize the Treasurer to effectuate such Plan of Financing for the financing of all or a portion of the costs of the Project; and

WHEREAS, Article III of the Indenture authorizes the issuance of additional series of Bonds by the University and the authentication and delivery of such additional series of Bonds by the Trustee under the conditions set forth in Article III, which conditions have been complied with (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana) so as to authorize the issuance, authentication and delivery of an additional series of Bonds by the Trustee under the conditions set forth in Article III, to provide the funds required to finance all or a portion of the costs of the Project, as well as certain related costs incidental to the financing; and

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Housing and Dining System Revenue Bonds, Series 2016 (the “Series 2016 Bonds”), and a Sixth Supplemental and Amendatory Indenture (the “Sixth Supplemental Indenture”), a Construction and Rebate Agreement (the “Rebate Agreement”), a Preliminary Official Statement (the “Official Statement”), a final Official Statement, a Bond Purchase Agreement (the “Bond Purchase Agreement”), a Fifth Supplement to Amended and Restated Continuing Disclosure Undertaking Agreement (the “Fifth Supplement to Undertaking Agreement”), forms of the Series 2016 Bonds, and any further documents required to complete the execution and delivery of the Series 2016 Bonds (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana); and

WHEREAS, there has now been made available to the Board a form of Sixth Supplemental Indenture, a form of Rebate Agreement, a form of Official Statement, a form of Bond Purchase Agreement and a form of Fifth Supplement to Undertaking Agreement in connection with the issuance of the Series 2016 Bonds in an aggregate principal amount not to exceed \$16,100,000, plus additional amounts needed for underwriter’s discount as described below and any original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance; and

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

WHEREAS, the University intends to acquire, construct, equip, renovate and/or rehabilitate the various components of the Project, and reasonably expects to reimburse certain costs of the Project with proceeds of debt to be incurred by the University; and

WHEREAS, the University expects to issue debt not exceeding \$16,100,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter’s discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue;

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

Section 1. The Plan of Finance investigated, developed and evaluated by the Treasurer is hereby approved and the Treasurer is hereby authorized to effectuate such Plan of Financing with respect to financing all or a portion of the costs of the Project.

Section 2. The issuance of the Series 2016 Bonds by the University on the terms and conditions set forth in the Sixth Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$16,100,000, plus additional amounts needed for underwriter’s discount as described below and original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. The Series 2016 Bonds shall be designated the “Indiana State University Board of Trustees, Indiana State University Housing and Dining System Revenue Bonds, Series 2016”. The true interest cost of Series 2016 Bonds shall not exceed 4.00%, with a maximum underwriter’s discount of 1.00%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series 2016 Bonds shall not extend beyond April 1,

2036. The Series 2016 Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to a managing underwriter and co-managing underwriter as selected and appointed pursuant to Section 12 below.

Section 3. The President and the Treasurer are hereby authorized and directed to do any and all acts and things, to seek any necessary approvals from the State Budget Committee and the State Budget Director of the State of Indiana, and to make and approve all changes in form or substance to the Sixth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Fifth Supplement to Undertaking Agreement or the Official Statement necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana.

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

Section 5. The Official Statement is approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Treasurer is hereby authorized and directed to make those changes in form or substance as are necessary or appropriate, to authorize the distribution of the Official Statement, to deem an Official Statement to be final or nearly final for purposes of applicable Securities and Exchange Commission rules, to execute and deliver the form of any final Official Statement with those changes in form or substance that the Treasurer shall approve, and to cause printed copies of the Preliminary and final Official Statements to be provided to those prospective purchasers, investors and other persons as he may deem advisable in order to market the Series 2016 Bonds, and any such prior actions are hereby ratified and confirmed.

Section 6. The Bond Purchase Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair and Treasurer, or any of them, are hereby authorized to execute and deliver the Bond Purchase Agreement in substantially the form submitted to the

Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Bond Purchase Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

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

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

Section 9. The Treasurer is hereby authorized to prepare the bond forms required for use in the issuance of the Series 2016 Bonds, on the terms and conditions set forth in the Sixth Supplemental Indenture, and to cause the same to be executed manually or by facsimile by the proper officers of the University as provided in the Sixth Supplemental Indenture and the Indenture. Upon execution of the Series 2016 Bonds, the Treasurer shall deliver the Series 2016 Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to deliver the Series 2016 Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriter's discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

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

be requested or necessary in order to complete the transactions contemplated by the Bond Purchase Agreement, the Sixth Supplemental Indenture, the Rebate Agreement, the Fifth Supplement to Undertaking Agreement and the Official Statement hereby authorized.

Section 11. The Board hereby authorizes the Treasurer to make the necessary calculation with respect to the coverage factor of Net Income to Average Annual Debt Service Requirements, after the pricing of the Series 2016 Bonds, to be shown in the Official Statement for the Series 2016 Bonds.

Section 12. The Board hereby ratifies the selection of, and appoints, Barclays Capital Inc. as senior managing underwriter for the Series 2016 Bonds, and City Securities Corporation as co-managing underwriter for the Series 2016 Bonds, and further authorizes the President and the Treasurer in their discretion to select one or more additional co-managing underwriters for the Series 2016 Bonds (or none at all). The Board hereby ratifies the selection of, and appoints, (i) Ice Miller LLP as bond counsel and special disclosure counsel for the Series 2016 Bonds, and (ii) Blue Rose Capital Advisors as financial advisor for the Series 2016 Bonds.

Section 13. The use of bond insurance is hereby approved in connection with the Series 2016 Bonds, if deemed beneficial to the University in the best judgment of the President and the Treasurer. The President and Treasurer are hereby authorized to select a bond insurer, if deemed beneficial at their discretion and using their best judgment, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with any such bond insurance for the Series 2016 Bonds.

Section 14. The Board hereby declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Project with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$16,100,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter's discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue.

Dated: May 6, 2016

## EXHIBIT A

### The Project

The Project consists of the renovation of Cromwell Hall, as the third phase of a comprehensive renovation of Sycamore Towers. The Cromwell Hall renovation project will be comprised of the renovation of approximately 100,468 square feet of residence hall space in Cromwell Hall, and will include the installation of new lighting, doors and hardware throughout, and restoration of exterior masonry, as well as new mechanical systems – including the installation of new HV/AC and fire suppression systems. The renovated facility will provide a total of approximately 360 beds. The Cromwell Hall renovation project is a part of a systematic upgrading of residence hall facilities to provide living and learning spaces that are attractive to prospective and returning students.

The overall cost of the Cromwell Hall renovation project is estimated at approximately \$20,100,000, of which approximately \$4,000,000 will be funded from Housing and Dining System reserves and approximately \$16,100,000 will be funded from proceeds of the Series 2016 Bonds. The Cromwell Hall renovation project is expected to be completed for Fall 2017 occupancy.

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### 5d3 Sycamore Towers Renovation – Phase IV

As a part of the Campus Master Plan, a complete renovation of Sycamore Towers is underway. The first phase (Mills Hall) is complete with the second phase (Blumberg Hall) near completion. The third phase (Cromwell) is scheduled to begin at the end of the Spring 2016 semester.

The final phase of the Sycamore Towers renovation (Rhoads Hall) is planned to start May 2017. Authorization is needed to retain architectural and engineering services and receive construction bids for Rhoads Hall. An estimated Phase IV total project cost not to exceed \$23,000,000 is incorporated in the five-year capital and debt plans of the University. Funding for this project will be from residence hall reserve funds and long-term debt issued in the form of bonds.

**Recommendation:** Authorization for the Treasurer of the Board of Trustees to request from the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana authority to expend up to \$23,000,000 for Phase IV of the Sycamore Towers renovation. The Treasurer is further authorized to take the following action:

**Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.**

- a. To develop a plan of financing for the Phase IV renovation of Sycamore Towers and to obtain all necessary State approvals; and
- b. To engage RATIO Architects, Inc. to provide architectural and engineering services and prepare construction documents; and
- c. To enter into contracts to renovate, equip, and to finance the renovation of Phase IV after securing State approvals.

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### 5d4Year-End Closing Authorization



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.

**Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.**

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## 5e Candidates for Degrees May 2016

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

**On a motion by Ms. Bell. And seconded by Mrs. Cabello, the recommendation was approved.**

Candidates for Degrees  
Certificate Graduate Level  
5/7/2016

Shepard, Kristin Nicole  
Momanyi, Beatrice Kemunto  
Alrasheed, Mohammed Saleh M.  
Bloom, Karen Sue  
McDermott, Rachel Anne

Candidates for Degree  
Doctor of Philosophy  
5/7/2016

Bailey, Nicole Danielle  
Blake, Amy Sue  
Chavez, Jack D.  
Cobb, Susan  
England, Ernest Scott  
English, Patrick Stephen  
French, Amy Elizabeth  
Garletts, Donovan Michael  
Grant, Gabriel Jonathan  
Hanlon, Vincent John  
Horta Martinez, Cynthia Martha  
Kehrer, Brian Lee  
Klemish, Jaimie Lynn  
Korfhage, Jennifer  
Lee, Jong Koo  
Marrs, Suzanne Michelle  
Mason, Stacy Lynn

Mathew, Zachariah  
Mrozinske, Elena C.  
Ragle, Cynthia Ann  
Schilawski, John Todd  
Smitherman, Casey  
Southworth, John Brooks  
Stiles, Rochelle  
Swarens, Tamara Sue  
Taylor, Ronda Denice  
Teeter, James Jefferson  
Trebley, Kyle N.  
Yeom, Yeijin  
Zarges, Bradford Paul

Candidates for Degree  
Doctor of Psychology  
5/7/2016

Bauer, Ashley  
Thomas, Sarah Kelsey

Candidates for Degree  
Doctor of Health Science  
5/7/2016

McGuire, Nicole Ann

Candidates for Degree  
Doctor of Nursing Practice  
5/7/2016

Desir, Nyrline  
Fashemo, Olayemi Seidat  
Finch, Megan Jean  
Owegi, Robert Lyoshi  
Potts, Jean Ann  
Wiley, Georgena D.

Candidates for Degree  
Educational Specialist  
5/7/2016

Bergren, Colleen Suzanne  
Fessler, Keith Richard  
Ingram, Tuere Chioneso  
Jameson, James William  
Jones, Andrew Jack  
Laffoon, Kelly Denise  
Larson, Christina Barbara  
Laughner, Mark A.  
McCabe, Amy Susan

Ross-Gilland, Doris Kathleen  
Simpson, Ernie Lee  
Watkins, Sam Edward  
Whitaker, Anthony Arlie  
Wildoner, Courtney Lee  
Wood, Sandra Marie

Candidates for Degree

Master of Arts

5/7/2016

Alshammari, Derzi Meshal  
Alshammari, Faten Naif  
Arms, Zachary Nathaniel  
Converse-Rath, Shelly Danielle  
Cooley, Rachel Ann  
Fatheree, Dustyn James  
Foxworthy, Jessica L.  
Harvey, Candelaria  
Hein, George Travis  
Hoffman, Sierra Beth  
Jirgl, Ross Alan  
Kaniuka, Polina  
Kim, Eun Kyong  
Lu, Meng  
Mathison, Bryan Joseph  
Miller, Norman Louis  
Moafa, Alaa Mohmmad  
Thomas, Carol Joan  
Ware, Michael David  
Zapor, Bobbie Jo

Candidates for Degree

Master Business Administration

5/7/2016

Roth, William Michael  
Uslander, Ryan K.

Candidates for Degree

Master of Education

5/7/2016

Alqahtani, May M.  
Beasley, Christine Mae  
Bird, David Morgan  
Burrows, Angelina Denise  
Carter, Danielle Nicole  
Cayon, Laura Patricia  
Cotten, Zachary Jordan  
Damman, Allisha Nicole

DeJarnatt-Walker, Susan  
Fentress, Andrew Leon Edgar  
Garrett, Erika Lynne  
Hansel, Jeffrey Dwayne  
Hart, Kelly Ann  
Hassler, Megan Elyse  
Homans, Abigail P.  
Hrovat, Cindi Marie  
Kerner, Nicholas Michael  
Lemon, Michelle Ann  
Linneweber, Ronelle Cathleen  
Long, Ashlee E.  
McPherson, Rebecca Delana  
Mylin, Isaiah James  
Ray, Joan Barbara  
Reynolds, Megan Renee  
Richmond, Bonnie Susanne  
Roenbeck, Anita Jean  
Rueger, Meredith Alexandra  
Rutherford, MacKenzie Joan  
Schott, Calli Brienne  
Seifert, Charles Nicholas  
Sims, George  
Skinner, Karalyn Marie  
Smith, Bradley Roger  
Stone, Janise Xia  
Taft, Robin Kay  
Terrell, Julie Dawn  
Wey, Rachel Colleen  
Wilson, Kyle Richard

Candidates for Degree  
Master of Fine Arts  
5/7/2016

Cole, Sarah Louise  
Yaw, Elaine Suzanne

Candidates for Degree  
Master of Music  
5/7/2016

Meeker, Derek Ray  
Welborn, Katrina Gabrielle

Candidates for Degree  
Master of Public Administration  
5/7/2016

Ciolti, Christopher Ryan  
Manuel, Robin Elizabeth

Reed, Brandon Eugene  
Starkey, Rebecka Jean  
Townsend, Christopher David

Candidates for Degree  
Master of Science  
5/7/2016

Afundoh, Edward Chenwi  
Aizigov, Iga Teresa  
Akavaram, Akhilreddy  
Akula, Sudheer Kumar  
Aladwani, Laila Dakhilallah  
Aldossary, Ahmed Abdulrahman  
Aldousri, Ahmed Naif, Sr  
Alhargan, Aljowharah Saif  
Alhawsawi, Abdulmajeed  
Allensworth, Brittany Shanel  
Almansoori, Nasser Saeed  
Almuwallad, Abed  
Alrasheed, Mohammed Saleh M.  
Alshayeb, Ali Abbas  
Alshohail, Lobna  
Arvin, Megan Lynn  
Aylwin, Lori A.  
Bell, Jonathon Leon Robert  
Bingham, Michael Nathan  
Bland, Michael W.  
Blankley, Koren J.  
Boda, Sandeep Reddy  
Boink, Chelsea L.  
Breen, Annamarie Irene  
Brondos, Jason  
Brown, Jahlik Andre  
Brown, Kara Denise  
Burcham, Shovonna Rachele  
Cerecero, Jamie Alonso  
Chambers, Joshua Dale  
Che, Hualan  
Cheeseman, Jasmina  
Chen, Mei-Hua  
Chilakapati, Kranthi  
Child, Ren  
Chorneyei, Jason Farrell  
Cole, Alison Marie  
Collins, Francesca  
Contreras, Raymond Vincent  
Cross, Megan Christine  
Crouse, Nona Grace  
Csiernik, Alexander J.  
Dahl, Traci Lynn  
Dalton, Walter Richard  
David, Justin Jeffrey

Dedeaux III, Russell Joseph  
Detwiler, Johnathan Samuel  
Dinkens, Amber Nicole  
Dodd, Amy Elizabeth  
Dudine, Chase Alexander  
Dunn, Ashley Nicole  
Elms, Alicia Callie  
Elwood, Chelsea Autumn  
Essig, Jacob Wayne  
Evans, Dustin  
Finigan, Michael Kevin  
Fink, Emily Robin  
Fortney, Jenifer  
Frazier, Marguerite  
Gardner, Lucille M.  
George, Kayla Marie  
Gipson, Sherry  
Gomolisky, Philip Erik  
Gonzalez, Yelena  
Gorman, Eryn Rae  
Green, Toni  
Gutridge, Tiffany Renee  
Hagedorn, Daniel Adam  
Halcomb, Stacy Lynn  
Hamadeh, Amal Houssam  
Hampton, Rochelle Me'Nika  
Hancock, Dana Rene  
Hanrahan, Carolyn L.  
Harrison, Jerrod James  
Heaslet, Aaron Toshi  
Heera, Gursimran Kaur  
Higginbottom, Shelby Dawn  
Hill, Carlisia Elaine  
Hill, Katherine Leigh  
Hill, Rachel Anna  
Hoesl, Christina M.  
Hogan, Joanne Michelle  
Hopkins, Kerria Lynn  
Hopkins, Rachel Marie  
Horn, Mary LeAnne  
Hornaday, Jennifer Ann  
Huebner, Desiree Kiyoko  
Huffman, Evelyn M.  
Hull, Courtney Nicole  
Hunt, Margaret Dorean  
Hurley, Fayeann  
Jackson, Jordan T.  
Jacobs, Tyler Anthony  
Jarvis, Jenna Grace  
Jastillano, Lynnaire Pama  
Jett, Matthew Eric  
Jeffries, Jacob Tyler  
Johanns, Beth Ann  
Jussome, Sherley

Jutzi, Waverly Lynn  
Kashmoola, Abdullah Osamah Yousif  
Kautz, Valerie Suzanne  
Kellett, Natalie  
Kendall, John C.  
Kholyavka, Ekaterina Alksandrovna  
Koll, Kristopher Mathew  
Kondaveeti, Venkata Naresh  
Kothapalli, Sowmya  
Kreke, Emily Louise  
Kuhn, Amber N.  
Kurian, Soumya Mary  
Larson, Brandi Michelle  
Lawrence, Kristi Lynn  
Link, John Curtis  
Long, Nicholas Ike  
Lynch, Ashley Kay  
Lynch, Thomas Andrew  
Maddineni, Karthik  
Magin, Rachel Alyse  
Mansfield, Michael Lee  
Martha, Snigdha Reddy  
Mayi, Shinwar  
Mayoral, Lorena Judith  
McCarty, Deana Michelle  
McCarty, Emily L.  
McTiernan, Erin Frances  
Meredith, Nanette Gabriel  
Meuser, Jessica D.  
Meyer, Ella Isabel  
Meyer, Kathryn Marie  
Middleton, Brian Hunter  
Mitchell, Laura  
Momanyi, Beatrice Kemunto  
Moore, Calie Rose  
Morse, Eric Andrew  
Murphy, Quillian Devon  
Nambiar, Kavitha Mohan  
Neitling, Megan Nicole  
Newton, Ashley Rose  
North, Tony, Jr  
Notch, Tyler Christopher  
Pabst, Jaci Ann  
Pagan-Gonzalez, Melvin  
Papin, Loren Ezella  
Patterson, Alexander Joseph  
Phillips, Anne Radecki  
Phipps, Cindy Lou  
Pickrell, Lauren Amber  
Pike, Jessica Erin  
Pippins, Kate Elizabeth  
Pullar, Allison M.  
Rankin, Warren C., Sr  
Ravipati, Amarnath

Reid, Doris Antawanna  
Richardson, Chelsea  
Robinson, Derrick Lemar, Jr  
Rosario, Mark Andrew  
Rouillard, Elliott Andrew  
Runnells, Nathan James  
Sagar, Farhad Ahmed  
Salyers, Rayne Michele  
Sanderson, Rachel  
Schiess, Kelly Marie  
Schneider, Sarah Allison  
Schwab, Marcus  
Schwalger-Smith, Jules Tom Asher  
Shepard, Cynthia Shannon  
Simatovich, Jennifer R.  
Sinning, Justin L.  
Smart, Sandra Mae  
Smith, Anne M.  
Smith, John Edward  
Spiezia, Annemarie Catherine  
Staggs, Heidi Jo  
Stanek, Brittany N.  
Stucker, Bart Andrew  
Stuthers, Gerald Eugene, Jr  
Sutherlin, Lea B.  
Swamy, Snigdha  
Swan, Jonathan W.  
Swearingen, Natalie Anne  
Swink, Philip John  
Taulman, Chelsea Lynne  
Taylor, Myra Adele  
Thomas, Brittany  
Trinkle, Timothy  
Vaaler, Jason Paul  
Vanover, Eleonor  
Vernon, Lygia Josette  
Vogler, Joseph Harold  
Vorel, Alyssa J.  
Vuluvala, Satish Reddy  
Vyas, Kartik  
Waldron, Jacob Andrew  
Wallace, Rachel  
Wang, Lianfang  
Warren, Katherine M.  
Weber, Gabrielle Elizabeth  
Welch, Ellen Marie  
Welch, Kristina A.  
Westfahl, Danessa Denise  
White, Tyesha Cassandra  
Williams, Andrea Jean  
Wilson, Ashley Marie  
Wilson, Nicole Lynn  
Yoder, Angela Marie  
Yorgey, Marissa K.



Zamani, Behnaz  
Zinser, Paul Michael

Candidates for Degree  
Master of Social Work  
5/7/2016

Bose, Lesli Daniele  
Cawthon, Haley Michele  
Collins, Mark Allen, Jr  
Craig, Casey Lynn  
Grimes, Ashley  
Harris, Tionna DeVonne  
Little, William Allen  
Lugar, Katherine Elizabeth  
Miller, Julie Nicole  
Newcomb, Natasha Marie

Legal_Name	DegDesc
Lunsford, Melody Anne Price	Bachelor of Applied Science
Oshun, Tatiana A	Bachelor of Applied Science
Addair, Kimberly Paige	Bachelor of Arts
Bailey, David Adam	Bachelor of Arts
Bowlds, Garry H	Bachelor of Arts
Brink, Sean C	Bachelor of Arts
Brown, Shaun Hunter	Bachelor of Arts
Clouse, Kira Danelle	Bachelor of Arts
Cooksey, Kacy Rae	Bachelor of Arts
Crone, Jessica Ann Marie	Bachelor of Arts
Cullers, Marellen E	Bachelor of Arts
Dick, Timothy John, III	Bachelor of Arts
Ewusie-Mensah, Nathan	Bachelor of Arts
Ford, Carey Lindsay	Bachelor of Arts
Hathaway, Lisa M	Bachelor of Arts
Hindle, Ellyn Nicole	Bachelor of Arts
Hopkins, Kay Elizabeth	Bachelor of Arts
Jones, Samantha Alexandria	Bachelor of Arts
Kim, Min Hee	Bachelor of Arts
Mannix, Joshua Parker	Bachelor of Arts
McKee, Jaime Kay	Bachelor of Arts
Megenhardt, Matthew Ryan	Bachelor of Arts
Moore, Zachary Micheal Lawrence	Bachelor of Arts
Sampson, Whitney Renee	Bachelor of Arts
Short, Tristen R	Bachelor of Arts
Sizemore, Shane David	Bachelor of Arts
Smith, Shane Alan	Bachelor of Arts

Toptsi, Jamil E	Bachelor of Arts
Wine, Nicholas John	Bachelor of Arts
Abbatiello, Alexandra Marie	Bachelor of Fine Arts
Budde, Justin R	Bachelor of Fine Arts
Cook, Cassandra Ann	Bachelor of Fine Arts
Haag, Daniel Timothy	Bachelor of Fine Arts
Whitfield, Marc V	Bachelor of Fine Arts
Wolf, Sam Aidan	Bachelor of Fine Arts
Barnaby, Caitlin Rose	Bachelor of Music
Canfield, Nathanael Jeffrey	Bachelor of Music
Huff, Zachary Ryan	Bachelor of Music
Kim, Jeehoo	Bachelor of Music
Pine, Nikolaos James	Bachelor of Music
Callan, Cameron Bates	Bachelor of Music Education
Cook, Sean Michael	Bachelor of Music Education
Hanson, Taylor A	Bachelor of Music Education
McCammon, Christopher James	Bachelor of Music Education
Miller, Alex Christopher	Bachelor of Music Education
Spellman, Nathan Charles	Bachelor of Music Education
Whitehurst, Morgan Louise	Bachelor of Music Education
Abdulaal, Adnan Eyad A	Bachelor of Science
Abernathy, Arielle Grace	Bachelor of Science
Abernathy, Denzel Edward	Bachelor of Science
Abhyanker, Priya Rashmi	Bachelor of Science
Abughazala, Razan	Bachelor of Science
Ackman, Bradley Steven Carol	Bachelor of Science
Acquaah, Irene Yaa	Bachelor of Science
Adeduro, Aderonke	Bachelor of Science
Adkins, Nicole Dawn	Bachelor of Science
Aginam, Obiageri Constance	Bachelor of Science
Ahearn, Thomas Colin	Bachelor of Science
Ahn, Shinyeong	Bachelor of Science
Akyol, Nergize	Bachelor of Science
Al Hashim, Hussain Yahya	Bachelor of Science
Al Hashim, Mustafa Yehyah	Bachelor of Science
Al Hosani, Manssor Hasan	Bachelor of Science
Al Maqbul, Nader	Bachelor of Science
AL Mustaneer, Hamed Ali	Bachelor of Science
Al Otaibi, Sultan Majed	Bachelor of Science
Alameri, Ahmed Suhail Saleh Mohammed	Bachelor of Science
Alanazi, Khalid Hamed	Bachelor of Science
Alaskar, Nawaf Nasser	Bachelor of Science
Alaskar, Rakan Nasser	Bachelor of Science
Albadran, Abdullwahab Mowafag	Bachelor of Science
Alborshaid, Mansour Abdullah	Bachelor of Science

Albrecht, Ashlee Marie	Bachelor of Science
Aldajani, Hassan	Bachelor of Science
Alderei, Humaid Mohammed	Bachelor of Science
Alderei, Saeed Rashed	Bachelor of Science
Aldossary, Mohammed A	Bachelor of Science
Alefari, Saeed Hamad	Bachelor of Science
Alessa, Ali Ahmed	Bachelor of Science
Alexander, Kalen Diallo	Bachelor of Science
Alfaleh, Ibrahim	Bachelor of Science
Alfehaid, Anas Ahmed	Bachelor of Science
Alghamdi, Ahmed Saeed	Bachelor of Science
Alhamoud, Hussain Abdulhai	Bachelor of Science
Alhaqbani, Salem Abdullah M	Bachelor of Science
Alhassan, Meshal	Bachelor of Science
Alhayki, Ali Saleh Ali Hasan	Bachelor of Science
Alhemeiri, Sultan	Bachelor of Science
Alhumaidialherz, Moosa Mohammed	Bachelor of Science
Alhushaian, Zyad K	Bachelor of Science
Alibrahim, Hassan Ali	Bachelor of Science
Aljahany, Bader Awad	Bachelor of Science
Alkhalidi, Abdullah Shwish	Bachelor of Science
Alkhalidi, Mohammed Shuwaysh S	Bachelor of Science
Alkhalidi, Abdullah Zaed	Bachelor of Science
Allen, Devan Shane	Bachelor of Science
Allen, Ian Matthew	Bachelor of Science
Allen, Kalee Jean-Marie	Bachelor of Science
Allsup, Josi Sue	Bachelor of Science
Almahasna, Ali Ibrahim	Bachelor of Science
AlMansoori, Abdulla Khaled	Bachelor of Science
Almansoori, Saeed Ali	Bachelor of Science
Almarri, Mohammed Saad	Bachelor of Science
Almarri, Nasser Hamad	Bachelor of Science
Almatooq, Ahmed Abdullah	Bachelor of Science
Almomen, Ahmed	Bachelor of Science
Almuhamidh, Mohammed	Bachelor of Science
Alnaeem, Abdullah	Bachelor of Science
Alnasser, Ali Habib	Bachelor of Science
Alneami Jr, Shahab Ali	Bachelor of Science
AlNuaimi, Ahmed	Bachelor of Science
Aloamar Sr, Ahmad Fahad	Bachelor of Science
Alqahtani, Meshal Hadi, Sr	Bachelor of Science
Alqahtani, Turki Nasser	Bachelor of Science
Alqurain, Marwan	Bachelor of Science
Alruwaili, Homoud Mohammed	Bachelor of Science
Alsadoon, Abdalaziz Abdalrhman, Sr	Bachelor of Science

Alsahhi, Majed Hamad	Bachelor of Science
Alshahrani, Abdullah Mubarak	Bachelor of Science
Alshammari, Hamad Ziyad	Bachelor of Science
Alsman, Colin Dwayne	Bachelor of Science
Alsobaiai Jr, Falh Abdullah	Bachelor of Science
Altherr, Kalyn Marie	Bachelor of Science
Alyalak, Muath Salah	Bachelor of Science
Alzahrani, Abdulatif Mohammed	Bachelor of Science
Alzahrani, Abdullah Ahmed	Bachelor of Science
Alzuabi Sr, Sultan Mohammed	Bachelor of Science
Alzubaidi Sr, Wajdi Mohammed	Bachelor of Science
Anderson, Elaine Elizabeth	Bachelor of Science
Anderson, Riley Ann	Bachelor of Science
Anderson, Se'lah Monee'	Bachelor of Science
Andrews, Nicole Lee	Bachelor of Science
Angle, James Tyler	Bachelor of Science
Applegate, Brandon Wesley	Bachelor of Science
Arkipchuk, Svitlana	Bachelor of Science
Arndt, Catherine Ryan	Bachelor of Science
Artis, Tierra Sonyae	Bachelor of Science
Ashby, Richard Dean	Bachelor of Science
Atkinson, Kenneth Wayne	Bachelor of Science
Atzert, Jade Alexis-Darlene	Bachelor of Science
Auer, Jalen Jeffrey	Bachelor of Science
Austin, Michelle Shanell	Bachelor of Science
Azooz, Mohammed Hasan	Bachelor of Science
Bailey, Aurora Kaesey	Bachelor of Science
Bailey, Claire Elisabeth	Bachelor of Science
Bailey, Kentrel Treyvon	Bachelor of Science
Bajwa, Gagandeep K	Bachelor of Science
Baker, David Micheal	Bachelor of Science
Ballinger, Ryan Micheal	Bachelor of Science
Banes, Ashlee M	Bachelor of Science
Bare, Connor William	Bachelor of Science
Barger, Ashley Renae	Bachelor of Science
Barnes, Alex William	Bachelor of Science
Barnes, Dylan Michael	Bachelor of Science
Barnett, Cory Gordon	Bachelor of Science
Barney, Jasmine Renee	Bachelor of Science
Barnhorst, Krystal Renae	Bachelor of Science
Barth, Tyler Daniel	Bachelor of Science
Bartkovsky, Lauren	Bachelor of Science
Batchelor, Lori A	Bachelor of Science
Batista, Stacey Solange	Bachelor of Science
Batts, Justin Tyler	Bachelor of Science

Bean, Emilee Elizabeth	Bachelor of Science
Beard, Chelsea Leigh	Bachelor of Science
Beard, Dillon Ryan	Bachelor of Science
Beasley, Jasmine Dominique	Bachelor of Science
Beck, Tara Jo	Bachelor of Science
Bell, Alex R Andrew	Bachelor of Science
Bement, Bryce Allen	Bachelor of Science
Bennett, Allyssa K	Bachelor of Science
Bennett, Jomo Kenyatta	Bachelor of Science
Bennett, Zechariah Eugene	Bachelor of Science
Bergdoll, Alyssa Ann	Bachelor of Science
Bernardino, Nicollete Michelle	Bachelor of Science
Bettag, Shelby Ann	Bachelor of Science
Bicknell, Jessica Danielle	Bachelor of Science
Biedron, Melissa Nicole	Bachelor of Science
Bilinski, Michael Richard	Bachelor of Science
Bilyeu, Jordanna Lorriane	Bachelor of Science
Bitzel, Shawn Michael	Bachelor of Science
Black, Emanuel Isbella	Bachelor of Science
Black, Kierra S	Bachelor of Science
Blackford, Kymberlee Anne	Bachelor of Science
Blaho, Anna Marie	Bachelor of Science
Blake, Ta'Briana E	Bachelor of Science
Blosfield, Tylar James	Bachelor of Science
Bogutzski, Mary Theresa-Ilean	Bachelor of Science
Bolin, James Andrew	Bachelor of Science
Bollero, Kyle Edward	Bachelor of Science
Bologgia, Cynthia D Brag	Bachelor of Science
Bond, Brooke Elise	Bachelor of Science
Borhart, Ashley Suzanne	Bachelor of Science
Borkowski, Daniel Ambrose	Bachelor of Science
Bose, Megan Brooke	Bachelor of Science
Boston, Kelley Danielle	Bachelor of Science
Bouchie, Bryan Logan	Bachelor of Science
Bough, Chelsey Kay	Bachelor of Science
Bowers, Scott Daniel	Bachelor of Science
Boyd, Hannah	Bachelor of Science
Bracken, Kevin A	Bachelor of Science
Bradbury, Zachary Steven	Bachelor of Science
Bradley, Christopher Anthony	Bachelor of Science
Bramwell, Hayley Elizabeth	Bachelor of Science
Brandenberger, James Bryant	Bachelor of Science
Branham, Tanner Dale	Bachelor of Science
Branson, Katrina Margit	Bachelor of Science
Brennan, Andrew Patrick	Bachelor of Science

Brewer, Andrew J	Bachelor of Science
Bridgeforth, Matthew Allen	Bachelor of Science
Briggs, Audie Elizabeth	Bachelor of Science
Briskey, Ian Michael	Bachelor of Science
Broadus, Aleesha Keanne	Bachelor of Science
Brother, Austin Charles	Bachelor of Science
Brown Snowden, Tynea Jean	Bachelor of Science
Brown, Devonte Devon	Bachelor of Science
Brown, Jamar Terrell	Bachelor of Science
Brown, Kenneth Jordan	Bachelor of Science
Brown, McKenzie Dior	Bachelor of Science
Brown, Tanner Christian	Bachelor of Science
Brown, Thomas Lewis, III	Bachelor of Science
Brummett, Kori Lynn	Bachelor of Science
Brush, Tucker Allen	Bachelor of Science
Bryant, Kelly Jean	Bachelor of Science
Bunch, Luke Lawson	Bachelor of Science
Bunch, Samuel Denton	Bachelor of Science
Burdette, Joshua Alan M	Bachelor of Science
Burdsall, Amanda Rose	Bachelor of Science
Burkman, Morgan Danielle	Bachelor of Science
Burnett, Brandon D	Bachelor of Science
Burns, Miya	Bachelor of Science
Burton, Brooklyn Teal	Bachelor of Science
Bush, Stephen Travis	Bachelor of Science
Buske, Logan Andrew	Bachelor of Science
Bussone, Kathryn	Bachelor of Science
Cable, Taylor Nicole	Bachelor of Science
Callan, Cameron Bates	Bachelor of Science
Callaway, Brooke Nicole	Bachelor of Science
Calloway, Kayleesha Dawn	Bachelor of Science
Calvert, Eric Scott	Bachelor of Science
Calvert, Katie Marie	Bachelor of Science
Calzaretta, Heather A	Bachelor of Science
Camp, Franklyn Kyle	Bachelor of Science
Campbell, Allena Lanai	Bachelor of Science
Campbell, Lani Marie	Bachelor of Science
Capper, Tyler Wade	Bachelor of Science
Capps, Daulton Skylar	Bachelor of Science
Carlisle, Kristin Marie	Bachelor of Science
Carpenter, Christopher W	Bachelor of Science
Carpenter, Mackenzie Shae	Bachelor of Science
Carr, Clayton Mitchell	Bachelor of Science
Carter, Mariessa Zyairra	Bachelor of Science
Carver, Chelsea Lynn	Bachelor of Science

Cassidy, Megan	Bachelor of Science
Castagnoli, Celso Louis	Bachelor of Science
Cates, Leslie Rose	Bachelor of Science
Caudill, Brandi Nicole	Bachelor of Science
Caudle, Brent Anthony	Bachelor of Science
Cavin, Alexa Jane	Bachelor of Science
Cawthon, Dustin Allen	Bachelor of Science
Ceazer, Cierra C	Bachelor of Science
Cervantes, Raquel Vivian	Bachelor of Science
Cesinger, Tailor Lynn	Bachelor of Science
Cheatham, Courtney Marie	Bachelor of Science
Cherepkai, Brandie Sue	Bachelor of Science
Cherry, Jordan Broadway	Bachelor of Science
Chesshir, Alyssa Marie	Bachelor of Science
Chihara, Alexander T	Bachelor of Science
Childress, Willie Ray	Bachelor of Science
Clancy, Sean Patrick	Bachelor of Science
Clapp, Crystal Dianna	Bachelor of Science
Clark, Andrea Marie	Bachelor of Science
Clark, Brittane Anne	Bachelor of Science
Clayton, Bryant Keith, Jr	Bachelor of Science
Cleek, Kathryn Mychelle	Bachelor of Science
Cleghorn, Kenneth Ray	Bachelor of Science
Clements, Anna Rachelle	Bachelor of Science
Clements, Seaira Michele	Bachelor of Science
Clendenen, Adam Edward	Bachelor of Science
Cline, Daniel Arthur	Bachelor of Science
Cobb, Taylor Adia Janelle	Bachelor of Science
Cochran, Brent Allen	Bachelor of Science
Colbert, Brittany Shaunte	Bachelor of Science
Collazo, Veronica Marie	Bachelor of Science
Collins, Austin Curtis	Bachelor of Science
Collins, Braden Michael	Bachelor of Science
Colvin, Molly Lynn	Bachelor of Science
Contreras, Marilyn	Bachelor of Science
Cook, Lauryn Taylor	Bachelor of Science
Coons, Taylor Lynn	Bachelor of Science
Cooper, Ashley Nicole	Bachelor of Science
Cope, Shelby Lynn	Bachelor of Science
Copeland, Maureen Nicole	Bachelor of Science
Cox, Cody Lekim	Bachelor of Science
Cox, Sara Ione	Bachelor of Science
Cradler, Amanda Joy	Bachelor of Science
Craven, Mia Katherine	Bachelor of Science
Crawford, Cameron David	Bachelor of Science

Crawford, Cassidy Skye	Bachelor of Science
Crawford, Kimberley Marie	Bachelor of Science
Criswell, Kayla Jo	Bachelor of Science
Crocker, Jeremy Robert	Bachelor of Science
Culley, Audrey Lea	Bachelor of Science
Cummings, Collin Evan	Bachelor of Science
Cunningham, Tut Joe	Bachelor of Science
Curley, Connor Guy	Bachelor of Science
Czap, Austin Ross Kenneth	Bachelor of Science
Dachota, Nicholas William	Bachelor of Science
Dale, Brian Edward	Bachelor of Science
Dallecarbonare, Gabrielle Charmian	Bachelor of Science
Dasilva, Deborah Josephine Pleickhardt	Bachelor of Science
Davidson, Brady Cole	Bachelor of Science
Davidson, Janelle Lee	Bachelor of Science
Davidson, Shanita Raniece	Bachelor of Science
Davis, Darryl D	Bachelor of Science
Davis, Meghan	Bachelor of Science
DeArmas, Kassie Marie	Bachelor of Science
Deckard, Hannah Marie	Bachelor of Science
Deese, April A Laack	Bachelor of Science
Dela Pena, Mikaella L	Bachelor of Science
Delagrang, Madison Marie	Bachelor of Science
Delisio, Kathleen	Bachelor of Science
Denny, Rebecca Ann	Bachelor of Science
DeStefano, Doreen	Bachelor of Science
Deurloo, Seth Jacob	Bachelor of Science
Dicken, Taylor	Bachelor of Science
Dickey, Elizabeth Ann	Bachelor of Science
Dickson, Ryan Brandon	Bachelor of Science
Dillman, Alexandra Helene	Bachelor of Science
Dirks, Kelsey Ann	Bachelor of Science
Divine, Carter Patrick	Bachelor of Science
Dorsett, Hayley Jordan	Bachelor of Science
Downing, Lindsie Jo	Bachelor of Science
Dreyling, Nathan Edward	Bachelor of Science
Duncan, Darienne Nicole	Bachelor of Science
Easton, Jesi Lynn	Bachelor of Science
Eaton, Geoffrey Michael	Bachelor of Science
Edelen, Bryah Yasmine	Bachelor of Science
Edmondson, Brent David Keith	Bachelor of Science
Edwards, Emily Sue	Bachelor of Science
Effner, Megan Ann	Bachelor of Science
Eherenman, Mallory Frances	Bachelor of Science
Eichner, Cynthia Lynn	Bachelor of Science



Eisman, Derek D	Bachelor of Science
Elder, Kelsey Marie	Bachelor of Science
Eldridge, Megan Renae	Bachelor of Science
Ellis, Patrick Scott	Bachelor of Science
Ellshoff, Katrina Ann	Bachelor of Science
Ellsworth, Michael Allen	Bachelor of Science
Ely, Brittany S McNulty	Bachelor of Science
Elzy, Caden M	Bachelor of Science
Emedom, Anna Princess Nwanguma	Bachelor of Science
Endsley, Jessica Lynn	Bachelor of Science
England, Austin Lee	Bachelor of Science
England, Lauren A	Bachelor of Science
Epperson, Kasey Christopher	Bachelor of Science
Epps, Desiree Nicole	Bachelor of Science
Ernst, Isaiah Robert	Bachelor of Science
Estep, Evan Andrew	Bachelor of Science
Evans, Kadijah	Bachelor of Science
Everhart, Wade Levi	Bachelor of Science
Ewing, Austin James	Bachelor of Science
Ewoldt, Christian S	Bachelor of Science
Fairaq, Abdullah	Bachelor of Science
Farmer, Lindsay Elizabeth	Bachelor of Science
Farrington, Ashley Renee	Bachelor of Science
Feathers, Brandon Sean	Bachelor of Science
Feltner, Kevin A	Bachelor of Science
Firestine, Joshua Alan	Bachelor of Science
Fish, Shayla Amber	Bachelor of Science
Fisher, Ashley Nicole	Bachelor of Science
Fitzgerald, Michael Patrick	Bachelor of Science
Fletcher, Carrington D	Bachelor of Science
Flores, Aleyda Gisell	Bachelor of Science
Flores, Rafaela Suyen	Bachelor of Science
Fluhr, Kendal Renae	Bachelor of Science
Fluhr, Ryland Tyler	Bachelor of Science
Flynn, Madison A	Bachelor of Science
Foradori, Angelica Elaine	Bachelor of Science
Forbes, Jasmine Cristina	Bachelor of Science
Forkert, Justin David	Bachelor of Science
Fosnot, Bobbi Michelle	Bachelor of Science
Foster, Austin Lee	Bachelor of Science
Fox, Michelle Anne	Bachelor of Science
Fox, Quinn Eleanor	Bachelor of Science
Fox, Sarah	Bachelor of Science
Francis, Adrienne Michelle	Bachelor of Science
Frank, Zachary Todd	Bachelor of Science

Frasier III, Larry Richard	Bachelor of Science
Freeman, Andrew Jay	Bachelor of Science
Frentz, Danielle Marie	Bachelor of Science
Frye, Alexander Cole	Bachelor of Science
Frye, Darci Morgan	Bachelor of Science
Futrell, Shyann Larae	Bachelor of Science
Gabbard, Daniel L	Bachelor of Science
Gallagher, Gregory Paul	Bachelor of Science
Gambill, Jade M'Lyn	Bachelor of Science
Garcia, Eduardo Matthew	Bachelor of Science
Gardner, Jasmine Christine	Bachelor of Science
Gardner, Matthew R	Bachelor of Science
Garnes, Andrew Sandile	Bachelor of Science
Garretson, Shannon Michael	Bachelor of Science
Gary, Eboni Monique	Bachelor of Science
Gaston, Sadie L	Bachelor of Science
Gatlin, Stacy Rene	Bachelor of Science
Gentry, Ashley Jo	Bachelor of Science
Geyer, Dakota Lee	Bachelor of Science
Gher, Samantha L	Bachelor of Science
Gibbons, John Patrick	Bachelor of Science
Gibbons, Morgan A	Bachelor of Science
Gilbert, Breosha Lashari	Bachelor of Science
Gilbert, Nathan Levi	Bachelor of Science
Gillaspy, Sarah E	Bachelor of Science
Gillespie, Kate Elizabeth	Bachelor of Science
Gillette, Emily	Bachelor of Science
Gilmour, Stephanie Renae	Bachelor of Science
Gipson, Breanna Dwanette	Bachelor of Science
Girton, Nicholas J	Bachelor of Science
Glasscock, Sarah Marie	Bachelor of Science
Goble, Hunter Scott	Bachelor of Science
Godsown, Beloved Odina	Bachelor of Science
Goelz, Matthew Scott	Bachelor of Science
Gofourth, Sara Pauline Ridge	Bachelor of Science
Gonzales, Lauren	Bachelor of Science
Gonzalez, Rachael Lyn	Bachelor of Science
Goodman, Karl Wayne	Bachelor of Science
Goodwin, Julie A	Bachelor of Science
Goodwin, Zachary Ryan	Bachelor of Science
Gorin, Bailey Elizabeth	Bachelor of Science
Grant, Tavell Lawrence	Bachelor of Science
Gray, Emily Nicole	Bachelor of Science
Gray, Jared Ray	Bachelor of Science
Gregory, Mikaela Brianne	Bachelor of Science

Griffis, Katlin Louise	Bachelor of Science
Grimaldo, Jennifer Anne	Bachelor of Science
Griswold, Kelsey M	Bachelor of Science
Gronke, Lauren Mary Terese	Bachelor of Science
Grooms, Kassie J	Bachelor of Science
Grooms, Sally Mackenzie	Bachelor of Science
Grunloh, Lena Marie	Bachelor of Science
Guell, Matthew Preston	Bachelor of Science
Guerin, Kasey Joanne	Bachelor of Science
Guillory, Jeannie E	Bachelor of Science
Hagan, Timothy A	Bachelor of Science
Hagedorn, Tyler W	Bachelor of Science
Hahn, Jordan Thomas	Bachelor of Science
Hale, Cody Robert	Bachelor of Science
Haley, Clair S	Bachelor of Science
Hall, Ethan Thomas	Bachelor of Science
Hall, Jessica Mae	Bachelor of Science
Hall, Morgan Kay	Bachelor of Science
Hall, Tori Lynn	Bachelor of Science
Haltom, Levi Clinton	Bachelor of Science
Hammad, Ammr Sami	Bachelor of Science
Hammond, Alexa A	Bachelor of Science
Hammond, Ivory Mae	Bachelor of Science
Hancock, Courtney Michelle	Bachelor of Science
Hancock, Ethan Robert	Bachelor of Science
Hannah, Tyler D	Bachelor of Science
Harpenau, Phillip Michael	Bachelor of Science
Harris, Akeem Joel	Bachelor of Science
Harris, Armon Lee	Bachelor of Science
Harris, Felicia Nicole	Bachelor of Science
Harris, Kyani	Bachelor of Science
Harris, Leigh Anne Halloran	Bachelor of Science
Harris, Shelby Lynn	Bachelor of Science
Hart, Alicia	Bachelor of Science
Hash, Jacob Owen	Bachelor of Science
Haskins, Kalliste Jenee'	Bachelor of Science
Hasty, Kara M	Bachelor of Science
Hathaway, Lisa M	Bachelor of Science
Hayslett, Stefanie Nicole	Bachelor of Science
Hazelrigg, Erin Nicole	Bachelor of Science
Head, Taylor Leon	Bachelor of Science
Heaton, Kylie Nicole	Bachelor of Science
Hedlund, Melissa Ann	Bachelor of Science
Heidorn, Clifford Eric	Bachelor of Science
Helton, Cole Brennen	Bachelor of Science

Hensley, Dillon James	Bachelor of Science
Henson, Kylee D	Bachelor of Science
Hernandez, Rita V	Bachelor of Science
Herndon, Tashara Briann	Bachelor of Science
Herrick, Derek Ross	Bachelor of Science
Herron, Elizabeth Wind	Bachelor of Science
Hewitt, Tyler Ryan	Bachelor of Science
Heylmann, Jonathon	Bachelor of Science
Higgins, Anna Elizabeth	Bachelor of Science
Higgins, Kendall Conner	Bachelor of Science
Hill, Austin Lee	Bachelor of Science
Hillenburg, Ciana Alyn	Bachelor of Science
Hoard, Tyler William	Bachelor of Science
Hobensack, Cassandra Lynne	Bachelor of Science
Hoff, Leland James	Bachelor of Science
Holaday, Maia Kathleen	Bachelor of Science
Holdmann, Alyssa Katelin	Bachelor of Science
Holland, Trey Mykal	Bachelor of Science
Hollis, Brooklyn Mariah	Bachelor of Science
Holmes, Jaleesa Chafaun	Bachelor of Science
Holmes, Jordan Bryan	Bachelor of Science
Holmes, Joshua Dylan	Bachelor of Science
Holt, Farrel	Bachelor of Science
Holton, Megan Anne	Bachelor of Science
Hood, Christian Emmanuel	Bachelor of Science
Horine, Emily Marie	Bachelor of Science
Horn, Samantha DeeAnne	Bachelor of Science
Horstman, Zachery Kenneth	Bachelor of Science
Hosfield, Will G	Bachelor of Science
Hoskins, Victoria Lynnette	Bachelor of Science
Houchin, Ali Burke	Bachelor of Science
Housley, Keith Damone Jr	Bachelor of Science
Howard, Corey Glenn	Bachelor of Science
Hubbard, Chelsea Lee	Bachelor of Science
Huber, Elizabeth G	Bachelor of Science
Huerta, Kris C	Bachelor of Science
Huffington, Shenandoah Ava	Bachelor of Science
Huhn, Katelyn L	Bachelor of Science
Humble-Schimmel, Jade Arielle	Bachelor of Science
Humphrey, Ray Eugene Jr	Bachelor of Science
Ifedi, David Akanso	Bachelor of Science
Igbinosun, Imeuntiyen	Bachelor of Science
Imel, Ian Alexander	Bachelor of Science
Inch, Cameron Robert	Bachelor of Science
Ingalls, Phillip Thomas	Bachelor of Science

Ingalsbe, Adler Gregory Lee	Bachelor of Science
Ingram, Kelsey Ruth	Bachelor of Science
Irwin, Brittany M	Bachelor of Science
Isaiah, Itohowo	Bachelor of Science
Isham-Dean, Joshua Lee	Bachelor of Science
Isham-Dean, Natalie Ann	Bachelor of Science
Ishtayeh, Samier Salah	Bachelor of Science
Isom, Daja Avier	Bachelor of Science
Jaber, Abdulla Abdulrahaman A	Bachelor of Science
Jackson, Aaron Duane	Bachelor of Science
Jackson, Adam R	Bachelor of Science
James, Rico Jamarra	Bachelor of Science
Janson, Hannah	Bachelor of Science
Jean-Baptiste, Herman	Bachelor of Science
Jeffers, Asieavae Michelle	Bachelor of Science
Jenkins, Alex B	Bachelor of Science
Jenkins, Cheyanne Michelle	Bachelor of Science
Jenkins, Curry Thomas	Bachelor of Science
Jenkins, Jacob Tyler	Bachelor of Science
Jenkins, Johnathan J	Bachelor of Science
Jensen, Sara Nicole	Bachelor of Science
Jewell, Andrew Jeffrey	Bachelor of Science
Johnson, Breanna Nicole	Bachelor of Science
Johnson, Charlene M	Bachelor of Science
Johnson, Joseph Anthony	Bachelor of Science
Johnson, Kate E	Bachelor of Science
Johnson, Kiara J	Bachelor of Science
Johnson, Melissa Kay	Bachelor of Science
Johnson, Michael Shane	Bachelor of Science
Johnson-Frazier, Tribecca Di'Anne	Bachelor of Science
Johnston, Keegan Patrick	Bachelor of Science
Jones, Hayley L	Bachelor of Science
Jones, Stephen Wayne	Bachelor of Science
Jones, Truman S	Bachelor of Science
Jordan, David Anthony	Bachelor of Science
Jordan, Monet Lache	Bachelor of Science
Joseph, Alexis Marie	Bachelor of Science
Judy, Kayla Rose	Bachelor of Science
Julian, Shayla R	Bachelor of Science
Julius, Allison Colleen	Bachelor of Science
Kane, Rachael Elizabeth	Bachelor of Science
Kapke, Julia Anna	Bachelor of Science
Karnezis, Peter S	Bachelor of Science
Keith, Jacob Wade	Bachelor of Science
Keller, Randall Austin	Bachelor of Science

Kellett, Kelcey Anne	Bachelor of Science
Kemp, David James	Bachelor of Science
Kemp, Jacob Daniel	Bachelor of Science
Kemp, Timothy R	Bachelor of Science
Kendall, Candace Marie	Bachelor of Science
Kennedy, Kelsey Lee	Bachelor of Science
Kermode, Alexandria Anne	Bachelor of Science
Kersey, Alyssa Elizabeth	Bachelor of Science
Kersey, Kassandra Irene	Bachelor of Science
Ketcham III, Max L	Bachelor of Science
Killion, Dillion Kyle	Bachelor of Science
Kim, Chanmi	Bachelor of Science
Kim, Hannah Mia	Bachelor of Science
Kimble, William Charles	Bachelor of Science
King, Luke Stephen	Bachelor of Science
Kinney, Mary Janell	Bachelor of Science
Kirby, Kendall Ann	Bachelor of Science
Kirtley, Connor M	Bachelor of Science
Kirton, Cynthia Lynn	Bachelor of Science
Kissack, Lindsey Nicole	Bachelor of Science
Klingeale, Britney Elise	Bachelor of Science
Kloos, Adam E	Bachelor of Science
Koch, John Harold	Bachelor of Science
Koester, Geoffrey Allen	Bachelor of Science
Koltsidou, Ioanna	Bachelor of Science
Krebbs, Kelsey	Bachelor of Science
Krumme, Mackenzie A	Bachelor of Science
Krupka, Teresa Marie	Bachelor of Science
Kucera, Lauren	Bachelor of Science
Kuhlman, Gregory R	Bachelor of Science
Kump, Andrew Joseph	Bachelor of Science
Kyle, Allison Corene	Bachelor of Science
Laffoon, Camille Terese	Bachelor of Science
LaGrange, Hunter J	Bachelor of Science
Lahee, Tomoko Elizabeth	Bachelor of Science
Laird, Caitlin Faith	Bachelor of Science
Lambert, Nicole Leota-Marie	Bachelor of Science
Landwehr, Patrick Charles	Bachelor of Science
Lane, Shawna Michelle	Bachelor of Science
Larkey, Karissa Dian	Bachelor of Science
Latourette, Jessica A	Bachelor of Science
Latta, Tanner Michael	Bachelor of Science
Lavoine, Heather Marie	Bachelor of Science
Lawson, Sarah Lorine	Bachelor of Science
Lechner, Gregory Wayne	Bachelor of Science

Lee, Adrienne Lynn	Bachelor of Science
Lee, Atiar N	Bachelor of Science
Lee, Seung Hyun	Bachelor of Science
Lemons, Jalencia Alecia	Bachelor of Science
Leslie, Sarah Kay	Bachelor of Science
Leu, Emma Maxine	Bachelor of Science
Lewellyn, Jeffrey Grant	Bachelor of Science
Lewis, Joshua	Bachelor of Science
Lewis, Mikael Donte	Bachelor of Science
Light, Karissa Breanne	Bachelor of Science
Lima, Elise Marie	Bachelor of Science
Lindley, Maizie Rae	Bachelor of Science
Linne, CaSondra Grace	Bachelor of Science
Little, Mandi Lee	Bachelor of Science
Lloyd, Tavia Kiandra	Bachelor of Science
Lockhart, Shonda	Bachelor of Science
Lockman, Dale Rodney	Bachelor of Science
Loesing, Sydney A	Bachelor of Science
Lombard, Bradley	Bachelor of Science
Long, Carlysha D	Bachelor of Science
Longyear, Mariah Ann	Bachelor of Science
Lopez, Jonathan Carl	Bachelor of Science
Lorance, Brandon Scott	Bachelor of Science
Lough, Tsali Ray	Bachelor of Science
Love, Shaquila Lee'Neka	Bachelor of Science
Lovelace, Sydney Paige	Bachelor of Science
Lozano Jr, Ruben Arthur	Bachelor of Science
Lucas, Brogan Nicole	Bachelor of Science
Lucas, Steven Wayne	Bachelor of Science
Lynch, Macie N	Bachelor of Science
Maas, Whitney Raye	Bachelor of Science
Mabie, Dara Scarlett Rose	Bachelor of Science
Mackey, Julianne Erin	Bachelor of Science
Magrum, Joel Jerrard	Bachelor of Science
Mahoney, Carly Yvonne	Bachelor of Science
Mahoney, Kindsey	Bachelor of Science
Mahurin, Allexis Chantal	Bachelor of Science
Mahurin, Rachel N	Bachelor of Science
Malchow, Abigail Nicole	Bachelor of Science
Maloney, Justin J	Bachelor of Science
Manke, Carson Rosemond	Bachelor of Science
Mannix, Joshua Parker	Bachelor of Science
Marietta, Nicholas Adam	Bachelor of Science
Marsh, Courtney	Bachelor of Science
Marshall, Ian Scott	Bachelor of Science

Marshall, Joyea Branaya	Bachelor of Science
Marshall, Robert James	Bachelor of Science
Martin, Alexander Quinn	Bachelor of Science
Martin, Bianca Louise	Bachelor of Science
Martin, Evan Julian	Bachelor of Science
Martin, Jacob Thomas	Bachelor of Science
Martin, Kaisha Simone	Bachelor of Science
Martin, Kelly Ann	Bachelor of Science
Marts, Keshua Mari	Bachelor of Science
Masner, Jessica	Bachelor of Science
Mateling, Ellen P	Bachelor of Science
Matheney, Rikki Dawn	Bachelor of Science
Mathew, Natasha Elizabeth	Bachelor of Science
Maupin, Thomas Adam	Bachelor of Science
Mbah, Eric Tebid	Bachelor of Science
McAdams, Mackenzie Marie	Bachelor of Science
McCance, Morgan Suzanne	Bachelor of Science
McCarter, Brittney Iesha	Bachelor of Science
McCarthy, John T	Bachelor of Science
McCarty, Cameran J	Bachelor of Science
McCollum, Aaron Michael	Bachelor of Science
McCraig, Chatia Donnise	Bachelor of Science
McCray, Garrett Nathaniel	Bachelor of Science
McCullough, Daniel Paul	Bachelor of Science
McDaniel, Erik Sean	Bachelor of Science
McDaniel, Kelly Lynn	Bachelor of Science
McFarland, Stephanie Lynn	Bachelor of Science
McGee, Kori Cheyenne	Bachelor of Science
McGee, Rayquel Patricia	Bachelor of Science
McGee, Thomas	Bachelor of Science
McGlone, Danielle	Bachelor of Science
McGrath, Michael Anthony	Bachelor of Science
McGuire, Cody Joseph	Bachelor of Science
McKee, Clinton T	Bachelor of Science
McKee, Molly Kristina	Bachelor of Science
McLemore, Brittni Errica	Bachelor of Science
McNair, Simon James	Bachelor of Science
McNamara, Thomas Joseph	Bachelor of Science
McNeely, Brian James	Bachelor of Science
McNeely, Dalton W	Bachelor of Science
McQuern, Cameron Tanner	Bachelor of Science
Mead, Vinzel Lamar	Bachelor of Science
Means, Ashley	Bachelor of Science
Mecklenburg Fear, Faith Leanne	Bachelor of Science
Meisberger, Jordyn Joseph	Bachelor of Science



Meissel, David Logan	Bachelor of Science
Meng, Mykalia M	Bachelor of Science
Mercker, Nicole Kathleen	Bachelor of Science
Messer, Jacob Robert	Bachelor of Science
Metallic, Adam Michael	Bachelor of Science
Mhoon, DaMonica Sheraine	Bachelor of Science
Middleton, Steven J	Bachelor of Science
Mielke, Stephen Miles	Bachelor of Science
Miles, Kaleb Wayne	Bachelor of Science
Milkowski, Joseph Lawrence	Bachelor of Science
Minick, Taylor Maveric	Bachelor of Science
Minkler, Nicole Marie	Bachelor of Science
Mobley, Cassie Marie	Bachelor of Science
Modlin, Jacob Adam	Bachelor of Science
Momoh, Vera S	Bachelor of Science
Monahan, Kollin Edward	Bachelor of Science
Monroe, Mitchell Delbert	Bachelor of Science
Montgomery, Kelsey Lynn	Bachelor of Science
Moore, Darnell	Bachelor of Science
Moore, Eve M	Bachelor of Science
Moorman, Casey Daniel	Bachelor of Science
Morehead, Sam Anthony	Bachelor of Science
Morgan, Jessica Ashby	Bachelor of Science
Morgan, Zachary Thomas	Bachelor of Science
Morin, Anthony Michael	Bachelor of Science
Morley, Alysa Nicole	Bachelor of Science
Morris, Allyson R	Bachelor of Science
Morris, Bradley Scott	Bachelor of Science
Morris, John Patrick	Bachelor of Science
Morris, Justin Kyle	Bachelor of Science
Morrison, Mikayla Rae	Bachelor of Science
Mosier, Alisha M	Bachelor of Science
Mukwanga, Claudien	Bachelor of Science
Mullanix, Jenna Marie	Bachelor of Science
Mullis, Audrey L	Bachelor of Science
Murphy, Alana	Bachelor of Science
Murray, Jake	Bachelor of Science
Myers III, Joseph M	Bachelor of Science
Myers, Amanda Lee	Bachelor of Science
Myers, Bailey Marie	Bachelor of Science
Myers, Justin Kevin	Bachelor of Science
Myers, Tamera Maria Ruiz	Bachelor of Science
Myers, Taylor L	Bachelor of Science
Myers, Vincent Eugene	Bachelor of Science
Nacke Jr, John T	Bachelor of Science

Nash, Carly Elizabeth	Bachelor of Science
Negele, Jacob Richard	Bachelor of Science
Nelson, Alexander William	Bachelor of Science
Nepote III, Domenic	Bachelor of Science
Nettrouer, Brandon J	Bachelor of Science
Newbould, Shanon Nicole	Bachelor of Science
Newell, Shelby	Bachelor of Science
Newton, Sebastian Lee	Bachelor of Science
Ngele, Andy	Bachelor of Science
Nicholls, Conrrad Makea Rupe	Bachelor of Science
Nicoson, Ashley N	Bachelor of Science
Nino, Francisco	Bachelor of Science
Nobbe, Elizabeth Ann	Bachelor of Science
Noble, Scott Michael	Bachelor of Science
Nolan, Crystal Monae	Bachelor of Science
Nolton, Dana Dominique	Bachelor of Science
Nonte, Jacquelyn Brooke	Bachelor of Science
Norberg, Tom Carl Olof	Bachelor of Science
Nord, Erika C	Bachelor of Science
Norman, Travis	Bachelor of Science
Nover, Adam Richard	Bachelor of Science
Novosel, Matthew	Bachelor of Science
Nowlin, Lauren B.	Bachelor of Science
Odom, Michael Scott	Bachelor of Science
Odom, Sasha Raenae	Bachelor of Science
Ogburn, Kayla Diane	Bachelor of Science
O'Leary, Kathleen	Bachelor of Science
Oliver, Destiny Hope	Bachelor of Science
Oros, Victor G	Bachelor of Science
Ortega, Keith Anthony	Bachelor of Science
Owens Jr, Gary Curtis	Bachelor of Science
Paddack, Brendan David	Bachelor of Science
Pagel, Blake William	Bachelor of Science
Papay, Nathan R	Bachelor of Science
Parham III, Noral Chester	Bachelor of Science
Park, Ho Yong	Bachelor of Science
Patch, Tavia Eileen	Bachelor of Science
Patterson, Alexandra F	Bachelor of Science
Patterson, Laurie	Bachelor of Science
Patterson, Shante Leann	Bachelor of Science
Payne, Shelby LaVaughn	Bachelor of Science
Pearson, Zachary Ryan	Bachelor of Science
Pease, Ryan	Bachelor of Science
Peden, Geonna Lashae	Bachelor of Science
Pepelea, Michelle Annette	Bachelor of Science

Petersen, Austin Oakley	Bachelor of Science
Peterson, Mikayla Lynn Paige	Bachelor of Science
Pettijohn, Austin Conor	Bachelor of Science
Phillips, Amanda Elisabeth	Bachelor of Science
Phillips, Mary Kandice	Bachelor of Science
Pifer, Coretta Lynn	Bachelor of Science
Piper, Gary Alan	Bachelor of Science
Poer, Rachel M	Bachelor of Science
Ponder, Brandi Nicole	Bachelor of Science
Porter Jr, James Andrew Daniel	Bachelor of Science
Portillo, Joseph	Bachelor of Science
Powell, Krista Rae	Bachelor of Science
Praed, Tiffany Marie	Bachelor of Science
Puckett, Nicole Alexandra	Bachelor of Science
Quraish, Saeed Abdullah	Bachelor of Science
Rademacher, Allison Lee	Bachelor of Science
Radtke, Jessica Taylor	Bachelor of Science
Rahmatullah, Arnan	Bachelor of Science
Raider, Nick Burton	Bachelor of Science
Ramey, Dillon Robert	Bachelor of Science
Randolph, Robert Wayne	Bachelor of Science
Rea, Debra Lea	Bachelor of Science
Reckards, Taylor Marie	Bachelor of Science
Redmon, Sidney Noreen	Bachelor of Science
Reed Jr, James Lucien	Bachelor of Science
Reed, David A	Bachelor of Science
Reel, Ashley Dawn	Bachelor of Science
Renn, Holly Jeannette	Bachelor of Science
Rettig, Andrew Stephen	Bachelor of Science
Rhea, Riley RaeJean	Bachelor of Science
Rhyner, Andrew Ray	Bachelor of Science
Rice, Jessica A	Bachelor of Science
Richins, Amy Leone	Bachelor of Science
Rieth, Brandon Michael	Bachelor of Science
Riggen, Gretchen Nicole	Bachelor of Science
Rimmel, Tyler Burton	Bachelor of Science
Ritter, Stephanie M	Bachelor of Science
Roach, Breanna R	Bachelor of Science
Roark II, Michael K	Bachelor of Science
Robbins, Austin J	Bachelor of Science
Roberts, Adam J	Bachelor of Science
Roberts, Rachel Alice	Bachelor of Science
Robinaugh, Erika L	Bachelor of Science
Robinson, Nathaniel A	Bachelor of Science
Robinson, Samantha C	Bachelor of Science

Robinson, Tanner Brooks	Bachelor of Science
Robrecht, Makayla Rae	Bachelor of Science
Rodgers, Christopher Keith	Bachelor of Science
Rodriguez, Luis Gaspar	Bachelor of Science
Rodriguez, Rosalea Ann	Bachelor of Science
Rogers, Bryan Anthony	Bachelor of Science
Romero, Brian	Bachelor of Science
Ronaldson, Stephanie Ann Viefhaus	Bachelor of Science
Rooks, Jacob Allen	Bachelor of Science
Rosado, Anthony R	Bachelor of Science
Rose, Michael William	Bachelor of Science
Rosebraugh, Kyle Logan	Bachelor of Science
Rosenbarger, Patrick Quinton	Bachelor of Science
Rosenberg, Matthew Isaac	Bachelor of Science
Roshel, Brandi Marie	Bachelor of Science
Ross, Leah Elizabeth	Bachelor of Science
Roth, Allison Sue	Bachelor of Science
Rothenberger, Amanda	Bachelor of Science
Rowe, Courtney Lynn	Bachelor of Science
Rowley, Brooke Elaine	Bachelor of Science
Ruben, Callie Mae	Bachelor of Science
Ruble, Kolby C	Bachelor of Science
Rumley, Kathy L	Bachelor of Science
Ruppel, Destiny Nicole	Bachelor of Science
Rupska, Dylan J	Bachelor of Science
Russ, Kimberlee Cassandra	Bachelor of Science
Russell, Ln Lorryne	Bachelor of Science
Rutter, Taylor Jordan	Bachelor of Science
Sadural, Danica	Bachelor of Science
Salmon, Emily Nicole	Bachelor of Science
Salyer, Dustin Wade	Bachelor of Science
Sam, Andrea Reasay	Bachelor of Science
Santell, Alice	Bachelor of Science
Saxman, Sharla June	Bachelor of Science
Scearce, Erik Justin	Bachelor of Science
Schalburg, Jesse Barton	Bachelor of Science
Schell, Christopher Anthony	Bachelor of Science
Schimmel, David R	Bachelor of Science
Schmidt, Megan R	Bachelor of Science
Schmitt, Kaitlyn R	Bachelor of Science
Schneider, Katie	Bachelor of Science
Schrader, Teresa Ann	Bachelor of Science
Schriver, Kelby Alexander	Bachelor of Science
Schultz, Hilary Morgan	Bachelor of Science
Schuster, Brianna Nicole	Bachelor of Science

Schwoeppe, Phillip James	Bachelor of Science
Sculfield, Whitney Elizabeth	Bachelor of Science
Scully, Jack	Bachelor of Science
Searing, Kelsey Jay	Bachelor of Science
Seat, Alexander Marshall	Bachelor of Science
Seger, Brittany Rose	Bachelor of Science
Senecal, Leif Andrew	Bachelor of Science
Seyfried, Kyla	Bachelor of Science
Shabanza, Armand	Bachelor of Science
Shahadey, Jordan Meridith	Bachelor of Science
Shaul, Blake Steven	Bachelor of Science
Shawhan, Haley Sue	Bachelor of Science
Sheehan, Amanda Danielle	Bachelor of Science
Sheler, Tyler Paul	Bachelor of Science
Shew, Stevie Ann	Bachelor of Science
Showecker, Abbie K	Bachelor of Science
Siener, Kayla Marie	Bachelor of Science
Sienicki, Daniel	Bachelor of Science
Sigler, Kaylynn M	Bachelor of Science
Sims-Bruno, Michaelangelo Allen	Bachelor of Science
Sizemore Jr, Ricky Wayne	Bachelor of Science
Skaggs, Austin Marion Wayne	Bachelor of Science
Slade Jr, William James	Bachelor of Science
Slaubaugh, Erin Marissa	Bachelor of Science
Sluboski, Haley Jean	Bachelor of Science
Sluyter, Erin E	Bachelor of Science
Smith, Adam Thomas	Bachelor of Science
Smith, Adriaunna N	Bachelor of Science
Smith, Alexa Renee	Bachelor of Science
Smith, Amanda Elaine Vansickle	Bachelor of Science
Smith, Chelsey Kayin	Bachelor of Science
Smith, Courtney Rae	Bachelor of Science
Smith, Cassandra Diane	Bachelor of Science
Smith, Khristian DeVaughn	Bachelor of Science
Smith, Lyndsey Erin	Bachelor of Science
Smith, Samantha Sue	Bachelor of Science
Smith, Sean Mathew	Bachelor of Science
Smith, Tyree	Bachelor of Science
Snyder, Brandon Matthew	Bachelor of Science
Solano, Daniel Richard	Bachelor of Science
Solono, Jessenia	Bachelor of Science
Solwold, Brock	Bachelor of Science
Souder, Alexa Ann	Bachelor of Science
Spaid, Justin Lloyd	Bachelor of Science
Spalding, Deja Amiee-Siah	Bachelor of Science

Spangler, Fredrick A	Bachelor of Science
Sparks, Nicholas A	Bachelor of Science
Sparks, Stephanie	Bachelor of Science
Spencer, Nicholas Robert	Bachelor of Science
Spicer, Mercedes Nichole	Bachelor of Science
Spillman, Alexandra Christine	Bachelor of Science
Spoonemore, Barbara S	Bachelor of Science
Spriggs, Aubree R	Bachelor of Science
Stagg, David Allen	Bachelor of Science
Staley, Austin Stuart	Bachelor of Science
Stanton, Christopher Douglas	Bachelor of Science
Starbuck, Emily Caitlin Marie	Bachelor of Science
Stark, Jessie Nicole	Bachelor of Science
Steele, Elle J	Bachelor of Science
Steiner, Ryan Kerstin	Bachelor of Science
Stelk, Rachael Allison	Bachelor of Science
Stephen, Jerry Lincoln	Bachelor of Science
Stephenson, Kyle P	Bachelor of Science
Stevenson, Anthrist Jamal	Bachelor of Science
Stewart, Bobbie Jo	Bachelor of Science
Stewart, Cogan Michael	Bachelor of Science
Stewart, Corey James	Bachelor of Science
Stewart, Timdrick LeShawn	Bachelor of Science
Stoermann, Laura J	Bachelor of Science
Stokes, Joshua Caleb	Bachelor of Science
Stough, Neily D	Bachelor of Science
Stowers, Alexander Riley	Bachelor of Science
Strabavy, Caleb A	Bachelor of Science
Strain, Tyler Jordan	Bachelor of Science
Strieter, Ross James Eugene	Bachelor of Science
Stroot, Christopher Mark	Bachelor of Science
Studdard, Tevin Deon	Bachelor of Science
Stum, Lizabeth Anne	Bachelor of Science
Sturgeon, Allie J	Bachelor of Science
Sturgess, Emily Mae	Bachelor of Science
Sturghiss, Deanna Renay	Bachelor of Science
Suggs, Dominique Lynn	Bachelor of Science
Sulieman, Rema	Bachelor of Science
Sullivan, Ashley Diondra	Bachelor of Science
Sullivan, Clarissa Danay	Bachelor of Science
Sullivan, Tanya J	Bachelor of Science
Sum, Mary E	Bachelor of Science
Sumner, Kylie Marie	Bachelor of Science
Surpas, Haley Nicole	Bachelor of Science
Sutliff, Kristin Nicole	Bachelor of Science

Swank, Samantha Jo	Bachelor of Science
Swearingen, Alexis	Bachelor of Science
Swem, Daniel J	Bachelor of Science
Swigart, Victoria Kazmira	Bachelor of Science
Tamar Kwawu, Anne Ketia	Bachelor of Science
Taylor, Leslie Marie	Bachelor of Science
Thacker, Ebony Rene	Bachelor of Science
Theriault, Holden Elliott	Bachelor of Science
Thomas, Alina Marie	Bachelor of Science
Thomas, Alyson N	Bachelor of Science
Thomas, Hillary Jane	Bachelor of Science
Thomas-Lee, Stariesha Labrittany-Jackee	Bachelor of Science
Thompson, Brian Keith	Bachelor of Science
Thompson, Nancy Jane	Bachelor of Science
Thorlton, Tori Nicole	Bachelor of Science
Thurston, Aryah Kristen	Bachelor of Science
Tillawi, Nadine	Bachelor of Science
Tipton, Whitney Monique	Bachelor of Science
Tislow, Evan Taylor	Bachelor of Science
Tobiqi, Anas Zaid	Bachelor of Science
Todd, Jacob Tyler	Bachelor of Science
Toliver, Ashley Nichole	Bachelor of Science
Toon, Alex James	Bachelor of Science
Totheroh, Adam Matthew	Bachelor of Science
Townsend, Aisha Shakur	Bachelor of Science
Traub, Emily Elizabeth	Bachelor of Science
Travioli, Hailee R	Bachelor of Science
Travioli, Karina M	Bachelor of Science
Treece, Angela R	Bachelor of Science
Trexler, Nicholas Grant	Bachelor of Science
Trobaugh, Sarah M	Bachelor of Science
Trunnell, Jesse Ray	Bachelor of Science
Tryon, Christopher S	Bachelor of Science
Tryon, Justin Max	Bachelor of Science
Turner, Britney L	Bachelor of Science
Turner, Elijah Albert Woodrow	Bachelor of Science
Turner, Tory Scott	Bachelor of Science
Tuttle, Kateri E	Bachelor of Science
Tyler, Emmitt Melvin, II	Bachelor of Science
Uebelhor, Olivia A	Bachelor of Science
Umphries, Sara Noel	Bachelor of Science
Underwood, Olivia Dawn	Bachelor of Science
Urbanczyk, Matthew Joseph	Bachelor of Science
Utterback, Eliot Martin	Bachelor of Science
Vallejo, Gregorio	Bachelor of Science

Van Meter, Zachary R	Bachelor of Science
Van Wijk, Cecilia Mae	Bachelor of Science
VanBergen, Kayla Chase	Bachelor of Science
Vander Woude, Bo Jordan	Bachelor of Science
Vaughan, Josh Robert	Bachelor of Science
Vaughn, Taylor Harrison	Bachelor of Science
Vazquez, Nicholas Jordan	Bachelor of Science
Vest, Katherine Nicole	Bachelor of Science
Victor, Amanda L	Bachelor of Science
Vonderheide, Keevan Bryant	Bachelor of Science
Vorhies, Nicholas Lee	Bachelor of Science
Vyas, Shakil Dilipkumar	Bachelor of Science
Wadsworth, Eric	Bachelor of Science
Waldrop, Brandon Scott	Bachelor of Science
Walker, Donnika M	Bachelor of Science
Walker, Nathan Geoffrey	Bachelor of Science
Walker, Whitney Ann	Bachelor of Science
Waller, Tyshon Demetri	Bachelor of Science
Walls, Anna M	Bachelor of Science
Walters, Katelyn Marie	Bachelor of Science
Wampler, David Tyler	Bachelor of Science
Ward, Natalie Jean	Bachelor of Science
Warren, Brittanie Denae	Bachelor of Science
Warren, James Randall	Bachelor of Science
Washington, Jerald Norris	Bachelor of Science
Watson, Jordan M	Bachelor of Science
Watson, Spencer Ellis	Bachelor of Science
Waynick, Shelby A	Bachelor of Science
Weisman, Michelle Renee Lindauer	Bachelor of Science
Welling, Kalie N	Bachelor of Science
Welp, Katelyn M	Bachelor of Science
Wembo, Mulumba Otepa	Bachelor of Science
Werskey, Brooke K	Bachelor of Science
Wesner, Emily Suzanne	Bachelor of Science
Wesolowski, Austin Ray	Bachelor of Science
West, Bettina M	Bachelor of Science
Westfall, Kara M	Bachelor of Science
Wheeler, Kara Marie	Bachelor of Science
Whitman, Robert Clay	Bachelor of Science
Whittaker, Jessica Lynn	Bachelor of Science
Whittaker, LaVon Andre	Bachelor of Science
Wible, Leah	Bachelor of Science
Williams, Angenea Evia	Bachelor of Science
Williams, Ashley Dawn	Bachelor of Science
Williams, Dominic J	Bachelor of Science



Williams, Tramaine Shamone	Bachelor of Science
Willis, Cierra Shantell	Bachelor of Science
Willis, Shelby Nichole	Bachelor of Science
Willocks, Hannah M	Bachelor of Science
Wilson, Andrea Marie	Bachelor of Science
Wilson, Courtney Nicole	Bachelor of Science
Wilson, Michael Lane	Bachelor of Science
Wilson, Nicole Elizabeth	Bachelor of Science
Wilson, Trae Lewis	Bachelor of Science
Wilson, Tyler Jacob	Bachelor of Science
Winstead, Michael Bradley	Bachelor of Science
Wise, Nathaniel Michael	Bachelor of Science
Wishlow, Carly Jade	Bachelor of Science
Witvoet, Riley James	Bachelor of Science
Wollenmann, Collin Jeffery	Bachelor of Science
Woods, Octavia Mya	Bachelor of Science
Wright, Joni Marie	Bachelor of Science
Wright, Mariah Heather	Bachelor of Science
Wright, William Jayson	Bachelor of Science
Xiang, Lizhi	Bachelor of Science
Yang, DongWook	Bachelor of Science
Yarber, Kenneth	Bachelor of Science
Yoakum, Kathryn Marie	Bachelor of Science
Yoho, Zane Matthew	Bachelor of Science
Young, Christina N	Bachelor of Science
Zalam, Ghassan	Bachelor of Science
Zega, Ronald	Bachelor of Science
Zhang, Xiao	Bachelor of Science
Zielinski, Allen Michael	Bachelor of Science
Zuniga, Yesica Ibet	Bachelor of Science
Ashafa-Ali, Angela Oby	Bachelor of Social Work
Barnes, Alexandria Rhei	Bachelor of Social Work
Barton, Bryce James	Bachelor of Social Work
Bledsoe, Jenna Kay	Bachelor of Social Work
Blower, Caroline Paige	Bachelor of Social Work
Brown, Erin Marie	Bachelor of Social Work
Brumfield, Danielle L	Bachelor of Social Work
Camp, Elizabeth Ann	Bachelor of Social Work
Carroll, Kayla Marie	Bachelor of Social Work
Clayton, Chelsea Irene	Bachelor of Social Work
Donham, Ciera Jean	Bachelor of Social Work
Harris, Tegan Leigh	Bachelor of Social Work
Head, Samantha Marie	Bachelor of Social Work
Hensley, Aaron Nicholas	Bachelor of Social Work
Heshelman, Kristen Kay	Bachelor of Social Work

Hinkle, Carrissa Dawn	Bachelor of Social Work
Humphrey, Halley	Bachelor of Social Work
Jezior, Holly Nichole	Bachelor of Social Work
Johnson, Lakisha Monique	Bachelor of Social Work
Jones, Parish L	Bachelor of Social Work
Kingsbury, Tracey Ann	Bachelor of Social Work
Lathrem, Amanda Nicole	Bachelor of Social Work
Lockhart, Rhonda Diana	Bachelor of Social Work
Logsdon, Sarah Louise	Bachelor of Social Work
Martinez, Charles D	Bachelor of Social Work
Marvel, Elizabeth	Bachelor of Social Work
Meyer, Megan Jane	Bachelor of Social Work
Mishler, Kiera Renee	Bachelor of Social Work
Parsons, Rachel Nicole	Bachelor of Social Work
Richardson, Britney Alyssa	Bachelor of Social Work
Robinson, Rayna Alicia	Bachelor of Social Work
Seibert, Brittany Ann	Bachelor of Social Work
Sherman, Michaela Grae	Bachelor of Social Work
Smith, Peyton Ann	Bachelor of Social Work
Snowden, Katheryn D	Bachelor of Social Work
Stewart, Michelle Anne-Marie	Bachelor of Social Work
Stingley, Shiann Lynnette	Bachelor of Social Work
Tunstall, Katrina Michelle	Bachelor of Social Work
Watson, Tori Sue	Bachelor of Social Work
Alrasheed, Mohammed Saleh M	Certificate Graduate Level
Momanyi, Beatrice Kemunto	Certificate Graduate Level
Shepard, Kristin Nicole Gilman	Certificate Graduate Level
Bloom, Karen Sue Lindner	Certificate Post-Master's
McDermott, Rachel Anne	Certificate Post-Master's
Ackman, Bradley Steven Carol	Certificate Undergraduate
Alhayki, Ali Saleh Ali Hasan	Certificate Undergraduate
Alshammari, Hamad Ziyad	Certificate Undergraduate
Anderson, Se'lah Monee'	Certificate Undergraduate
Bailey, David Adam	Certificate Undergraduate
Bowlds, Garry H	Certificate Undergraduate
Davidson, Shanita Raniece	Certificate Undergraduate
Ewing, Austin James	Certificate Undergraduate
Gipson, Breanna Dwanette	Certificate Undergraduate
Jordan, David Anthony	Certificate Undergraduate
Leu, Emma Maxine	Certificate Undergraduate
McDaniel, Kelly Lynn	Certificate Undergraduate
McKee, Jaime Kay	Certificate Undergraduate
McKee, Molly Kristina	Certificate Undergraduate
Means, Ashley	Certificate Undergraduate
Nolton, Dana Dominique	Certificate Undergraduate

Sampson, Whitney Renee	Certificate Undergraduate
Schrader, Teresa Ann	Certificate Undergraduate
Willocks, Hannah M	Certificate Undergraduate
Desir, Nyrline	Doctor of Nursing Prac.
Fashemo, Olayemi Seidat	Doctor of Nursing Prac.
Finch, Megan Jean O'Connor	Doctor of Nursing Prac.
Owegi, Robert Lyoshi	Doctor of Nursing Prac.
Potts, Jean Ann	Doctor of Nursing Prac.
Wiley, Georgena D	Doctor of Nursing Prac.
Alzahrani, Saadi Abdullah	Doctor of Philosophy
Bailey, Nicole Danielle	Doctor of Philosophy
Blake, Amy Sue	Doctor of Philosophy
Chavez, Jack D	Doctor of Philosophy
Cobb, Susan Seitz	Doctor of Philosophy
England, Ernest Scott	Doctor of Philosophy
English, Patrick Stephen	Doctor of Philosophy
French, Amy Elizabeth	Doctor of Philosophy
Garletts, Donovan Michael	Doctor of Philosophy
Grant, Gabriel Jonathan	Doctor of Philosophy
Hanlon, Vincent John	Doctor of Philosophy
Horta Martinez, Cynthia Martha	Doctor of Philosophy
Jiang, Yitong	Doctor of Philosophy
Jones, Shawntae Kalawn	Doctor of Philosophy
Kehrer, Brian Lee	Doctor of Philosophy
Klemish, Jaimie Lynn	Doctor of Philosophy
Korfhage, Jennifer	Doctor of Philosophy
Lee, Jong Koo	Doctor of Philosophy
Marrs, Suzanne Michelle	Doctor of Philosophy
Mason, Dynesha Dione	Doctor of Philosophy
Mason, Stacy Lynn	Doctor of Philosophy
Mathew, Zachariah	Doctor of Philosophy
McMichel, Francita Lynn	Doctor of Philosophy
Mrozinske, Elena C	Doctor of Philosophy
Newton, Whitney Harrison Long	Doctor of Philosophy
Ragle, Cynthia Ann	Doctor of Philosophy
Schilawski, John Todd	Doctor of Philosophy
Smitherman, Casey Patterson	Doctor of Philosophy
Southworth, John Brooks	Doctor of Philosophy
Stiles, Rochelle	Doctor of Philosophy
Swarens, Tamara Sue	Doctor of Philosophy
Taylor, Ronda Denice	Doctor of Philosophy
Teeter, James Jefferson	Doctor of Philosophy
Trebley, Kyle N	Doctor of Philosophy
Yeom, Yeijin	Doctor of Philosophy
Zarges, Bradford Paul	Doctor of Philosophy

Bauer, Ashley Sandvoss	Doctor of Psychology
Thomas, Sarah Kelsey	Doctor of Psychology
McGuire, Nicole Ann Webster	Doctorate of Health Sciences
Bergren, Colleen Suzanne Walters	Educational Specialist
Fessler, Keith Richard	Educational Specialist
Ingram, Tuere Chioneso	Educational Specialist
Jameson, James William	Educational Specialist
Jones, Andrew Jack	Educational Specialist
Laffoon, Kelly Denise	Educational Specialist
Larson, Christina Barbara	Educational Specialist
Laughner, Mark A	Educational Specialist
McCabe, Amy Susan Mitchell	Educational Specialist
Ross-Gilland, Doris Kathleen	Educational Specialist
Simpson, Ernie Lee	Educational Specialist
Watkins, Sam Edward	Educational Specialist
Whitaker, Anthony Arlie	Educational Specialist
Wildoner, Courtney Lee Rhode	Educational Specialist
Wood, Sandra Marie	Educational Specialist
Alshammari, Derzi Meshal	Master of Arts
Alshammari, Faten Naif	Master of Arts
Arms, Zachary Nathaniel	Master of Arts
Binhmed, HEND Abdulrahman	Master of Arts
Converse-Rath, Shelly Danielle	Master of Arts
Cooley, Rachel Ann	Master of Arts
Fatheree, Dustyn James	Master of Arts
Foxworthy, Jessica L	Master of Arts
Harvey, Candelaria	Master of Arts
Hein, George Travis	Master of Arts
Hoffman, Sierra Beth	Master of Arts
Jirgl, Ross Alan	Master of Arts
Kaniuka, Polina	Master of Arts
Kim, Eun Kyong	Master of Arts
Lu, Meng	Master of Arts
Mathison, Bryan Joseph	Master of Arts
Miller, Norman Louis	Master of Arts
Moafa, Alaa Mohammad	Master of Arts
Thomas, Carol Joan Harding	Master of Arts
Ware, Michael David	Master of Arts
Roth, William Michael	Master of Business Admin.
Uslander, Ryan K	Master of Business Admin.
Alqahtani, May M	Master of Education
Beasley, Christine Mae	Master of Education
Bird, David Morgan	Master of Education
Burrows, Angelina Denise	Master of Education
Carter, Danielle Nicole	Master of Education

Cayon, Laura Patricia	Master of Education
Cotten, Zachary Jordan	Master of Education
Damman, Allisha Nicole	Master of Education
DeJarnatt-Walker, Susan	Master of Education
Fentress, Andrew Leon Edgar	Master of Education
Garrett, Erika Lynne	Master of Education
Hansel, Jeffrey Dwayne	Master of Education
Hart, Kelly Ann	Master of Education
Hassler, Megan Elyse	Master of Education
Homans, Abigail P	Master of Education
Hrovat, Cindi Marie	Master of Education
Kerner, Nicholas Michael	Master of Education
Lemon, Michelle Ann Larue	Master of Education
Linneweber, Ronelle Cathleen	Master of Education
Long, Ashlee E	Master of Education
McPherson, Rebecca Delana	Master of Education
Mylin, Isaiah James	Master of Education
Ray, Joan Barbara	Master of Education
Reynolds, Megan Renee	Master of Education
Richmond, Bonnie Susanne Stump	Master of Education
Roenbeck, Anita Jean	Master of Education
Rueger, Meredith Alexandra	Master of Education
Rutherford, MacKenzie Joan	Master of Education
Schott, Calli Brianne	Master of Education
Seifert, Charles Nicholas	Master of Education
Sims, George	Master of Education
Skinner, Karalyn Marie Keilman	Master of Education
Smith, Bradley Roger	Master of Education
Stone, Janise Xia	Master of Education
Taft, Robin Kay Schafer	Master of Education
Terrell, Julie Dawn Anderson	Master of Education
Wey, Rachel Colleen Jenkins	Master of Education
Wilson, Kyle Richard	Master of Education
Yaw, Elaine Suzanne	Master of Fine Arts
Meeker, Derek Ray	Master of Music
Welborn, Katrina Gabrielle	Master of Music
Cioli, Christopher Ryan	Master of Public Admin
Manuel, Robin Elizabeth	Master of Public Admin
Reed, Brandon Eugene	Master of Public Admin
Starkey, Rebecka Jean Marshall	Master of Public Admin
Townsend, Christopher David	Master of Public Admin
Afundoh, Edward Chenwi	Master of Science
Aizigov, Iga Teresa Osadca	Master of Science
Akavaram, Akhilreddy	Master of Science
Akula, Sudheer Kumar	Master of Science

Aladwani, Laila Dakhilallah	Master of Science
Aldossary, Ahmed Abdulrahman	Master of Science
Aldousri, Ahmed Naif, Sr	Master of Science
Alhargan, Aljowharah Saif	Master of Science
Alhawsawi, Abdulmajeed	Master of Science
Allensworth, Brittany Shanel	Master of Science
Almansoori, Nasser Saeed	Master of Science
Almuwallad, Abed	Master of Science
Alrasheed, Mohammed Saleh M	Master of Science
Alshayeb, Ali Abbas	Master of Science
Alshohail, Lobna	Master of Science
Arvin, Megan Lynn	Master of Science
Aylwin, Lori A	Master of Science
Bell, Jonathon Leon Robert	Master of Science
Bingham, Michael Nathan	Master of Science
Bland, Michael W	Master of Science
Blankley, Koren J	Master of Science
Boda, Sandeep Reddy	Master of Science
Boink, Chelsea L	Master of Science
Breen, Annamarie Irene	Master of Science
Brondos, Jason	Master of Science
Brown, Jahlik Andre	Master of Science
Brown, Kara Denise Malone	Master of Science
Burcham, Shovonna Rachele	Master of Science
Cerecero, Jamie Alonso	Master of Science
Chambers, Joshua Dale	Master of Science
Che, Hualan	Master of Science
Cheeseman, Jasmina Spahic	Master of Science
Chen, Mei-Hua	Master of Science
Chilakapati, Kranthi	Master of Science
Child, Ren	Master of Science
Chorneyi, Jason Farrell	Master of Science
Cole, Alison Marie	Master of Science
Collins, Francesca	Master of Science
Contreras, Raymond Vincent	Master of Science
Cross, Megan Christine	Master of Science
Crouse, Nona Grace	Master of Science
Csiernik, Alexander J	Master of Science
Dahl, Traci Lynn	Master of Science
Dalton, Walter Richard	Master of Science
David, Justin Jeffrey	Master of Science
Dedeaux III, Russell Joseph	Master of Science
Detwiler, Johnathan Samuel	Master of Science
Dinkens, Amber Nicole	Master of Science
Dodd, Amy Elizabeth Murray	Master of Science

Dudine, Chase Alexander	Master of Science
Dunn, Ashley Nicole	Master of Science
Elms, Alicia Callie	Master of Science
Elwood, Chelsea Autumn	Master of Science
Essig, Jacob Wayne	Master of Science
Evans, Dustin	Master of Science
Finigan, Michael Kevin	Master of Science
Fink, Emily Robin	Master of Science
Fortney, Jenifer	Master of Science
Frazier, Marguerite	Master of Science
Gardner, Lucille M	Master of Science
George, Kayla Marie	Master of Science
Gipson, Sherry Painter	Master of Science
Gomolisky, Philip Erik	Master of Science
Gonzalez, Yelena	Master of Science
Gorman, Eryn Rae	Master of Science
Green, Toni	Master of Science
Gutridge, Tiffany Renee	Master of Science
Hagedorn, Daniel Adam	Master of Science
Halcomb, Stacy Lynn	Master of Science
Hamadeh, Amal Houssam	Master of Science
Hampton, Rochelle Me'Nika	Master of Science
Hancock, Dana Rene	Master of Science
Hanrahan, Carolyn L	Master of Science
Harrison, Jerrod James	Master of Science
Heaslet, Aaron Toshi	Master of Science
Heera, Gursimran Kaur	Master of Science
Higginbottom, Shelby Dawn	Master of Science
Hill, Carlisia Elaine	Master of Science
Hill, Katherine Leigh	Master of Science
Hill, Rachel Anna	Master of Science
Hoesl, Christina M	Master of Science
Hogan, Joanne Michelle	Master of Science
Hopkins, Kerria Lynn	Master of Science
Hopkins, Rachel Marie Crowe	Master of Science
Horn, Mary LeAnne	Master of Science
Hornaday, Jennifer Ann	Master of Science
Huebner, Desiree Kiyoko	Master of Science
Huffman, Evelyn M	Master of Science
Hull, Courtney Nicole	Master of Science
Hunt, Margaret Dorean	Master of Science
Hurley, Fayeann	Master of Science
Jackson, Jordan T	Master of Science
Jacobs, Tyler Anthony	Master of Science
Jarvis, Jenna Grace	Master of Science

Jastillano, Lynnaire Pama	Master of Science
Jett, Matthew Eric	Master of Science
Johanns, Beth Ann	Master of Science
Jussome, Sherley	Master of Science
Jutzi, Waverly Lynn Simmons	Master of Science
Kashmoola, Abdullah Osamah Yousif	Master of Science
Kautz, Valerie Suzanne	Master of Science
Kellett, Natalie	Master of Science
Kendall, John C	Master of Science
Kholyavka, Ekaterina Alksandrovna	Master of Science
Koll, Kristopher Mathew	Master of Science
Kondaveeti, Venkata Naresh	Master of Science
Kothapalli, Sowmya	Master of Science
Kreke, Emily Louise	Master of Science
Kuhn, Amber N	Master of Science
Kurian, Soumya Mary	Master of Science
Larson, Brandi Michelle	Master of Science
Lawrence, Kristi Lynn	Master of Science
Link, John Curtis	Master of Science
Long, Nicholas Ike	Master of Science
Lynch, Ashley Kay	Master of Science
Lynch, Thomas Andrew	Master of Science
Maddineni, Karthik	Master of Science
Magin, Rachel Alyse	Master of Science
Mansfield, Michael Lee	Master of Science
Martha, Snigdha Reddy	Master of Science
Mayi, Shinwar	Master of Science
Mayoral, Lorena Judith	Master of Science
McCarty, Deana Michelle	Master of Science
McCarty, Emily L	Master of Science
McTiernan, Erin Frances	Master of Science
Meredith, Nanette Gabriel	Master of Science
Meuser, Jessica D	Master of Science
Meyer, Ella Isabel	Master of Science
Meyer, Kathryn Marie Hammond	Master of Science
Middleton, Brian Hunter	Master of Science
Mitchell, Laura	Master of Science
Momanyi, Beatrice Kemunto	Master of Science
Moore, Calie Rose	Master of Science
Morse, Eric Andrew	Master of Science
Murphy, Quillian Devon	Master of Science
Nambiar, Kavitha Mohan	Master of Science
Neitling, Megan Nicole	Master of Science
Newton, Ashley Rose	Master of Science
North, Tony, Jr	Master of Science



Notch, Tyler Christopher	Master of Science
Pabst, Jaci Ann	Master of Science
Pagan-Gonzalez, Melvin	Master of Science
Papin, Loren Ezella	Master of Science
Patterson, Alexander Joseph	Master of Science
Phillips, Anne Radecki	Master of Science
Phipps, Cindy Lou	Master of Science
Pickrell, Lauren Amber	Master of Science
Pike, Jessica Erin	Master of Science
Pippins, Kate Elizabeth	Master of Science
Pullar, Allison M	Master of Science
Rankin, Warren C, Sr	Master of Science
Ravipati, Amarnath	Master of Science
Reid, Doris Antawanna	Master of Science
Richardson, Chelsea	Master of Science
Robinson, Derrick Lemar, Jr	Master of Science
Rosario, Mark Andrew	Master of Science
Rouillard, Elliott Andrew	Master of Science
Runnells, Nathan James	Master of Science
Sagar, Farhad Ahmed	Master of Science
Salyers, Rayne Michele	Master of Science
Sanderson, Rachel	Master of Science
Schiess, Kelly Marie	Master of Science
Schneider, Sarah Allison	Master of Science
Schwab, Marcus	Master of Science
Schwalger-Smith, Jules Tom Asher	Master of Science
Shepard, Cynthia Shannon	Master of Science
Simatovich, Jennifer R	Master of Science
Sinning, Justin L	Master of Science
Smart, Saundra Mae	Master of Science
Smith, Anne M	Master of Science
Smith, John Edward	Master of Science
Spiezia, Annemarie Catherine	Master of Science
Staggs, Heidi Jo	Master of Science
Stanek, Brittany N	Master of Science
Stucker, Bart Andrew	Master of Science
Stuthers, Gerald Eugene, Jr	Master of Science
Sutherlin, Lea B	Master of Science
Swamy, Snigdha	Master of Science
Swan, Jonathan W	Master of Science
Swink, Philip John	Master of Science
Taulman, Chelsea Lynne Anker	Master of Science
Taylor, Myra Adele	Master of Science
Thomas, Brittany Vernee	Master of Science
Trinkle, Timothy	Master of Science

Vaaler, Jason Paul	Master of Science
Vanover, Eleonor	Master of Science
Vernon, Lygia Josette	Master of Science
Vogler, Joseph Harold	Master of Science
Vorel, Alyssa J	Master of Science
Vuluvala, Satish Reddy	Master of Science
Vyas, Kartik	Master of Science
Waldron, Jacob Andrew	Master of Science
Wallace, Rachel	Master of Science
Wang, Lianfang	Master of Science
Warren, Katherine M	Master of Science
Weber, Gabrielle Elizabeth	Master of Science
Welch, Ellen Marie Butwin	Master of Science
Westfahl, Danessa Denise	Master of Science
White, Tyesha Cassandra	Master of Science
Williams, Andrea Jean	Master of Science
Wilson, Ashley Marie	Master of Science
Wilson, Nicole Lynn	Master of Science
Yoder, Angela Marie	Master of Science
Yorgey, Marissa K	Master of Science
Zamani, Behnaz	Master of Science
Bose, Lesli Daniele	Master of Social Work
Cawthon, Haley Michele Stout	Master of Social Work
Collins, Mark Allen, Jr	Master of Social Work
Craig, Casey Lynn	Master of Social Work
Grimes, Ashley	Master of Social Work
Harris, Tionna DeVonne	Master of Social Work
Little, William Allen	Master of Social Work
Lugar, Katherine Elizabeth	Master of Social Work
Miller, Julie Nicole	Master of Social Work
Newcomb, Natasha Marie	Master of Social Work
Cheatham, Courtney Marie	Non-Degree
Hernandez, Rita V	Non-Degree
Jezior, Holly Nichole	Non-Degree
Davis II, Ronald Eugene	Pre Bachelor
Bueker, Matthew Carl	Bachelor of Arts
Davis, Ethan Allen	Bachelor of Arts
Miccum, Paige Alyce	Bachelor of Arts
Tuttle, Elizabeth Carlene	Bachelor of Arts
Gibbs, Marquise Jamal	Bachelor of Fine Arts
Lee, Hyun Jung	Bachelor of Music
Mossell, Alanna Marie	Bachelor of Music Education
Abram, Tayler M J	Bachelor of Science
Abrom, Adrian La'Mar	Bachelor of Science
Admire, Carrie Joann	Bachelor of Science

Al Darei, Hamad	Bachelor of Science
Al Jadidi, Khalid Salem	Bachelor of Science
Al Khayarin, Saeed	Bachelor of Science
Al Wahaib, Saad	Bachelor of Science
Alameri, Mohammed Abdulla	Bachelor of Science
Alanazi, Nayef Saud	Bachelor of Science
Alaradi, Mohammed Habib	Bachelor of Science
Alaslani, Omar Salamah, Sr	Bachelor of Science
Alathmi, Majahed A	Bachelor of Science
Albaqshi, Ahmed Anwar	Bachelor of Science
Albuwaidi, Mahdi Ahmed	Bachelor of Science
Aldalaigan, Sultan Bader	Bachelor of Science
Aldawsari, Saad Muadhid	Bachelor of Science
Alderei, Abdulla Hmoud	Bachelor of Science
Alderei, Abdulla Maayouf	Bachelor of Science
Alderei, Mohammed Hamad	Bachelor of Science
Alderei, Salem	Bachelor of Science
Aldhareef, Ahmed Mohamed Khamis Mohamed	Bachelor of Science
Aldharman, Nawaf Mohammed	Bachelor of Science
Alessa, Mohammad	Bachelor of Science
Algarni, Saleh	Bachelor of Science
Alhajri, Mohammad Sanad	Bachelor of Science
Alharfi, Yousif Ali	Bachelor of Science
Alharthi, Mohammed Sayer	Bachelor of Science
Al-Hetmi, Saqr Ahmed S A	Bachelor of Science
Al-jedaie, Moath Mohammed	Bachelor of Science
Aljehani, Reaass	Bachelor of Science
Alkhaldi, Abdulaziz	Bachelor of Science
Alkhaldi, Mohammad Salman	Bachelor of Science
Alkhaldi, Sada S	Bachelor of Science
Alkhaldi, Salman Sultan	Bachelor of Science
Allan-Ortiz, David Anthony	Bachelor of Science
Allen, Chareda Shonte	Bachelor of Science
Allsup, Jase Paul	Bachelor of Science
Almaqbul, Mazen	Bachelor of Science
Almari, Faisal Nasser	Bachelor of Science
Almatrafi, Abdullah Saadi	Bachelor of Science
Almazzomi, Mohammed Naser	Bachelor of Science
Almohumed, Hussain A	Bachelor of Science
Almri, Bader Saad	Bachelor of Science
Almuhaishi, Mustafa Abdulkareem	Bachelor of Science
Almuhanna, Ali	Bachelor of Science
Alotaibi, Faisal Hanif	Bachelor of Science
Alotaibi, Sultan Fahad	Bachelor of Science
Alothman, Abdulaziz	Bachelor of Science

Alqahtani, Awadh Hussain	Bachelor of Science
Alqahtani, Wasmiah Faisal	Bachelor of Science
Alsaab, Meshari Mohammed	Bachelor of Science
Alsaif, Mohammed Abdulaziz	Bachelor of Science
Alshaikhi, Abdullah Hussain	Bachelor of Science
Alsudees, Raed Abdulrahman	Bachelor of Science
Altooymi, Ahmed Sulaiman	Bachelor of Science
Alturkistani, Asma Abed	Bachelor of Science
Alyami, Ahmed Jafer	Bachelor of Science
Alyami, Saleh Mohammad	Bachelor of Science
AlZuraig, Mishari Zayed S	Bachelor of Science
Aman, Courtney Renee	Bachelor of Science
Amos, Andrew Scott	Bachelor of Science
Amos, Tania Sharay	Bachelor of Science
Anchrum, Anthony Deon	Bachelor of Science
Anderson, Bryce Lee	Bachelor of Science
Anderson, Miranda Joy	Bachelor of Science
Angi, John Arthur, III	Bachelor of Science
Atwood, Aaron M	Bachelor of Science
Axsom, Jessica Dawn	Bachelor of Science
Ayala, Alexandra	Bachelor of Science
Baker, Charesa Marie	Bachelor of Science
Balensuela, Elinor Alice	Bachelor of Science
Banks, Lindsay Nicole	Bachelor of Science
Barfell, Bradley L	Bachelor of Science
Bartley, Rachel Ann	Bachelor of Science
Bauer, Ashley	Bachelor of Science
Bays, Christopher Thomas	Bachelor of Science
Bazzano, Tatiana Renae	Bachelor of Science
Bell, Carlee Janelle	Bachelor of Science
Bell, Lucas J	Bachelor of Science
Bell, Trenell D	Bachelor of Science
Bendickson, Brian	Bachelor of Science
Bernard, Stephanie Michelle	Bachelor of Science
Berry, Thomas Levi	Bachelor of Science
Blasdel, Brittany Nicole	Bachelor of Science
Blystone, Brandon Michael	Bachelor of Science
Boretzky, Jennifer Marie	Bachelor of Science
Bork, Shawn Michael	Bachelor of Science
Bose, Ryan Andrew	Bachelor of Science
Brainard, Jonathan Eugene	Bachelor of Science
Bray, Colleen Elizabeth	Bachelor of Science
Bridges, Conner Ryan	Bachelor of Science
Briley, Sarah Elizabeth	Bachelor of Science
Brown, Kyleigh Renee	Bachelor of Science

Bunch, Bonnie J	Bachelor of Science
Burdette, Camron Yates	Bachelor of Science
Burkman, Ashley Marie	Bachelor of Science
Burrell, Bianca N	Bachelor of Science
Calderon Jr, Luis	Bachelor of Science
Callaghan, Mathew George	Bachelor of Science
Calvin, Emily Marie	Bachelor of Science
Campbell, Kimmy J Short Bridgewaters	Bachelor of Science
Carl, Steven Patrick	Bachelor of Science
Carlson-Burke, Ashlyn Nicole	Bachelor of Science
Carpenter, Logan David	Bachelor of Science
Cerrone-Allsup, Alexandra M	Bachelor of Science
Chamberlain, Ian Justin	Bachelor of Science
Chapman, Christian Charles	Bachelor of Science
Chappell, Tyler Scott	Bachelor of Science
Cheeks, Vernon Pierre'	Bachelor of Science
Childs, Trenton Laurhen	Bachelor of Science
Christian, Hannah Elizabeth	Bachelor of Science
Christian, Joshua Paul	Bachelor of Science
Christjansen, Jon	Bachelor of Science
Christman, Karalyn N	Bachelor of Science
Chuba, Bryan G	Bachelor of Science
Clouser, Brittany E	Bachelor of Science
Cody, Nicholas Taylor	Bachelor of Science
Colbert, Melody Monique	Bachelor of Science
Comer, Brody Charles	Bachelor of Science
Conner, Erica Nicole	Bachelor of Science
Connolly, Leah Stacy	Bachelor of Science
Cook, Chelsea Marie	Bachelor of Science
Cooper, Chloe L	Bachelor of Science
Cox, Wendy Jo	Bachelor of Science
Coyle, Justin Alexander	Bachelor of Science
Cripps, Courtney Sue	Bachelor of Science
Criss, Branden James	Bachelor of Science
Crites, James D	Bachelor of Science
Crowell, London Chiann	Bachelor of Science
Damico, Emily Nicole	Bachelor of Science
Davis, Austin James	Bachelor of Science
Davis, Curtiss Larry, II	Bachelor of Science
Davis, Gregory Russell	Bachelor of Science
Davis, Paul Fraser	Bachelor of Science
Dean, Barri Tanika	Bachelor of Science
Deem, Haley Ann	Bachelor of Science
DeHaven, Jessica Leigh	Bachelor of Science
DeWitt, Christopher	Bachelor of Science

Dietel, David James	Bachelor of Science
Doppler, Alexander Benjamin	Bachelor of Science
Dross, Mikayla Ann	Bachelor of Science
DuBois, Kelsey Rebecca	Bachelor of Science
Duerk, Allison Kae	Bachelor of Science
Duhne, Philip Ryan	Bachelor of Science
Elliott, Cristina	Bachelor of Science
Engle, Amanda Kristine	Bachelor of Science
Evans, Bobbie Jo	Bachelor of Science
Evans, Tyler De'Vonte	Bachelor of Science
Fagg, Dylan Raymond	Bachelor of Science
Farley, Vantrece Denise	Bachelor of Science
Farr, Kelcey Renee	Bachelor of Science
Feza Useni, Jessica	Bachelor of Science
Fife, Ashley Wray	Bachelor of Science
Fitzpatrick, Bailey Kassandra	Bachelor of Science
Flemming, Derrick Christopher	Bachelor of Science
Flick, Rebecca Lynn	Bachelor of Science
Foster, Nicholas Robert	Bachelor of Science
Fourez, Katelyn Jayne	Bachelor of Science
Franklin, Michele Kathleen	Bachelor of Science
Freeman, Jacob Aron	Bachelor of Science
Freitas, Artur	Bachelor of Science
Frempong, Asia Monique	Bachelor of Science
Fuller, Amanda Jane	Bachelor of Science
Garcia, Luis Emilio	Bachelor of Science
Gaudioso, Georgia Marie	Bachelor of Science
Gillett, Andrew	Bachelor of Science
Ginanni, Angela Jean	Bachelor of Science
Goebel, Evan Wade	Bachelor of Science
Goodsman, Jessica Christine	Bachelor of Science
Gregory, Joshua Robert	Bachelor of Science
Gremore, Joseph Louis	Bachelor of Science
Grogg, Rachel Marie	Bachelor of Science
Gutierrez, Andrew E	Bachelor of Science
Hampton, Khadijah Capri	Bachelor of Science
Hanft, Justin Douglas	Bachelor of Science
Hardimon, Latisha Donyea	Bachelor of Science
Hardin, Johnna H	Bachelor of Science
Harding, Breanna Nicole	Bachelor of Science
Harmon, Kurt M	Bachelor of Science
Harvey, Morgan Lynn	Bachelor of Science
Hawkey, Amelia Lenorah	Bachelor of Science
Hawkins, Trevor John	Bachelor of Science
Hayden, Jordan L	Bachelor of Science

Heath, Morgan A	Bachelor of Science
Heckstall-Rodenbaugh, Tori Anne	Bachelor of Science
Helal, Rayan Khaled	Bachelor of Science
Helms, Holly Jo Berry	Bachelor of Science
Hensen, Cari Lynn Bowman	Bachelor of Science
Herron, Kellie	Bachelor of Science
Herzog, Allison M	Bachelor of Science
Hesler, Benjamin R	Bachelor of Science
Hickey, Summer J	Bachelor of Science
Hill, Marin Elizabeth	Bachelor of Science
Hines, Jaylon Emon	Bachelor of Science
Hines, Jaylon Emon	Bachelor of Science
Hinkle, Brandon Lewis	Bachelor of Science
Ho, Jiang Lun	Bachelor of Science
Hollingshed, Rolanda Denise	Bachelor of Science
Hornacky, Clayton N	Bachelor of Science
Horsman, Matthew C	Bachelor of Science
Horstman, Christian Thomas	Bachelor of Science
Hoskins, Brandon Glenn	Bachelor of Science
Howe, Corey Alexander	Bachelor of Science
Howell, Jeremy Ryan	Bachelor of Science
Hurson, Morgan Taylor	Bachelor of Science
Hutton, Teresa Renee' Walker Henico	Bachelor of Science
Ingram, Maykiaie Kiara	Bachelor of Science
Jacks, Christopher E	Bachelor of Science
Jackson, Sydney T	Bachelor of Science
Jarrett, Steven Roderick	Bachelor of Science
Jeffries, Carolyn Marie	Bachelor of Science
Jelks, Johnathan	Bachelor of Science
Jemison, Jack Nathaniel	Bachelor of Science
Jensen, Curtis Dale	Bachelor of Science
Joll, Patricia Eileen	Bachelor of Science
Jones, Brasia Lakeeshia	Bachelor of Science
Jones-St Clair, Joshua N	Bachelor of Science
Joy, Joshua Alan	Bachelor of Science
Joyce, Maxine Takita Lynn	Bachelor of Science
Joyner, Gabriella Sabatini	Bachelor of Science
Junker, Matthew Stephen	Bachelor of Science
Kamil, Muhammad Mohamoud	Bachelor of Science
Keith, Sarah Jane	Bachelor of Science
Kile, Bethany Lynn	Bachelor of Science
Killey, Emily Justine	Bachelor of Science
Kimbrough, Tiona Shante	Bachelor of Science
King, Jacob Randall	Bachelor of Science
Knust, Justin N	Bachelor of Science

Koller, Brian Alan	Bachelor of Science
Kolzow, Kaitlyn Elaine	Bachelor of Science
Kruer, Michael John	Bachelor of Science
Krull, Dane Christian	Bachelor of Science
Lange, Alexa M	Bachelor of Science
LaPorte, Anthony Edward	Bachelor of Science
Larr, Kristin Elizabeth	Bachelor of Science
Lawler, Jordyn Renee	Bachelor of Science
Lee, Desiree Leshawn	Bachelor of Science
Lee, Tiah S	Bachelor of Science
Leek, Nathan Ray	Bachelor of Science
Lester, Hannah Marie	Bachelor of Science
Lewis Jr, Preston	Bachelor of Science
Lewis, Breanna Christina	Bachelor of Science
Lisk, Ariel E	Bachelor of Science
Lopez, Samantha J	Bachelor of Science
Loudermilk, Shannon Marie	Bachelor of Science
Lovelace, Mackenzie Lee	Bachelor of Science
Lowry, Greta B	Bachelor of Science
Lukasik, Kelsey Diane	Bachelor of Science
Lyerla, Jessica Lynn	Bachelor of Science
Lynch, Kendel Raymon	Bachelor of Science
Mabaga, Jhelsin Gocotano	Bachelor of Science
Mallard, Randy James	Bachelor of Science
Malm, Kyle P	Bachelor of Science
March, Stephen Michael	Bachelor of Science
Martin, Nicholas Edward	Bachelor of Science
Martin, Paige Elizabeth	Bachelor of Science
Martinez, Natalie Rose	Bachelor of Science
Mascari, John Phillip	Bachelor of Science
Mason, Brianne Marie	Bachelor of Science
Mattick, Karly Ann	Bachelor of Science
Mayberry, Nadia Danae	Bachelor of Science
Mays, Dylan C	Bachelor of Science
McCauley, Paul Michael	Bachelor of Science
McDaniel, Alexander Lee	Bachelor of Science
McDaniel, Caleb Alan	Bachelor of Science
McDaniel, DeAfricka D	Bachelor of Science
McDaniel, Kyle Aaron	Bachelor of Science
Meadors, Jessie Elaine	Bachelor of Science
Michl, Jaclyn M	Bachelor of Science
Miles, Te'Vion Jerron	Bachelor of Science
Miller, Jacqueline Alexandria	Bachelor of Science
Milton, Jasmine	Bachelor of Science
Montel, Austin M	Bachelor of Science



Mooneyhan, Kyle Brady	Bachelor of Science
Mortensen, Andre' David	Bachelor of Science
Mosley, Jalisa LaShell	Bachelor of Science
Mosteller, Lauren Nicole	Bachelor of Science
Muhammad, Amia J	Bachelor of Science
Murray, Charles	Bachelor of Science
Myren, Anthony Richard	Bachelor of Science
Ndege Jorina, Angella	Bachelor of Science
Neal, Tanner	Bachelor of Science
Nelson, Karissa Lynn	Bachelor of Science
Newbolt, Alexis	Bachelor of Science
Newman, Erich Wadell	Bachelor of Science
Northern, Emilee Dallas	Bachelor of Science
Obasih, Chidera Adaeze	Bachelor of Science
Obeng Mensah, Erasmus	Bachelor of Science
Oetken, Mariah Lynn	Bachelor of Science
Olson, Anna Marie	Bachelor of Science
Omoruyi, Josephine O	Bachelor of Science
O'Rourke, Steven	Bachelor of Science
Oshun, Kehinde	Bachelor of Science
Osude, Arinze Andrew	Bachelor of Science
Oswald, Sonia Justine	Bachelor of Science
Overstreet, Sarah Nicole	Bachelor of Science
Parksey, Zachary Clay	Bachelor of Science
Parsons, Tegan D	Bachelor of Science
Partain, Danielle Lynn	Bachelor of Science
Patel, Rima Kumarie	Bachelor of Science
Payne, Garry M	Bachelor of Science
Peak, Noah A	Bachelor of Science
Pershing, Wesley Aaron Brant	Bachelor of Science
Pestoff, Bryant Christopher	Bachelor of Science
Phillips, Jasmine	Bachelor of Science
Piehl, Zackery Ryan	Bachelor of Science
Pleimann, Zandro	Bachelor of Science
Pollock, Kayla Ashley	Bachelor of Science
Porter, Nicole Shai	Bachelor of Science
Porter-Roach, Natosha C	Bachelor of Science
Prendergast, Liltina Teneze	Bachelor of Science
Price, Jennifer M	Bachelor of Science
Prince, Timothy Dylan	Bachelor of Science
Pullum, Zachariah	Bachelor of Science
Qasim, Maan Abdulaziz	Bachelor of Science
Quick, Madison B	Bachelor of Science
Quick, Nigel Miquel	Bachelor of Science
Quintero, Martin	Bachelor of Science

Rayman, Taylor Christine	Bachelor of Science
Reithel, Katelyn McKenah	Bachelor of Science
Reynolds, Christina Lynn	Bachelor of Science
Rhoton, Andrew Aloysius	Bachelor of Science
Riccardo, Victor Joseph	Bachelor of Science
Rice, Emma L	Bachelor of Science
Rice, Jordan Eileen	Bachelor of Science
Richardson, Bryson T	Bachelor of Science
Richman, Jessica L	Bachelor of Science
Riddle, Jarid Nicholas	Bachelor of Science
Riggs, Benjamin L	Bachelor of Science
Ringo, Jenica Nicole	Bachelor of Science
Robbins, Brigham Leigh	Bachelor of Science
Roberts, Tanner James	Bachelor of Science
Robinson, Christopher Lee	Bachelor of Science
Robinson, Jonte Ladon	Bachelor of Science
Rodriguez, Maria Guadalupe	Bachelor of Science
Ross, Shelby Morgan	Bachelor of Science
Rumbaugh, Logan Osgood	Bachelor of Science
Rushalk, Mikah	Bachelor of Science
Rutz, Katelyn M	Bachelor of Science
Sandifer Jr, Milton	Bachelor of Science
Santali, Mohammed Ahmed	Bachelor of Science
Scanlan, Keyana S	Bachelor of Science
Schneid, Mallory Rene	Bachelor of Science
Schneider, Morgan E	Bachelor of Science
Sells, Asha R	Bachelor of Science
Shatara, Farid F	Bachelor of Science
Shepard, Matthew Paul	Bachelor of Science
Sherrell, Jacoby La'Mans	Bachelor of Science
Shinzato, Reina	Bachelor of Science
Showalter, Amber Marie	Bachelor of Science
Silcock, Mikaela N	Bachelor of Science
Simmons, Susan Elizabeth	Bachelor of Science
Sims, Jocelyn Davis	Bachelor of Science
Sims, Jordan Wayne	Bachelor of Science
Singer, Josh Lawrence	Bachelor of Science
Smith, Richard M	Bachelor of Science
Smith, Walker	Bachelor of Science
Smith, Zachary Keith	Bachelor of Science
Smith-Finks, Clifford Miles	Bachelor of Science
Snellenbarger, Logan Michael	Bachelor of Science
Snyder, Macie Ann	Bachelor of Science
Spicer, Kelsey Anne	Bachelor of Science
Standridge, Keegan Gregory	Bachelor of Science

Stapleton, Elisabeth Ann	Bachelor of Science
Stebbins, Aubree B	Bachelor of Science
Steiner, Bridget	Bachelor of Science
Stone, Christopher Jackson	Bachelor of Science
Stout, Chelsea Marie	Bachelor of Science
Stoutenour, Clayton	Bachelor of Science
Strevels, Sarah Anne	Bachelor of Science
Strode, Bianca Evonne	Bachelor of Science
Stroud, Brittani	Bachelor of Science
Sutherland, Samantha Jo	Bachelor of Science
Sweany, Tiffany Jane	Bachelor of Science
Sykes, Ayana Nimbria	Bachelor of Science
Takie, Helen	Bachelor of Science
Tefft, Tyler Robert	Bachelor of Science
Thayer, Brittany Alicia	Bachelor of Science
Thom, Annette Renee	Bachelor of Science
Thompson, Ashton Jerry	Bachelor of Science
Thurman, Jenarius Siree	Bachelor of Science
Timmons, Jackson Lee	Bachelor of Science
Todd, Jessica L	Bachelor of Science
Tolliver, Michael Undre	Bachelor of Science
Treece, Jonathan David	Bachelor of Science
Truax, Brendon David	Bachelor of Science
Uselman, Kalli Dawn	Bachelor of Science
Vasquez, Lorena C	Bachelor of Science
Vaughn Jr, Johnny Edward	Bachelor of Science
Vire, Jeremy Scott	Bachelor of Science
Voelker, Joshua S	Bachelor of Science
Volkert, Kalli Fay	Bachelor of Science
Wade, Steven K	Bachelor of Science
Wahlfeldt, Ashley D	Bachelor of Science
Walker, Holli Noel	Bachelor of Science
Wallace, Daniel R	Bachelor of Science
Wallace, Mariah K	Bachelor of Science
Walson, Cayla Nicole	Bachelor of Science
Warner, Ty B	Bachelor of Science
Washington, Aliyah	Bachelor of Science
Washington, Lacy Renee	Bachelor of Science
Watkins, Daniel	Bachelor of Science
Watson, Kaylee Marie	Bachelor of Science
Weemes, Symone Rae	Bachelor of Science
Wehr, Mallory L	Bachelor of Science
Wells, Jonathan R	Bachelor of Science
Welsh, Trevor Michael	Bachelor of Science
West, Emily Louise	Bachelor of Science

West, Landon Avery	Bachelor of Science
West, Matthew S	Bachelor of Science
Wetherell, Samuel Robert	Bachelor of Science
Wethington, Troy Michael	Bachelor of Science
Wheeler, Brian Nicholas	Bachelor of Science
Whitcomb, Anthony J	Bachelor of Science
Whittemore, Justin E	Bachelor of Science
Wilcox, Tyler Austin	Bachelor of Science
Wilkerson, Benita S	Bachelor of Science
Williams, Beverly	Bachelor of Science
Williams, Ishaiah Leechelle	Bachelor of Science
Williams, Keylaiah Trene	Bachelor of Science
Wilson, Kimberly Sue	Bachelor of Science
Wiscaver, Tiffany Mae	Bachelor of Science
Womack, Brian Claiborne	Bachelor of Science
Wonders, Shelby	Bachelor of Science
Woodfin, Shelby Lynn	Bachelor of Science
Woods, Karailia Renee	Bachelor of Science
Wright, Kathy Anne	Bachelor of Science
Yamani, Ibrahim Raaft	Bachelor of Science
Yando, Tyler Joseph	Bachelor of Science
Zhang, Ling	Bachelor of Science
Zimmermann Grav, Marcus Magne	Bachelor of Science
Zollman, Alexis Jade	Bachelor of Science
Zumwalt-Buckhoy, Brooklyn	Bachelor of Science
Elston, Samantha Christine	Bachelor of Social Work
Robinson, Ashley Elizabeth	Bachelor of Social Work
Allsup, Jase Paul	Certificate Undergraduate
Brown, Kyleigh Renee	Certificate Undergraduate
Herzog, Allison M	Certificate Undergraduate
Michl, Jaclyn M	Certificate Undergraduate
Olson, Anna Marie	Certificate Undergraduate
Partain, Danielle Lynn	Certificate Undergraduate
Porter, Nicole Shai	Certificate Undergraduate
Porter, Nicole Shai	Certificate Undergraduate
Price, Jennifer M	Certificate Undergraduate
Price, Jennifer M	Certificate Undergraduate
Rutz, Katelyn M	Certificate Undergraduate
Todd, Jessica L	Certificate Undergraduate
Tuttle, Elizabeth Carlene	Certificate Undergraduate
Uselman, Kalli Dawn	Certificate Undergraduate
Williams, Beverly	Certificate Undergraduate
Williams, Ishaiah Leechelle	Certificate Undergraduate
Akinleye, Sheila Ruth Burris	Doctor of Philosophy
Bradford, Curtis Wayne	Doctor of Philosophy

Brandon, Alexander John	Doctor of Philosophy
Cain, Patrick Wallace	Doctor of Philosophy
Deadman, Robert Charles	Doctor of Philosophy
Denton, LaKeshia Rae	Doctor of Philosophy
Eads, Catherine Ann	Doctor of Philosophy
Ensign, Kristine Ann	Doctor of Philosophy
Finley, Shaunna Deneen	Doctor of Philosophy
Graham, Glenn Allen	Doctor of Philosophy
Hintz, James Robert	Doctor of Philosophy
Huisinga, Shawn	Doctor of Philosophy
Martinez-Lebron, Cristina	Doctor of Philosophy
Meriwether, Jason L	Doctor of Philosophy
Nicholls-Haberkorn, Deborah Anne	Doctor of Philosophy
Onsarigo, Lameck Mairura	Doctor of Philosophy
Rivera, Schvalla Rameil	Doctor of Philosophy
Savage, Caroline E	Doctor of Philosophy
St Juliana, Justin Ronald	Doctor of Philosophy
Standerfer, Zakry Alexander	Doctor of Philosophy
Townsend, Grant Ray	Doctor of Philosophy
Ertl, Michelle Diane	Doctor of Psychology
Hoefling, Lauren Kathryn	Doctor of Psychology
Hudak, Daniel Victor	Doctor of Psychology
James, Alison Veronica	Doctor of Psychology
Lindner, Katherine Marie	Doctor of Psychology
Behny, Jediah Thomas	Educational Specialist
Clanin, Krista Marie Broderick	Educational Specialist
Collins, Scott Alan	Educational Specialist
DuBois, Catherine Mary	Educational Specialist
Freed, Nathan Trent	Educational Specialist
Hall, Casey Edward	Educational Specialist
Provo, Trenton Lee	Educational Specialist
Rosborough, Jesse Wilvin	Educational Specialist
Schnieders, Chad Nathan	Educational Specialist
Slagle, Todd Samuel	Educational Specialist
Virostko, Jayne Ann	Educational Specialist
Lowe, Mark E	Master of Arts
Racker, David Andrew	Master of Arts
Sandri Heidner, Gustavo	Master of Arts
Angel, Jennifer Suzanne Yackey	Master of Business Admin.
Debly, Nicholas George	Master of Business Admin.
Gilmore, Arthur	Master of Business Admin.
Hamlin, Scott	Master of Business Admin.
Kudrecki, Kurt H	Master of Business Admin.
Maxie, Megan Rachel Marvin	Master of Business Admin.
McKillip, Kristie Donna Fessel	Master of Business Admin.

Molander, Scott Anthony	Master of Business Admin.
Mullenix, Amanda Joleen Wells	Master of Business Admin.
Romito, Laura Marie	Master of Business Admin.
Tanner, Karen Eileen Clayton	Master of Business Admin.
Thompson, Lorrie Ann Wortman	Master of Business Admin.
Tiefel, Erik James	Master of Business Admin.
Vanderwall, Eric Robert	Master of Business Admin.
Watkins, Donna Lynn	Master of Business Admin.
Watson, Kevin Dale	Master of Business Admin.
Wright, Gail Gay	Master of Business Admin.
Wright, Nathan Allen	Master of Business Admin.
Caballero, Ann Marie Munguia	Master of Education
Dimos, Neil Paul	Master of Education
Dunkerly, Ashlea Elizabeth Beard	Master of Education
Haid, Jason Matthew	Master of Education
Hargan, Patricia Jane Robinson	Master of Education
Long, Mark Alan	Master of Education
Mallow, Sarah L	Master of Education
Stillwell, Michael Shawn	Master of Education
Strow, Kirstin Courtney	Master of Education
Varno, Joshua Joseph	Master of Education
Nagel, Aaron James	Master of Public Admin
Abbenhaus, Teresa Marie	Master of Science
Adamo, Eileen Monica	Master of Science
Alamri, Mohammed Saad	Master of Science
Albert, Ronny Giru	Master of Science
Aldousari, Ahmed Lowihieg	Master of Science
Almuzaini, Albandary A	Master of Science
Atkins, Regina Alicia	Master of Science
Baxton-Vaughn, Tennille Nicole	Master of Science
Breneman, Chandra Nicole Sharp	Master of Science
Brown, Jelisa Janae	Master of Science
Brown, Sabrina Renee	Master of Science
Butkiewicz, Courtney Megan Noel	Master of Science
Cook, Adrienne Nycole	Master of Science
Grounds, James Dale	Master of Science
Hardman, Manrich Richard	Master of Science
Knauer, Kellie LeAnn	Master of Science
Kors, Sarah Anne	Master of Science
Llama, Alejandro	Master of Science
Mbe, Quinta Abo	Master of Science
Nugent, Shannon Rae	Master of Science
Owusu, Cindy	Master of Science
Rumple, Christina Marie	Master of Science
Tamayo, Kristin Yvette	Master of Science

Taylor, Amber Nicole	Master of Science
Taylor, LaCree Alesia	Master of Science
Wacker, Daniel Paul	Master of Science
White, Christopher	Master of Science
Wiley, Elizabeth Morgan	Master of Science
Grubb, Ashley Nichole	Master of Social Work
Calvin, Emily Marie	Non-Degree
Engle, Amanda Kristine	Non-Degree
Jones-St Clair, Joshua N	Non-Degree
Jones, Debra Lucile	Pre Bachelor
Teal, Trevor Scott	Pre Bachelor

## 5f New Program Healthcare Analytics Certificate

Analyzing big data to improve decision making is one of the top priorities of many organizations, including those in the healthcare industry. With federal mandates for health insurance and electronic health records, voluminous clinical, operational and reimbursement information is now in a form more amenable to be used for clinical research and business decisions. However, there is a shortage of healthcare data analysts, given the multidisciplinary nature of health analytics that requires business and healthcare knowledge and technical know-how.

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

**Recommendation:** That the Healthcare Certificate Program, in the Scott College of Business, be approved effective Fall 2016, pending approval of ICHE.

**On a motion by Mr. Pease, and seconded by Ms. Gravely, the recommendation was approved.**

## 5g New Program Interior Architecture Design Minor

Provide the opportunity for students to appreciate the profession of Interior Architecture Design (IAD). Any student with plans to pursue the residential real estate market, facilities management, or any position related to renovating spaces would benefit from understanding the issues of spatial planning and related design. This minor will be attractive to current ISU students in programs such as: Construction Management, Architectural Engineering Technology, Art, Aviation Management, Business Administration, Marketing, and Management.

The multiple 100 level courses provide an introduction to the technical hand drafting and rendering methods, industry standard software, introduction to various interior finish materials and spatial design. The basic skills provided in these courses will familiarize someone with the industry terminology and practices without the in depth level provided in the design studios. Additionally, the IAD454 History class focuses on contemporary history and is more pertinent to current design trends.

Pre-requisites for IAD454 will be waived for students enrolled in the IAD minor program. The pre-requisite of ARTH271/272 is only required of IAD majors due to accreditation criteria. Likewise, the pre-requisite of IAD354 for IAD454 for IAD majors is less of a knowledge based pre-requisite and more of a schedule based pre-requisite as these courses are only offered once per year and balance the 4-year plan sequence. Total credit hours required is 18.

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

**Recommendation:** That the Interior Architecture Design minor, in the College Technology, be approved effective Fall 2016.

**On a motion by Mrs. Smith, and seconded by Mr. Baesler, the recommendation was approved.**

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## 5h University Handbook Changes

### 5h1 Proposed Modification of Policy 210 Mission and Values (Dr. Licari)

As part of the efforts to develop the strategic plan, it is proposed that Policy 210 Mission and Values be revised.

#### Existing

##### 210 Mission and Values

###### 210.1 Mission.

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

###### 210.2 Value Statements.

- 210.2.1 We value high standards for learning, teaching, and inquiry.
- 210.2.2 We provide a well-rounded education that integrates professional preparation and study in the arts and sciences with co-curricular involvement.
- 210.2.3 We demonstrate integrity through honesty, civility, and fairness.
- 210.2.4 We embrace the diversity of individuals, ideas, and expressions.
- 210.2.5 We foster personal growth within an environment in which every individual matters.
- 210.2.6 We uphold the responsibility of University citizenship.
- 210.2.7 We exercise stewardship of our global community.

#### Recommended

##### 210 Mission, Vision and Values

**210.1 Mission Statement.** Indiana State University is dedicated to teaching and the creation of knowledge while maintaining its longstanding commitment to inclusiveness, community and public service, and access to higher education.



We integrate teaching, research, and creative activity in an engaging, challenging, and supportive learning environment to prepare productive citizens for Indiana and the world.

**210.2 Vision Statement.** Inspired by a shared commitment to improving our communities, Indiana State University will be known nationally for community engagement, experiential learning and career readiness built on a foundation of inclusive excellence.

**210.2 Institutional Values.**

**Indiana State is Engaged.**

- Integrity
- Scholarship
- Inclusive Excellence
- Engagement

**Recommendation:** Publish to the University community for comment the proposed revision to Policy 210 Mission, Vision and Values.

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

**5h2 Revision of Policy 270 University Committees (Dr. Bradley)**

Policy 270 has been revised to reflect current practice, to clarify the process for selection of committee members, define leadership and oversight responsibilities, and ensure a robust utilization of the university committees as a part of shared governance. Faculty Senate, Staff Council, and Student Government Association support these revisions to Policy 270.

Existing	Proposed
270.2 All-University Court. The All-University Court serves as a body of original jurisdiction in the formal adjudication of violations of the Code of Student Conduct.	270.2 University Conduct Board. The University Conduct Board serves as a body of original jurisdiction in the formal complaint resolution process of alleged violations of the Code of Student Conduct.
270.2.1 Membership. Membership on the All-University Court includes six (6) faculty members from the professional colleges, six (6) students, and six (6) administrative/professional staff.	270.2.1 Membership. The University Conduct Board is composed of seven (7) regular faculty members (one from each college including the University College and the College of Graduate and Professional Studies), six (6) students, and six (6) exempt/non-exempt staff.
270.2.2 Hearings. Three-person hearing panels are randomly selected from the Court to conduct hearings.	270.2.2 Nominations. The Director of Student Conduct and Integrity or designee will inform each governance body and the Office of the President and the Provost of any vacancies that need to be filled. The Director will provide an application for anyone interested in serving as a hearing officer and will meet with each governing unit prior to a search commencing to ensure that the governance units have sufficient knowledge of the responsibilities of a University Hearing Officer. Interested persons should complete the application and submit it to the appropriate governance unit which will be responsible for screening and nominating individuals. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff
270.2.3 Non-Voting Administrative Advisor. The	Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations of

<p>Director of Student Judicial Programs or a designee is a non-voting administrative advisor to the Court.</p> <p>270.2.4 Appointments. Faculty and administrative appointments are for three-year staggered terms, with student members serving for the duration of their full-time academic career. The President of the Student Government Association nominates students from the applicants screened and recommended by the Student Justice Search Committee. The University President appoints all members of the Court.</p>	<p>students in good conduct standing to the University President for each student vacancy. Nominations shall be submitted by May 15th of each year.</p> <p>270.2.3 Appointments. The University President makes all appointments to the University Conduct Board from the nominations provided by the governance units.</p> <p>270.2.4 Terms. The faculty and staff members serve staggered three-year terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve for the duration of their full-time academic career at Indiana State. Terms run from July 1 through June 30.</p> <p>270.2.5 Hearings. Three-person hearing boards are randomly selected from University Conduct Board members to conduct hearings. A hearing may proceed with two justices if unforeseen circumstances prevent three justices from serving only if the student agrees to proceed with two. If the student does not agree, the hearing will be rescheduled as soon as possible when a three-person board can convene.</p> <p>270.2.6 Insufficient Appointments. If an insufficient number of justices have been appointed, the Director has the discretion to utilize non-appointed employees in order to provide a timely complaint resolution process.</p> <p>270.2.7 Leadership and Oversight. The Director of Student Conduct and Integrity or a designee is a non-voting administrative advisor to the University Conduct Board. The Board reports to the President through the Vice President for Student Affairs and will provide an annual report to the Office of the President and the Provost by June 30th detailing the number of hearings conducted and participation by members of the Board in those hearings. Additional summary information may be provided at the discretion of the Director of Student Conduct and Integrity.</p>
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Existing	Proposed
<p>270.3 Commencement Committee. The Commencement Committee is responsible for planning and completing arrangements for the commencement exercises. Commencement ceremonies are held at the close of the fall and spring semesters.</p> <p>270.3.1 Membership. The Committee is composed of two (2) faculty, 13 administrators and two (2) students (president and vice president of the Student Alumni Association). The University Grand Marshal serves as an ex-officio member.</p>	<p>270.3 Commencement Committee. The Commencement Committee is responsible for planning and completing arrangements for the Spring and Winter Commencement ceremonies.</p> <p>270.3.1 Membership. The Committee is composed of two (2) faculty members selected by the Grand Marshal in consultation with the Committee Chair, and individuals serving in the following roles: the Provost and Vice President for Academic Affairs, the Vice President for Student Affairs, the Executive Director of the Alumni Association, the Director of University Publications, the University Registrar, the Associate Registrar, the Associate Director of Bands, the Associate Dean of Students, a representative of the College of Graduate and Professional Studies, a representative of the Hulman Center staff, a representative of the Office of Public Safety, a representative of the University Bookstore, the Executive</p>

	<p>Assistant to the Provost, and the Administrative Assistant II in the Office of the President and the Provost. The University Grand Marshal serves as an ex-officio member.</p> <p>270.3.2 Nominations. The Grand Marshal shall confer with the Commencement Committee Chair (Provost and Vice President for Academic Affairs) to select two faculty members to serve on the Commencement Committee. All other appointments are by virtue of position held at the University.</p> <p>270.3.3 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.3.4 Leadership and Oversight. The Provost and Vice President for Academic Affairs will serve as Chair of the Committee. The Committee reports to the President and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>
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Existing	Proposed
<p>270.4 Performing Arts Series Committee. The Convocations Committee advises on the selection of the all-University convocation program. It meets monthly from November until the convocation series for the coming academic year has been selected.</p> <p>270.4.1 Membership. There are eight (8) faculty, six (6) administrative/professional staff, one (1) member nominated by the Support Staff Council, five (5) student members as well as two (2) community representatives.</p>	<p>270.4 Performing Arts Series Committee. The Performing Arts Series Committee advises on the selection of the Performing Arts Series Programs. Its members also help promote the series and encourage campus and community participation.</p> <p>270.4.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, two (2) students and two (2) community representatives. Ex-officio members include the Hulman Center Director and Assistant Director.</p> <p>270.4.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations to the University President for each student appointment. Nominations shall be submitted by May 15th of each year.</p> <p>270.4.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units. The community representatives will be selected by the President in consultation with the Vice President for University Engagement.</p> <p>270.4.4 Terms. Faculty, staff and community representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated</p>

	<p>for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.4.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.4.6 Leadership and Oversight. The Hulman Center Director will serve as Chair of the Committee. The Committee reports to the President through the Vice President for University Engagement and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>
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Existing	Proposed
<p>270.5 Public Safety and Traffic Committee. The Personal Safety Committee advises on matters pertinent to the safety of persons and property. It provides a forum to address policy, procedure and program issues.</p> <p>270.5.1 Membership. The Committee membership includes four (4) faculty, six (6) administrative/professional staff, one (1) nominee of the Support Staff Council, and four (4) students appointed by the President of the Student Government Association. The Director of Public Safety and the Crime Prevention Officer are ex-officio members of the Committee.</p>	<p>270.5 Parking and Traffic Committee. The Parking and Traffic Committee handles appeals of parking violations and advises on parking-related issues including parking fees and fines, parking lot improvements, etc.</p> <p>270.5.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, and two (2) students. Ex-officio members of the committee include the Director of Public Safety, the Assistant Director of Parking and Traffic, and a representative of Facilities Management.</p> <p>270.5.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations each year for each student vacancy. Nominations shall be submitted by May 15th of each year.</p> <p>270.5.3 Appointments. The University President will make the appointments from the nominations submitted by the governance units.</p> <p>270.5.4 Terms. The faculty and staff serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve one-year terms and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from</p>

July 1 through June 30.

270.5.5 Voting. Ex-officio members are non-voting members of the Committee.

270.5.6 Leadership and Oversight. The Chair of the Committee will be selected from the membership of the Committee by the Senior Vice President for Finance and Administration in consultation with the University President. The Committee reports to the President through the Senior Vice President for Finance and Administration and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.

Existing	Proposed
<p>270.6 Student Publications Board. The Student Publications Board establishes criteria for the creation and operation of student publications, reviews and evaluates the financial operations of student publications, selects and removes editors of the <i>Indiana Statesman</i>, <i>IQ Magazine</i> and any other publication under its jurisdiction. This Board also adjudicates external and internal conflicts and complaints regarding student publications, and sets, promotes, and oversees standards of responsible journalistic behavior for the Indiana State University Policies 270 University Committees members of the student publications staff.</p> <p>270.6.1 Membership. The Board is comprised of two (2) faculty, two (2) administrative/ professional staff, two (2) professional journalists, and three (3) students. The Director and Assistant Director of Student Publications, the editors of the <i>Indiana Statesman</i> and <i>IQ Magazine</i>, and the student Advertising Manager serve as ex-officio members of the Board.</p>	<p>270.6 Student Media Advisory Committee. The Student Media Advisory Committee's primary role is to advise the Student Media Executive Director and the Student Media professional staff on matters relating to the operation of the units within Student Media. The units are the <i>Indiana Statesman</i>, <i>The Sycamore</i>, WZIS-FM, WISU-FM, Sycamore Video, and ISUstudentmedia.com. Other units that are created or units that are reconstituted by Student Media staff will fall under the purview of the Advisory Committee.</p> <p>The Committee shall advise on matters related to the policies and practices of all units and shall assist in furthering the educational mission of Student Media. In addition to receiving regular reports on the operations within Student Media, whenever practical, the Committee shall be consulted on major initiatives and informed on financial matters, and when necessary, the Committee may be asked to consider complaints and grievances relating to Student Media units.</p> <p>270.6.1 Membership. Advisory Committee membership shall include two (2) faculty, two (2) staff, two (2) students, and two (2) community representatives. The Student Media Executive Director is an ex-officio member.</p> <p>270.6.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit three nominations to the University President for the two student appointments. The Dean of the College of Arts and Sciences, in consultation with the Student Media Executive Director, shall submit two nominations for each community member. Nominations shall be submitted by May 15 of each year.</p> <p>270.6.3 Appointments. The University President will make the faculty, staff, community, and student appointments from the nominations submitted by the governance units and the dean.</p> <p>270.6.4 Terms. Faculty, staff and community representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30. Mid-term vacancies will be filled as soon as practical.</p> <p>270.6.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.6.6 Leadership. The Student Media Executive Director shall convene meetings and serve as Chair of the Committee. The Committee shall meet at least two times per year. The Student Media Executive Director shall prepare an agenda of items for each meeting, but committee members and the public may bring items before the Committee for consideration. The committee will report to the president through the Dean of the College of Arts and Sciences</p>

	and will provide the Office of the President and the Provost with an annual report of its meetings, attendance, agendas, and matters acted upon by June 30 of each year.
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Existing	Proposed
<p>270.7 Teacher Education Committee.</p> <p>270.7.1 Charge. The Teacher Education Committee is charged with overall responsibility to assist in planning, approving, and coordinating the various changes in programs that prepare licensed educators for preschool through high school settings. The Committee shall make certain the University is in compliance with the regulations of the Indiana State Board of Education and with the standards of the Council for the Accreditation of Educator Preparation and other relevant accrediting bodies. All curricular and other academic items that would have a modifying effect on educator preparation at the University are the purview of the Teacher Education Committee.</p> <p>270.7.1.1 Process For Modification of Educator Preparation Program. Items that speak to a change in an educator preparation program offered by a specific department shall first be routed through the appropriate departmental and college committees and offices for action before they are forwarded to the Dean of the Bayh College of Education for submission to the Teacher Education Committee. This Committee may also initiate proposals on behalf of interdepartmental and extra-departmental programs that prepare licensed educators and proposals on such matters as admission and retention standards and the evaluation of students in educator preparation programs.</p> <p>270.7.1.2 Communication. The Teacher Education Committee (TEC) shall also serve as a forum for the communication of information and the coordination of efforts related to educator preparation at the University whether or not policy decisions are involved.</p> <p>270.7.2 Membership. The Dean of the Bayh College of Education shall designate from the list of the Teacher Education Faculty 18 voting members to serve staggered three-year terms on the Teacher Education Committee. No fewer than ten (10) and no more than eleven (11) members of the TEC shall be</p>	<p>270.7 Teacher Education Committee. The Teacher Education Committee (TEC) is charged with overall responsibility to assist in planning, approving, and coordinating the various changes in programs which prepare licensed educators for preschool through high school settings. The Committee shall make certain the University is in compliance with the regulations of the Indiana Professional Standards Board and with the standards of the National Council for Accreditation of Teacher Education and other relevant accrediting bodies. All curricular and other academic items which would have a modifying effect on educator preparation at the University are the purview of the Teacher Education Committee.</p> <p>270.7.1 Process for Modification of Educator Preparation Program. Items which speak to a change in an educator preparation program offered by a specific department shall first be routed through the appropriate departmental and school committees and offices for action before they are forwarded to the Dean of the Bayh College of Education for submission to the Teacher Education Committee. This Committee may also initiate proposals on behalf of interdepartmental and extra-departmental programs which prepare licensed educators and proposals on such matters as admission and retention standards and the evaluation of students in educator preparation programs.</p> <p>270.7.2 Communication. The Teacher Education Committee shall also serve as a forum for the communication of information and the coordination of efforts related to educator preparation at the University whether or not policy decisions are involved.</p> <p>270.7.3 Membership. The Teacher Education Committee includes twenty-one (21) voting members, 18 of whom are members of the Teacher Education Faculty, one (1) community member who is an elementary or secondary teacher or administrator, one (1) undergraduate student in a teacher education program, and one (1) graduate</p>

from the Bayh College of Education. The remaining members will be from the College of Arts and Sciences, Scott College of Business, College of Nursing, Health and Human Services, the College of Technology, and the College of Graduate and Professional Studies. Care should be taken in designating members to provide balanced representation in terms of elementary and secondary education, educational specialties and services, race, sex, rank, and experience. The Dean shall also designate as voting members an elementary or secondary teacher or school administrator, an undergraduate student who has been admitted to a teacher education program, and a graduate student who has been admitted to a graduate program coordinated by the Bayh College of Education. The University President or designee will confirm the membership of the TEC.

270.7.2.1 Ex-Officio Members. Ex-officio members of the TEC will include the Dean of the Bayh College of Education, the Associate Dean from the Bayh College of Education, the Assistant Dean of Teacher Education and Community Outreach from the Bayh College of Education, the Licensing Advisor of Indiana State University, and an administrative representative from each school or college that is involved with the teacher education program of Indiana State University.

student in a teacher education program. Ex-officio members of the TEC will include the Dean of the Bayh College of Education, the Associate Dean of the Bayh College of Education, the Dean of the College of Graduate and Professional Studies, the Associate Dean of the College of Arts and Sciences, the Associate Dean of the College of Health and Human Services, the Associate Dean of the Scott College of Business, the Associate Dean of the College of Technology, and the Director of Education Student Services.

270.7.4 Nomination. The Dean of the Bayh College of Education shall designate from the list of the Teacher Education Faculty 18 voting members to serve on the Teacher Education Committee. Eight (8) of those individuals will have been nominated by other academic deans: four (4) from the College of Arts and Sciences, one (1) from the Scott College of Business, one (1) from the College of Health and Human Services, one (1) from the College of Technology, and one (1) from the College of Graduate and Professional Studies. The remaining ten (10) shall come from the Bayh College of Education. Care should be taken in designating members to provide balanced representation in terms of elementary and secondary education, vocational education, educational specialties and services, race, sex, rank, and experience. The Dean shall also designate as voting members an elementary or secondary teacher or school administrator, an undergraduate student who is in good standing in a teacher education program, and a graduate student who is in good standing in a graduate program coordinated by the Bayh College of Education.

270.7.5 Terms. The faculty members of the TEC shall serve three-year, staggered terms. The community representative and the students serve one-year terms. Individuals completing terms may be eligible for a second term of the same length. After serving two terms, an individual is not eligible to be nominated for at least one year.

270.7.6 Appointment. The University President shall confirm the membership of the TEC.

270.7.7 Voting. Ex-officio members are non-voting members of the Committee.



	<p>270.7.8 Leadership and Oversight. The Chairperson of the Teacher Education Committee is elected each March by the voting members of the TEC and serves for one academic year. The Parliamentarian and the Secretary are elected by the TEC membership during the September meeting and serve for one academic year. These individuals make up the Executive Committee, the duly authorized standing committee of the TEC. At least one of these voting members of the Executive Committee shall be from outside of the Bayh College of Education. If all three members are from within the Bayh College of Education, an additional member of the Executive Committee from outside of the Bayh College may be elected from the voting members of the TEC. No voting member of the Executive Committee shall serve for more than one consecutive term on the Executive Committee. Ex-officio, non-voting members of the Executive Committee are the Dean of the Bayh College of Education, and the Associate Dean of the Bayh College of Education. The Committee reports to the President through the Provost and Vice President for Academic Affairs and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>
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Existing	Proposed
<p>270.8 University Archives Committee. The University Archives Committee serves in an advisory capacity for the maintenance and organization of historical records of the University. Matters concerning the ongoing records management system of the University are also considered as these relate to statutory and other legal guidelines.</p> <p>270.8.1 Membership. Membership includes two (2) faculty members, five (5) administrative/ professional staff members—one from each of the major administrative divisions, and one (1) representative nominated by the Staff Council. The University Archivist is an ex-officio member.</p>	<p>270.8 University Archives Committee. The University Archives Committee serves in an advisory capacity for the maintenance and organization of historical records of the University and is responsible for making recommendations on policies and procedures related to these historical records as well as the University’s ongoing records management system in relationship to statutory and other legal guidelines and requirements.</p> <p>270.8.1 Membership. Membership includes three (3) faculty, three (3) staff members, and one (1) student. Ex-officio members are the University Archivist, the Registrar, and a representative from the Office of Information Technology.</p> <p>270.8.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each</p>

	<p>staff vacancy. The Student Government Association shall submit two nominations each year to the Office of the President for the one student appointment. Nominations shall be submitted by May 15th of each year.</p> <p>270.8.3 Appointments. The University President will make the appointments from the nominations submitted by the governance units.</p> <p>270.8.4 Terms. The faculty and staff serve three-year, staggered terms with one faculty and one staff member's terms expiring each year. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.8.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.8.6 Leadership and Oversight. The University Archivist shall serve as Chair of the Committee. The Committee will report to the President through the Dean of Library Services and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, agendas, and matters acted upon or considered during the year.</p>
<p>270.9 University Athletic Committee. The role of the University Athletic Committee is to serve in an advisory capacity to the President and the Director of Athletics in:</p> <p>a. The formulation of policy governing the University's compliance with the rules and regulations of the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference;</p> <p>b. The procedures for monitoring academic progress of student-athletes;</p> <p>c. Matters of intercollegiate athletic policy dealing with appointments and reappointments to all full-time head coaching positions;</p> <p>d. Recommendations on the appointment and reappointment of the faculty representative to the NCAA;</p>	<p>270.9 University Athletic Committee. The University Athletic Committee serves in an advisory capacity to the President and the Director of Athletics in:</p> <ul style="list-style-type: none"> <li>•The formulation of policy governing the University's compliance with the rules and regulations of the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference;</li> <li>•The procedures for monitoring academic progress of student-athletes;</li> <li>•Matters of intercollegiate athletic policy dealing with appointments and reappointments to all full-time head coaching positions;</li> <li>•Recommendations on the appointment and reappointment of the faculty representative to the NCAA;</li> <li>•Standards of conduct appropriate to student-athletes;</li> </ul>

<p>e. Standards of conduct appropriate to student-athletes;</p> <p>f. The range and scope of intercollegiate sports for men and women at the University;</p> <p>g. University membership in national sports organizations and athletic conference affiliations;</p> <p>h. Procedures for selection and bestowing athletic awards;</p> <p>i. Procedures for determining eligibility of student-athletes within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference; and</p> <p>j. The procedures by which athletic grants-in-aid are awarded within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference.</p>	<ul style="list-style-type: none"> <li>•The range and scope of intercollegiate sports for men and women at the University;</li> <li>•University membership in national sports organizations and athletic conference affiliations;</li> <li>•Procedures for selection and bestowing athletic awards;</li> <li>•Procedures for determining eligibility of student-athletes within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference; and</li> <li>•The procedures by which athletic grants-in-aid are awarded within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference.</li> </ul>
<p>270.9.1 Athletics Appeals Committee. The University Athletics Committee will oversee the establishment of an appeals board (Athletics Appeals Committee) for student-athletes who wish to appeal the denial of permission to contact other schools, or for other matters not including financial aid issues or drug test results; and of a subcommittee to complete a self-study of the athletic academic support services every three years as required by the NCAA.</p>	<p>270.9.1 Athletic Appeals Committee. The University Athletics Committee will oversee the establishment of an appeals board (Athletics Appeals Committee) for student-athletes who wish to appeal the denial of permission to contact other schools, or for other matters not including financial aid issues or drug test results; and of a subcommittee to complete a self-study of the athletic academic support services every three years as required by the NCAA.</p>
<p>270.9.2 Membership. The Committee consists of 16 voting members appointed by the President of the University, being mindful of maintaining cultural diversity and gender balance. Seven (7) are members of the tenured or tenure-track faculty, including the faculty representative to the NCAA; three (3) are administrators (representing the Vice President for Student Affairs, Vice President for Enrollment Management, Marketing and Communications, University Treasurer); four (4) are students; one (1) is a member of the Staff Council; and one (1) is a graduate of the University.</p>	<p>270.9.2 Membership. The Committee consists of 20 voting members appointed by the President of the University, being mindful of maintaining cultural diversity and gender balance. Ten (10) are members of the regular, full-time teaching faculty, including the faculty representative to the NCAA; four (4) are administrators (representing the Vice President for Student Affairs, Senior Vice President for Enrollment Management, Marketing and Communications, the Senior Vice President for Finance and Administration, and the Vice President for University Engagement); four (4) are students; one (1) is a non-exempt staff member; and one (1) is a graduate of the University. Ex-officio members include the University President, the Director of Intercollegiate Athletics, the Senior Women’s Athletics Administrator, and the University Registrar.</p>
<p>270.9.2.1 Ex-Officio Members. In addition to the voting membership the Committee will include three (3) ex-officio members (without voting privileges): the Director of Intercollegiate Athletics, the University Registrar and the Vice President for Student Affairs.</p>	<p>270.9.3 Nominations. The governing bodies will recommend to the President two members for each open position. Faculty membership will be guided by the following: Not more than two (2) faculty members from any one College may serve on the Committee at the same time. The NCAA Faculty</p>
<p>270.9.2.2 Membership Selection. Membership will be recommended by the governing bodies of the</p>	

<p>University.</p> <p>270.9.2.2.1 Faculty Membership. Faculty Membership will be guided by the following: Not more than two (2) faculty members from any one College may serve on the Committee at the same time. The NCAA Faculty Representative's School or College status will not be figured in this count. Each representative will represent the role of their respective appointment, i.e. the Graduate Studies representative will represent the College of Graduate and Professional Studies, the Bayh College of Education representative will represent the Bayh College of Education, and so on. Nine (9) faculty members will be recommended for appointment to the Committee by the Chair of the University Faculty Senate. One from each of the Colleges (Arts &amp; Science, Business, Education, Nursing Health &amp; Human Services, Technology), one from Library Services, one from the College of Graduate and Professional Studies (This representative must have graduate faculty status), and two (2) from the university at large.</p> <p>270.9.2.2.2 Faculty Member Term. Faculty members will serve staggered, three-year appointment terms.</p> <p>270.9.2.2.3 Student Membership. Student membership on the Committee will include the President of SGA, who will serve during his/her term as President; one (1) student nominated by the President of SGA; and, two (2) student-athletes, one (1) male and one (1) female, selected from students nominated by the Student Athlete Advisory Committee (SAAC).</p> <p>270.9.2.2.4 Student Member Term. Student members will serve one (1) year terms beginning the first meeting of the Committee during an academic year.</p> <p>270.9.2.2.5 Staff Council Membership. The Staff Council member will be one (1) of three (3) nominees recommended by the Chair of the Council for appointment to the Committee by the President of the University.</p> <p>270.9.2.2.6 Staff Member Term. The Council representative will be Indiana State University Policies</p>	<p>Representative will not be figured in this count. Each representative will represent the role of their respective appointment, i.e. the College of Education representative will represent the College of Education, and so on. In addition to the NCAA Faculty Representative, nine (9) faculty members will be recommended for appointment to the Committee by the University Faculty Senate including one from each of the Colleges (Arts &amp; Science, Business, Education, Health and Human Services, Technology), one from Library Services, and two (2) from the university at large. Student membership will include the President of the SGA, who will serve during his/her term as President; one (1) student nominated by the President of the SGA; and two (2) student-athletes (one male and one female) selected from students nominated by the Student Athlete Advisory Committee. The Staff Council representative will be one of two nominees recommended by the Staff Council. The Alumni representative will be one of two nominees (one woman and one man) recommended by the Alumni Association Board.</p> <p>270.9.4 Appointments. The University President will make the appointments from the nominations submitted by the governance units, the Student Athletic Advisory Council, and the Alumni Association Board. Nominations are due by May 15<sup>th</sup> each spring for the following academic year.</p> <p>270.9.5 Terms. The faculty, staff and alumni representatives will serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. The student representatives will serve one-year appointments. Appointment run from July 1 to June 30.</p> <p>270.9.6 Voting. The ex-officio members are non-voting members of the Committee.</p> <p>270.9.7 Leadership and Oversight. The Chair is selected by the President in consultation with the Director of Intercollegiate Athletics. The Committee reports to the President through the Director of Intercollegiate Athletics and will provide an annual report to the Office of the President and the Provost</p>
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<p>270 University Committees Page 6 appointed on an annual basis.</p> <p>270.9.2.2.7 Alumni Membership. The Alumni representative will be one (1) of four (4) nominees—two (2) women and two (2) men— recommended by the Director of Alumni Affairs for appointment to the Committee by the President of the University.</p> <p>270.9.2.2.8 Alumni Member Term. The alumni representative will serve a three-year term.</p>	<p>by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>
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Existing	Proposed
<p>270.10 Assessment Council. Recognizing the need for organized and ongoing assessment of student academic achievement, Indiana State University (ISU) has developed and adopted an assessment plan. The ultimate responsibility for academic assessment belongs to the faculty; the responsibility for assessment of non- academic units resides with the administrators and managers. The Assessment Council is charged with the responsibility of developing, monitoring and guiding the ongoing institutional assessment activities to assure a process of continuous improvement exists with the ultimate goal of improving learning and student support services.</p> <p>270.10.1 Membership. The Assessment Council will be composed of 20 members. An eight-member core leadership team will serve as the executive group to provide general leadership to the Council as well as support and facilitate the work of the larger Council membership. The members of the Assessment Council will be appointed as follows: Five (5) Faculty representatives appointed by each College; two (2) faculty-at-large appointed by Faculty Senate; One (1) Library representative; the Associate Vice President of Academic Affairs; the Director of Institutional Research and Assessment; two (2) Associate Deans, which will be subject to annual rotation with 2 year renewable, staggered terms; two (2) student representatives, one undergraduate and one graduate student, both to be appointed by the Student Government Association, two (2) representatives from Student Affairs; one (1) representative from Business Affairs; one (1) representative from Enrollment Management; one</p>	

<p>(1) representative from Graduate and Professional Studies; and one (1) assessment coordinator, which shall be an ex-officio representative with a speaking role.</p> <p>270.10.1.1 Core Leadership Team. The following members of the Assessment Council will be members of the Core Leadership Team: The five (5) faculty members appointed from each College; the Library representative; the Associate Vice President for Academic Affairs; and the Director of Institutional Research and Assessment.</p>	
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Existing	Proposed
<p>270.11 Student Success Council. Student success is a strategic priority of Indiana State University. Student retention and degree completion, while maintaining high academic standards and challenging classroom environments, serves our ultimate goals. To that end, the mission of the Student Success Council is (1) to focus attention and energy on key issues affecting undergraduate student success by raising and forwarding a thoughtful dialogue, (2) to provide oversight for and evaluation of the university's strategic retention and completion initiatives, (3) to advise and advocate regarding policy and resource allocation in support of student success, and (4) to expect the use of data in concert with a broad, university-wide perspective to inform decision making.</p> <p>270.11.1 Membership. The Student Success Council will be composed of 26 members. The members will be appointed as follows: The Associate Vice President for Student Success; six (6) Assistant or Associate Deans, one appointed from each College and the Library; a representative from the Center for Student Success; the Director of New Student Programs; the Associate Vice President and Assistant Treasurer; two undergraduate students appointed by the Student Government Association; the Director of the African American Cultural Center; a representative from the University College; the faculty chair (or their designee) of the</p>	<p>270.11 Student Success Council. Student success is a strategic priority of Indiana State University. Student retention and degree completion, while maintaining high academic standards and challenging classroom environments, serves our ultimate goals. To that end, the mission of the Student Success Council is (1) to focus attention and energy on key issues affecting undergraduate student success by raising and forwarding a thoughtful dialogue, (2) to provide oversight for and evaluation of the University's strategic retention and completion initiatives, (3) to advise and advocate regarding policy and resource allocation in support of student success, and (4) to expect the use of data in concert with a broad, university-wide perspective to inform decision making.</p> <p>270.11.1 Membership. The Student Success Council will be composed of 26 members. The members are: the Associate Vice President for Student Success; the Dean (or their designee) of each College and the Library; a representative from the Center for Student Success appointed by the Associate Vice President for Student Success; the Director of New Student Programs; the Associate Vice President and Assistant Treasurer; two undergraduate students appointed by the Student Government Association; the Director of the African American Cultural Center; the faculty chair (or his/her designee) of the governing bodies of each College and the Library, excluding the Graduate Council; the Associate Vice President for Student Affairs; the Director of Financial Aid; the Registrar; the Executive Director of Residential Life and Housing; and the Executive Director of Career Services.</p> <p>270.11.2 Nomination and Appointments. Appointments to the Student Success Council are primarily made based upon</p>

<p>governing bodies of each College and the Library, excluding the Graduate Council,; the Associate Vice President for Student Affairs; the Director of Financial Aid; the Registrar; the Executive Director of Residential Life and Housing; and the Executive Director of Career Services.</p> <p>270.11.2 Chair. The Associate Vice President for Student Success shall be the Chair of the Council.</p> <p>270.11.3 Committees. The Student Success Council may, at its discretion, establish committees. Committees will be populated with the faculty representatives and administrative representatives of the council in a fashion that respects the roles and responsibilities each have in fostering student success.</p>	<p>the position the member holds as an employee or as the leader of a governance unit. Therefore, a traditional nomination process is not utilized for the Council. All appointments will be confirmed by the University President.</p> <p>270.11.3 Terms. Individuals who are appointed by position serve as long as they hold that position. Individuals who are representing an area (Center for Student Success, University College, SGA) serve one-year terms and are eligible for additional one-year appointments.</p> <p>270.11.4 Committees. The Student Success Council may, at its discretion, establish committees. Committees will be populated with the faculty representatives and administrative representatives of the Council in a fashion that respects the roles and responsibilities each have in fostering student success.</p> <p>270.11.5 Leadership and Oversight. The Associate Vice President for Student Success shall be the Chair of the Council. The Committee reports to the President through the Provost and Vice President of Academic Affairs and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>
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Existing	Proposed
	<p>270.12 Health Benefits Advisory Committee. The Health Benefits Advisory Committee serves in an advisory capacity to review issues and make recommendations on policies and procedures related to the University's health benefits program.</p> <p>270.12.1 Membership. Membership includes two (2) faculty members selected from nominations from the Faculty Senate, one (1) staff member selected from nominations from the Staff Council, and one representative from each of the five divisions of the University. Ex-officio members are the Senior Vice President for Finance and Administration, the Associate Vice President for Human Resources, the Assistant Vice President for Business Affairs and Director of Budgets and Payroll, the Chair of the Faculty Economic Benefits Committee, the Chair of the Staff Council Benefits Committee, and the Director of Benefits.</p> <p>270.12.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. Each Vice President shall nominate an individual to represent their Division. Nominations shall be submitted by May 15th of each year.</p>

	<p>270.12.3 Appointments. The University President will make the appointments from the nominations submitted by the governance and vice presidential units.</p> <p>270.12.4 Terms. The Faculty and Staff serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Terms run from July 1 through June 30.</p> <p>270.12.5 Voting. The ex-officio members are non-voting members of the committee.</p> <p>270.12.6 Leadership and Oversight. The Chair of the Committee will be selected from the membership of the committee by the Senior Vice President for Finance and Administration in consultation with the University President. The Committee reports to the President through the Senior Vice President for Finance and Administration and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>
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Existing	Proposed
	<p>270.13 University Budget Committee. The University Budget Committee provides advice and counsel to the President on budget policy and the determination of funding priorities including the establishment of budgetary guidelines consistent with the overall strategic plan of the University. Members will also assist in providing clear communication and feedback to the University community regarding budget actions being considered; and will encourage the University community to share ideas on ways to cut costs, operate more efficiently, increase revenue and more effectively fulfill the University's mission.</p> <p>270.13.1 Membership. Membership includes the University President, the Provost and Vice President for Academic Affairs; the Senior Vice President for Finance and Administration and University Treasurer; the Senior Vice President for Enrollment Management, Marketing and Communications; the Vice President for Student Affairs; the Vice President for University Engagement; the Chair, Vice Chair and Secretary of the Faculty Senate, the Chair of the Staff Council, and the President of the Student Government Association.</p> <p>270.13.2 Terms. Individuals serving in the positions indicated in Policy 270.13.1 <i>Membership</i> will serve on the University Budget Committee as long as they retain those roles and responsibilities.</p> <p>270.13.4 Leadership and Oversight. The Chair of the Committee will be the University President. The Senior Vice President for Finance and Administration will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p>



The proposed changes to 270 which includes the creation of the University Budget Committee will necessitate the removal of 246.2.2.3 (University Budgets) and the renumbering of AACs duties as below:

246.2 Administrative Affairs Committee

**246.2.2 Duties.** The purpose of this committee shall be to keep apprised of administrative policies and procedures and to fulfill the advisory functions of the University Faculty on such matters as:

**246.2.2.1 Administrative Services.** The organization and reorganization of administrative services.

**246.2.2.2 Administrative Officers.** Selection and removal of principal administrative officers having university-wide responsibilities as well as the creation or abolition of such offices.

**246.2.2.3** Campus Development and Physical Facilities.

**246.2.2.4** The Academic Calendar.

**246.2.2.5** Registration and Scheduling Procedures.

**246.2.2.6** Public Relations.

**246.2.2.7** University Publications.

Existing	Proposed
	<p>270.14 University Speakers Series. The University Speakers Series Committee advises on the selection of the University Speakers Series Programs. Its members also help promote the series and encourage campus and community participation.</p> <p>270.14.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, two (2) students and two (2) community representatives. Ex-officio members include the Hulman Center Director and Assistant Director.</p> <p>270.14.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations to the University President for each student appointment. Nominations shall be submitted by May 15th of each year.</p> <p>270.14.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units. The community representatives will be selected by the President in consultation with the Vice President for University Engagement.</p> <p>270.14.4 Terms. Faculty, staff and community representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.14.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.14.6 Leadership and Oversight. The Hulman Center Director will serve as Chair of the Committee. The Committee reports to the President through the</p>

Vice President for University Engagement and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.
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**Recommendation:** Approve the revision to Policy 270 University Committees and the revision to 246.2. Administrative Affairs Committee.

**On a motion by Ms. Bell, and seconded by Ms. Gravely, the recommendation was approved.**

### 5h3 Approval of Policy 460 Student Grievances (Dr. Licari)

Policy 460 Student Grievances allows students the option to submit a grievance when the student has been improperly, unfairly, or arbitrarily subjected to action or inaction by an employee that adversely affects the student in a personal or academic capacity. The policy includes exclusions for existing processes for resolution of issues and does not include general complaints about the content of a course or a university policy. The Faculty Senate, Staff Council, and Student Government Association have approved the adoption of Policy 460.

#### 460 Student Grievances

**460.1 Scope of the Policy.** Subject to the listed exclusion noted below, any currently enrolled student or student enrolled in the previous academic year may submit a grievance alleging improper, unfair or arbitrary action or inaction by an employee of Indiana State University that adversely affects the student in a personal or academic capacity.

**460.1.1 Exclusions Because of Other Processes.** Because other issue-specific processes exist for resolving certain matters, this policy does not apply to the following areas:

**460.1.1.1 Student Grievances Involving Other Students or Non-Employees.** Student complaints or grievances against other students or individuals or groups not employed by Indiana State University will not be handled through the Student Grievance Process. Student complaints or grievances against other students are handled through the Student Conduct and Integrity Office.

**460.1.1.2 Grade Appeals.** Grade appeals will follow the policy and process set forth in [323 University-Level Grade Appeals](#).

**460.1.1.3 Allegations of Discrimination.** Allegations of discriminatory behavior as set forth in [921 Americans with Disabilities Policy](#), [922 Policy Prohibiting Sexual Misconduct, Intimate Partner Violence, and Stalking](#), and [923 Discrimination and Harassment Policy](#) will be forwarded to the Equal Opportunity and Title IX Office for investigation and resolution.

**460.1.1.4 Program Dismissals, Financial Aid Appeals, Residential Life Housing Decisions.** Appeals related to academic program dismissal, denial of financial aid, and residential life housing decisions will be handled in accordance with the policies and procedures required by the program, academic or operational department, or college.

**460.1.1.5 Code of Student Conduct Violations.** Violations of the Code of Student Conduct will be forwarded to the Office of Student Conduct and Integrity for investigation and resolution.

**460.1.2 Exclusion for Academic Freedom.** The procedures for investigation and resolution of student grievances shall ensure compliance with AAUP guidelines for academic freedom and faculty duties and responsibilities. Faculty members are expected to conduct themselves in accordance with these guidelines, as set forth in [310 Faculty Duties and Responsibilities](#). Complaints about overall course content or pedagogy are excluded from this policy.

**460.1.3 Other Exclusions.** This policy does not apply to general complaints about (1) employee performance (2) the substance of a particular academic course or program (3) or institutional rules and regulations. Students who wish to make a complaint about an ISU employee may utilize the course evaluation process, make a verbal or written complaint to the department chair or supervisor, or utilize the online reporting function for complaints and concerns. The University Ombudsperson in the Office of the Dean of Students is available to assist students in making general complaints.

**460.2 Procedures for Investigation and Resolution.** The Office of Academic Affairs, the Division of Student Affairs, and the General Counsel will develop procedures for the investigation and resolution of student grievances for presentation to the President for approval. The procedures will include review for any violations of ISU non-discrimination policies, including [921 Americans with Disabilities Policy](#), [922 Policy Prohibiting Sexual Misconduct, Intimate Partner Violence, and Stalking](#), and [923 Discrimination and Harassment Policy](#).

**460.2.1 Respect for Rights of Parties.** All parties to a Student Grievance are entitled to due process, including notice, the presence of an advisor, a hearing of record- and the opportunity to confront any adverse witnesses and/or to respond to adverse information.

**460.2.2 Student Grievance Committee.** A Student Grievance Committee will be nominated by the governance units and appointed by the President in accordance with the approved procedures.

**460.2.3 Standard of Evidence.** The Student Grievance Committee will be charged with: (1) determining whether it is more likely than not that employee engaged in improper, unfair, arbitrary action against the student that adversely affected the student in a personal or academic capacity; and (2) making a recommendation as to sanctions and/or academic modification should the committee determine that improper, unfair, or arbitrary action against the student occurred.

**460.2.4 Appeal.** Either party may appeal the outcome of the hearing to the President within ten (10) calendar days of notification of the Committee's decision by submitting a written appeal to the Office of the President. The only basis of appeal to the president is lack of due process.

**460.3 No Retaliation.** Retaliation for the submission of a student grievance or participation in its investigation and resolution is prohibited.

**460.4 Suspension or Retention of College-Level Policies and Procedures.** The grievance procedures approved by the College of Health and Human Services on March 26, 2011 are suspended. Further, that section of the policy document entitled "Due Process, Faculty and Student Academic Related Appeals in the Bayh College of Education" approved by the Bayh College of Education Congress on April 9, 2012 involving the "right to grieve a matter where the student feels that his or her rights have been impinged by a faculty member or supervisor" is suspended. The student grievance procedure in the Bayh College of Education for (a) denial of admission to a program, (b) course grading, (c) academic dismissal from the University, and (d) fulfillment of requirements for graduation are retained.

**Recommendation:** Approve the adoption of Policy 460 Student Grievances.

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

## 5h4 Approval of Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior(Dr. Licari/Ms. McKee)

The President recommends approval of Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior, which provides the option for employees to utilize existing grievance procedures if subjected to hostile or intimidating workplace behavior by colleagues or supervisors. The policy does not replace normal workplace management policies, but provides an additional mechanism for review and resolution. Faculty Senate and Staff Council approved the adoption of Policy 502.

### Proposed

**502 Prohibition on Hostile or Intimidating Workplace Behavior.** ISU is committed to the principles of integrity, fairness, and professionalism in the workplace as espoused in [Policy 501 Faculty and Staff Principles of Conduct](#). Hostile or intimidating workplace behavior is unacceptable and will not be tolerated.

**502.1 Definition of Hostile and/or Intimidating Behavior.** Behavior that is hostile and/or intimidating and that is pervasive or severe enough that a reasonable person would find that it has the effect of unreasonably interfering with an individual's or group's work environment is prohibited. A person or a group can perpetrate this behavior. The person need not be more senior than or a supervisor to the target. Unacceptable behavior may include, but is not limited to:

- a) Abusive expression (including spoken, written, recorded, visual, digital, or nonverbal, etc.) directed at another person in the workplace, such as derogatory remarks or epithets that are outside the range of commonly accepted expressions of disagreement, disapproval, or critique in an academic culture and professional setting that respects free expression;
- b) Unwarranted physical contact or intimidating gestures;
- c) Conspicuous exclusion, isolation, or targeting having the effect of harming another person's reputation in the workplace and hindering another person's work;
- d) Sabotage of another person's work or impeding another person's capacity for academic expression, be it oral, written, or other;
- e) Abuse of authority, such as using threats or retaliation in the exercise of authority, supervision, or guidance, or impeding another person from exercising shared governance rights.

**502.2 Repeat or Singular Acts.** Repeated acts or a pattern of hostile and/or intimidating behaviors are more likely to be considered pervasive and severe. An especially severe or egregious single act may warrant either discipline or dismissal.

**502.3 Context of Academic Freedom.** Indiana State University has an enduring commitment to academic freedom, freedom of expression, and the conception of the University as a place that must encourage and foster the free exchange of ideas, beliefs, and opinions, however unpopular. ISU adheres to the principles of academic freedom as set forth in the AAUP's *1940 Statement on Academic Freedom and Tenure*. The policy is not intended to constitute a general civility code addressing ordinary stresses of the workplace, such as occasionally insensitive language or behavior.

**502.4 Workplace Management.**

This policy is not intended to constrain commonly accepted workplace management practices, nor does it constitute the only mechanism for employees to address concerns about hostile or intimidating workplace behavior. Supervisors may address unacceptable behavior through normal management practices.

**502.5 Allegations of Discrimination.** Allegations of discriminatory behavior as set forth in [921 Americans with Disabilities Policy](#), [922 Policy Prohibiting Sexual Misconduct, Intimate Partner Violence, and Stalking](#), and [923 Discrimination and Harassment Policy](#) will be forwarded to the Equal Opportunity and Title IX Office for investigation and resolution.

**502.6 Procedures for Resolving Accusations of Hostile and/or Intimidating Behavior.** A person who has been the target of hostile and/or intimidating behavior by someone within their employee class may use the grievance policy associated with their employee class. ([246.14 University Faculty Grievances](#); [565 Staff Grievances](#)). When the complainant and the respondent are from different employee classes, [Policy 501.3 Grievance Procedures between Employee Groups](#) will be used.

**502.7 Outcomes.**

**502.7.1 Discipline for Faculty** Discipline can be imposed on faculty members for violations in compliance with the requirements of the formal processes delineated in the Chairperson’s and/or Dean’s authorities regarding Deficient Performance as outlined in [Policy 350.2.9.1.3 Academic Department Chairperson](#) or [Policy 246.13 Faculty Discipline and Dismissal](#).

**502.7.2 Discipline for Staff.** Discipline can be imposed on staff in compliance with the requirements of the formal processes delineated in [Policy 562 Staff Discipline, Termination, and Resignation](#).

**Recommendation:** Approve the adoption of Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior.

**On a motion by Mr. Pease, and seconded by Mrs. Cabello, the recommendation was approved.**

**5h5 Modification of Policy 246.13 Faculty Discipline and Dismissal, Policy 350.2.9.1.3 Deficient Performance, and Policy 501.2 Extraordinary Measures (Dr. Licari)**

As part of the discussions related to the proposed Policy 502, the administration and Faculty Senate identified a need to revise existing policies related to discipline, dismissal, and reassignment of a faculty member. The proposed revision to Policy 246.13 provides for progressive discipline options for faculty and a more streamlined process for discipline and dismissal. The proposed revision to Policy 350.2.9.1.3 clarifies the options both discipline and dismissal and the revision to Policy 501.2 ensures that faculty and staff may utilize existing grievance procedures if reassigned.

**Revision to 246.13 Faculty Discipline and Dismissal Proceedings**

Proposed	Current
<p><b>246.13.1 Preliminary Proceedings Concerning the Fitness of a Faculty Member.</b> When cause arises to discipline a faculty member beyond the measures set forth in section 350.2.9.1.3 <i>Deficient Performance</i> or when reason arises to question the fitness of a University faculty member who has tenure or whose term appointment has not expired, the</p>	<p><b>246.13.1 Preliminary Proceedings Concerning the Fitness of a Faculty Member.</b> When reason arises to question the fitness of a University faculty member who has tenure or whose term appointment has not expired, the appropriate administrative officers will ordinarily discuss the matter with him/her in personal conference. The matter may be terminated</p>

Proposed	Current
<p>appropriate administrative officers will ordinarily discuss the matter with him/her in personal conference. The matter may be resolved by mutual agreement at any point.</p> <p><b>246.13.1.1 Role of Executive Committee.</b> If an agreement does not result, the Executive Committee of the University Faculty Senate shall informally inquire into the situation to effect an agreement if possible and, if none is effected, to determine whether in its view formal proceedings to consider his/her discipline or dismissal should be instituted. If the Executive Committee of the University Faculty Senate recommends that such proceedings should be initiated, or if the Provost, even after considering a recommendation of the Executive Committee of the University Faculty Senate favorable to the faculty member, expresses the conviction that a proceeding should be undertaken, or if the concerned faculty member desires that a proceeding be undertaken, action shall be commenced under the procedures that follow. Except where there is disagreement, a statement with reasonable particularity of the grounds proposed for the discipline or dismissal shall then be jointly formulated by the University President and the Executive Committee of the University Faculty Senate. If there is disagreement, the Provost, or designee, shall formulate the statement.</p>	<p>by mutual agreement at this point.</p> <p><b>246.13.1.1 Role of Executive Committee.</b> If an agreement does not result, the Executive Committee of the University Faculty Senate, charged with the function of rendering confidential advice in such situations, shall informally inquire into the situation to effect an agreement if possible and, if none is effected, to determine whether in its view formal proceedings to consider his/her dismissal should be instituted. If the Executive Committee of the University Faculty Senate recommends that such proceedings should be initiated, or if the University President, even after considering a recommendation of the Executive Committee of the University Faculty Senate favorable to the faculty member, expresses the conviction that a proceeding should be undertaken, or if the concerned faculty member desires that a proceeding be undertaken, action shall be commenced under the procedures which follow. Except where there is disagreement, a statement with reasonable particularity of the grounds proposed for the dismissal shall then be jointly formulated by the University President and the Executive Committee of the University Faculty Senate. If there is disagreement, the University President, or designee, shall formulate the statement.</p>
<p><b>246.13.2 Commencement of Formal Proceedings.</b> The formal proceedings shall be commenced by a communication addressed to the faculty member by the Provost. This communication will include the statement detailing the grounds for the proposed discipline or dismissal and information that, if so requested, a hearing to determine whether he/she should be removed from his/her faculty position on the grounds stated will be conducted by the Faculty Discipline and Dismissal Hearing Committee at a specified time and place.</p> <p><b>246.13.2.1 Time for Hearing.</b> In setting the date of the hearing, sufficient time shall be allowed the faculty member to prepare his/her response. The faculty member shall be informed, in detail or by reference to published regulations, of the procedural rights that will be accorded to him/her.</p> <p><b>246.13.2.2 Response by Faculty Member.</b> The faculty member should state in the reply whether he/she wishes a hearing and, if so, shall answer in writing, not less than one (1) week before the date set for the hearing, the statements in the Provost's letter.</p>	<p><b>246.13.2 Commencement of Formal Proceedings.</b> The formal proceedings shall be commenced by a communication addressed to the faculty member by the University President. This communication will include the statement detailing the grounds for the proposed dismissal and information that, if so requested, a hearing to determine whether he/she should be removed from his/her faculty position on the grounds stated will be conducted by the Faculty Dismissal Hearing Committee at a specified time and place.</p> <p><b>246.13.2.1 Time for Hearing.</b> In setting the date of the hearing, sufficient time shall be allowed the faculty member to prepare his/her defense. The faculty member shall be informed, in detail or by reference to published regulations, of the procedural rights that will be accorded to him/her.</p> <p><b>246.13.2.2 Response by Faculty Member.</b> The faculty member should state in the reply whether he/she wishes a hearing and, if so, shall answer in writing, not less than one (1) week before the date set for the hearing, the statements in the University President's letter.</p>

Proposed	Current
<p><b>246.13.3 Suspension of the Faculty Member.</b> Suspension of the faculty member during these proceedings shall be available to the Provost in accordance with Policy 501.2 Extraordinary Action.</p>	<p><b>246.13.3 Suspension of the Faculty Member.</b> Suspension of the faculty member during the proceedings involving him/her is justified only if immediate harm to himself/herself or others is threatened by his/her continuance. Unless legal considerations forbid, any such suspension shall be with pay.</p>
<p><b>246.13.4 Faculty Discipline and Dismissal Hearing Committee.</b> The committee of the faculty members to conduct the hearing and reach a decision shall be the Faculty Discipline and Dismissal Hearing Committee.</p>	<p><b>246.13.4 Faculty Dismissal Hearing Committee.</b> The committee of the faculty members to conduct the hearing and reach a decision shall be the Faculty Dismissal Hearing Committee.</p>
<p><b>246.13.5 Committee Proceedings.</b> The Faculty Discipline and Dismissal Hearing Committee shall proceed by considering the statement of grounds for discipline or dismissal already formulated and the faculty member's response submitted before the time of the hearing.</p> <p><b>246.13.5.1 No Request for a Hearing.</b> If the faculty member has not requested a hearing, the Committee shall consider the case on the basis of the obtainable information and decide whether he/she should be removed; otherwise, the hearing shall go forward.</p> <p><b>246.13.5.2 Public or Private Hearing.</b> The Committee, in consultation with the Provost and the faculty member, shall exercise its judgment as to whether the hearing should be public or private.</p> <p><b>246.13.5.3 Factual Dispute.</b> If any facts are in dispute, the testimony of witnesses and other evidence concerning the grounds set forth in the University Provost's letter to the faculty member shall be received.</p> <p><b>246.13.5.4 Role of Provost.</b> The Provost shall have the option of attendance during the hearing. He/she may designate an appropriate representative to assist in developing the case; but the Committee shall determine the order of proof, shall conduct the questioning of witnesses and, if necessary, shall secure the presentation of evidence important to the case.</p> <p><b>246.13.5.5 Right to Counsel.</b> The faculty member shall have the option of assistance by counsel, whose functions will be similar to those of the representative chosen by the Provost.</p> <p><b>246.13.5.6 Procedural Rights.</b> The faculty member shall</p>	<p><b>246.13.5 Committee Proceedings.</b> The Faculty Dismissal Hearing Committee shall proceed by considering the statement of grounds for dismissal already formulated and the faculty member's response submitted before the time of the hearing.</p> <p><b>246.13.5.1 No Request for a Hearing.</b> If the faculty member has not requested a hearing, the Committee shall consider the case on the basis of the obtainable information and decide whether he/she should be removed; otherwise, the hearing shall go forward.</p> <p><b>246.13.5.2 Public or Private Hearing.</b> The Committee, in consultation with the University President and the faculty member, shall exercise its judgment as to whether the hearing should be public or private.</p> <p><b>246.13.5.3 Factual Dispute.</b> If any facts are in dispute, the testimony of witnesses and other evidence concerning the grounds set forth in the University President's letter to the faculty member shall be received.</p> <p><b>246.13.5.4 Role of University President.</b> The University President shall have the option of attendance during the hearing. He/she may designate an appropriate representative to assist in developing the case; but the Committee shall determine the order of proof, shall conduct the questioning of witnesses and, if necessary, shall secure the presentation of evidence important to the case.</p> <p><b>246.13.5.5 Right to Counsel.</b> The faculty member shall have the option of assistance by counsel, whose functions will be similar to those of the representative chosen by the University President.</p> <p><b>246.13.5.6 Procedural Rights.</b> The faculty member shall have</p>

Proposed	Current
<p>have the additional procedural rights set forth in the 1940 A.A.U.P. Statement on Principles of Academic Freedom and Tenure (as amended) and shall have the aid of the Committee, when needed, in securing the attendance of witnesses.</p> <p><b>246.13.5.7 Witnesses.</b> The faculty member or his/her counsel and the representative designated by the Provost shall have the right, within reasonable limits, to question all witnesses who testify orally. The faculty member shall have the opportunity to be confronted by all adverse witnesses. Where unusual and urgent reasons move the Committee to withhold this right, or where the witness cannot appear, the identity of the witness, as well as his/her statements, shall nevertheless be disclosed to the faculty member. Subject to these safeguards statements may, when necessary, be taken outside the hearing and reported to it.</p> <p><b>246.13.5.8 Recording of Evidence.</b> All evidence shall be duly recorded.</p> <p><b>246.13.5.9 Not a Court Proceeding.</b> Unless special circumstances warrant, it will not be necessary to follow formal rules of court procedure.</p>	<p>the additional procedural rights set forth in the 1940 A.A.U.P. Statement on Principles of Academic Freedom and Tenure (as amended) and shall have the aid of the Committee, when needed, in securing the attendance of witnesses.</p> <p><b>246.13.5.7 Witnesses.</b> The faculty member or his/her counsel and the representative designated by the University President shall have the right, within reasonable limits, to question all witnesses who testify orally. The faculty member shall have the opportunity to be confronted by all adverse witnesses. Where unusual and urgent reasons move the Committee to withhold this right, or where the witness cannot appear, the identity of the witness, as well as his/her statements, shall nevertheless be disclosed to the faculty member. Subject to these safeguards statements may, when necessary, be taken outside the hearing and reported to it.</p> <p><b>246.13.5.8 Recording of Evidence.</b> All evidence shall be duly recorded.</p> <p><b>246.13.5.9 Not a court proceeding.</b> Unless special circumstances warrant, it will not be necessary to follow formal rules of court procedure.</p>
<p><b>246.13.6 Consideration by the Committee.</b></p> <p><b>246.13.6.1 Executive Session.</b> The Committee shall reach its decision, in executive session, on the basis of the hearing.</p> <p><b>246.13.6.2 Oral Arguments.</b> Before doing so, it shall give opportunity to the faculty member or his/her counsel and the representative designated by the Provost to argue orally before it.</p> <p><b>246.13.6.3 Written Briefs.</b> If written briefs would be helpful, the Committee may request them.</p> <p><b>246.13.6.4 Transcript.</b> The Committee may proceed to decision promptly, without having the record of the hearing when it feels that a just decision can be reached by this means; or it may await the availability of a transcript of the hearing if its decision would be aided thereby.</p> <p><b>246.13.6.5 Findings and Disciplinary Options.</b> The Committee shall make explicit findings with respect to each of the grounds of discipline or removal presented and will provide its rationale for each. The Committee will also make a recommendation as to the level of discipline to be imposed,</p>	<p><b>246.13.6 Consideration by the Committee.</b></p> <p><b>246.13.6.1 Executive Session.</b> The Committee shall reach its decision, in executive session, on the basis of the hearing.</p> <p><b>246.13.6.2 Oral Arguments.</b> Before doing so, it shall give opportunity to the faculty member or his/her counsel and the representative designated by the University President to argue orally before it.</p> <p><b>246.13.6.3 Written briefs.</b> If written briefs would be helpful, the Committee may request them.</p> <p><b>246.13.6.4 Transcript.</b> The Committee may proceed to decision promptly, without having the record of the hearing when it feels that a just decision can be reached by this means; or it may await the availability of a transcript of the hearing if its decision would be aided thereby.</p> <p><b>246.13.6.5 Findings.</b> It shall make explicit findings with respect to each of the grounds of removal presented, and may provide its rationale.</p> <p><b>246.13.6.6 Notice of Decision; Copy of Record.</b> The</p>



Proposed	Current
<p>including dismissal or non-dismissal discipline. The Committee will forward the report to the Provost for consideration and determination or recommendation.</p> <p><b>246.13.6.5.1 Options for Non-Dismissal Discipline.</b> Non-dismissal discipline may include suspension for up to a semester without pay or reduction in rank with a commensurate reduction in salary. Non-dismissal discipline must include a specific, measurable, attainable, and time-bound remediation plan to be monitored by the faculty member's direct supervisor.</p>	<p>University President and the faculty member shall be notified of the decision in writing and shall be given a copy of the record of the hearing.</p>
<p><b>246.13.7 Determination by Provost.</b> Within ten (10) business days of the receipt of the report, the Provost shall consider the report provided by the Faculty Discipline and Dismissal Committee and determine whether to accept, reject, or modify the recommendation of the committee as to both findings and level of discipline.</p> <p><b>246.13.7.1 Determination of Dismissal of a Tenured Faculty Member or Reduction in Rank of a Regular Faculty Member.</b> If the Provost determines that either dismissal of a tenured faculty member or reduction in rank of a regular faculty member is warranted, the Provost will forward the Committee's report, along with the rationale for the Provost's recommendation of dismissal, to the President. The President may accept, reject, or modify the recommendation. If the President agrees with the recommendation of dismissal, he President will follow the procedures set forth in Section 246.13.8.</p> <p><b>246.13.7.2 Determination of Non-Dismissal Discipline or Dismissal of a Non-Tenured Faculty Member.</b> If the Provost determines that non-dismissal discipline or dismissal of a non-tenured faculty member is warranted, the Provost will provide the rational for the determination as it relates to both findings and level of discipline or dismissal.</p> <p><b>246.13.7.3 Notification to Faculty Member.</b> The faculty member shall be notified of the Provost's determination or recommendation in writing, which shall include a copy of the Committee's report and a record of the hearing.</p> <p><b>246.13.7.4 Right to Appeal Non-Dismissal Discipline or Dismissal of a Non-Tenured Faculty Member.</b> In the event the Provost imposes non-dismissal disciplinary measures or determines dismissal of a non-tenured faculty member is appropriate, the faculty member may appeal the acceptance of</p>	<p><b>246.13.7 Consideration by the ISU Board of Trustees.</b></p> <p><b>246.13.7.1 Report to Trustees.</b> The University President shall transmit to the ISU Board of Trustees the full report of the Committee.</p> <p><b>246.13.7.2 Acceptance of Committee Decision.</b> The acceptance by the ISU Board of Trustees of the Committee decision will normally be expected.</p> <p><b>246.13.7.3 Review.</b> If the ISU Board of Trustees chooses to review the case, its review will be based on the record of the previous hearing, accompanied by opportunity for argument, oral or written or both, by the principals at the hearing or their representatives.</p> <p><b>246.13.7.4 Decision by Board of Trustees.</b> The decision of the Committee will either be sustained or the proceeding be returned to the Committee with objections specified.</p> <p><b>246.13.7.4.1 Reconsideration by Committee.</b> In such a case the Committee shall reconsider, taking account of the stated objections and receiving new evidence if necessary. It shall frame its decision and communicate it in the same manner as before.</p> <p><b>246.13.7.4.2 Board of Trustees Final Decision.</b> Only after study of the Committee reconsideration will the ISU Board of Trustees make a final decision overruling the Committee.</p>

<b>Proposed</b>	<b>Current</b>
<p>the findings of grounds for discipline and/or the discipline imposed to the President. Appeals must be submitted to the Office of the President within ten (10) business days of notification to the faculty member. The President shall consider the Committee’s report, the determination of the Provost, and the appeal submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for the appeal decision. If the President determines that discipline or dismissal of a non-tenured faculty member is appropriate, the discipline will be enforced and the matter will end with no involvement of the Board of Trustees. If the President decides dismissal is appropriate and the faculty member has tenure, the President shall follow the procedures set forth in Section 246.13.8.</p>	
<p><b>246.13.8 Recommendation of Dismissal of a Tenured Faculty Member or Reduction in Rank of a Regular Faculty Member to the Board of Trustees.</b> If the President recommends dismissal of a tenured faculty member or reduction in rank of a regular faculty member, either as a result of a recommendation of dismissal by the Provost or decision of the President upon appeal by the faculty member, the President will transmit a letter of recommendation to the Board of Trustees. The letter of recommendation should include the Committee’s report, the recommendation or determination of the Provost, and any appeal documentation. In the letter of recommendation, the President shall set forth the rationale for dismissal. The faculty member will receive a copy of the entirety of the submission to the Board of Trustees.</p>	<p><b>246.13.8 Publicity.</b>  <b>246.13.8.1 During Proceedings.</b> Except for simple announcements as may be required covering the time of the hearing and similar matters, public statements about the case by either the faculty member or administrative officers shall be avoided until the proceedings have been completed.  <b>246.13.8.2 Final Decision.</b> Announcement of the final decision shall include a statement of the Committee’s original action, if this has not previously been made known.  <b>246.13.8.3 Release to Public.</b> Any release to the public shall be made through the University President’s Office.</p>
<p><b>246.13.9. Determination by Board of Trustees.</b> The Board of Trustees shall consider the recommendation of the President and either accept, reject, or modify the recommendation of the President. The determination of the Board of Trustees is final.</p>	
<p><b>246.13.10 Publicity.</b>   <b>246.13.10.1 During the Proceedings.</b> Except for simple announcements as may be required covering the time of the hearing and similar matters, public statements should be avoided until the proceedings have been completed.   <b>246.13.10.2 Final Decision.</b> Announcement of the final decision shall include a statement of the Committee’s original</p>	

Proposed	Current
<p>action, if this has not previously been made known.</p> <p><b>246.13.10.3 Release to Public.</b> Any release of information to the public shall be made through the Office of the President and shall take into consideration ISU policies and procedures and federal and state laws regarding personnel records.</p>	

**Revision to 350.2.9.1.3 Deficient Performance**

**350.2.9.1.3 Deficient Performance.** If a department chairperson becomes concerned that a faculty member may be performing his or her duties and responsibilities of employment deficiently, the chairperson shall investigate the matter. If the investigation confirms the chairperson’s concern, he/she should attempt an informal resolution. If the matter is not resolved informally, the chairperson should notify the faculty member of his/her intent to pursue a formal resolution.

**350.2.9.1.3.1 Time for Response.** After the faculty member has received notification of the chair’s intention, he/she shall be given five (5) working days to provide evidence to counter the chairperson’s concern or to propose a satisfactory remedy to the situation with a stipulated timeline.

**350.2.9.1.3.2 Right of Consultation.** The faculty member and/or the chairperson may seek consultation of members of the department personnel committee regarding judgments of deficient performance and satisfactory remedies.

**350.2.9.1.3.3 Written Admonishment.** If the faculty member fails to provide sufficient evidence to counter the chair’s concern or to remedy his/her deficient performance as was proposed, the chairperson shall provide the faculty member with a written admonishment that sets forth the deficiency of performance, actions the faculty member can take to remedy the deficiency, and a date by which the deficiency must be remedied. A copy of the written admonishment may be provided to the department personnel committee and dean.

**350.2.9.1.3.4 Chair’s Evaluation of Subsequent Performance.** If the chairperson determines a sufficient remedy has been accomplished, a letter stating that will be included in the personnel file. If the deficient performance continues following a written admonishment, the chairperson shall notify the faculty member, the personnel committee, and the dean of the continued deficient performance formally enlisting the dean’s assistance.

**350.2.9.1.3.5 Dean’s Prerogative.** Upon the receipt of a notice of continued deficient performance, the dean may; require a remediation plan, ~~may~~ render the faculty member ineligible for any and all course releases or travel funds to which they may otherwise be entitled, or ~~may~~ recommend additional actions be taken by the Provost. Those additional actions could include (but are not limited to) a reassignment of workload, the denial of all compensation adjustments for a defined period, and/or the initiation of the **discipline**/dismissal process following procedures outlined elsewhere in this Handbook.

**350.2.9.1.3.6 Right of Rebuttal.** A faculty member who receives a written admonishment, a notification of continued deficient performance, or other penalty imposed by the dean shall have five (5) working days to provide a written rebuttal with copies to the chairperson, the departmental personnel committee and the dean. The departmental personnel committee may also submit one or more letters, in support of the chairperson’s or dean’s decision, or the faculty member’s response.

**350.2.9.1.3.7 Personnel Files.** All documents associated with this policy (written admonishments, notices of continued deficient performance, decision by the dean, and letters of rebuttal or support) shall be placed in the faculty member's official personnel file (as outlined elsewhere in the handbook) and may be provided to the personnel committee at the time of the next review.

**350.2.9.1.3.8 Due Process.** Faculty members may use established, college-level grievance procedures to review the accuracy and relevance of concerns and/or the actions taken and request a corrective response.

## **Revision to 501.2 Extraordinary Action.**

### **501.2 Extraordinary Action.**

When presented with credible evidence of performance, behavior, and/or dereliction of duties that constitutes a clear and present harm to the University, employees and/or students, the President or the Provost may immediately reassign the employee/faculty member for a stipulated period of time, which may be extended. This action will initiate a more complete investigation of the situation and, in all cases, the employee/faculty member shall be afforded due process per the appropriate grievance policies in the ISU Handbook.

**Recommendation:** Approve the revisions to Policy 246.13 Faculty Discipline and Dismissal, Policy 350.2.9.1.3 Deficient Performance, and Policy 501.2 Extraordinary Measures and approve revision to all references to the Faculty Dismissal Committee as the Faculty Discipline and Dismissal Committee.

**On a motion by Mr. Taylor, and seconded by Ms. Gravely, the recommendation was approved.**

## **5h6 Revision and Approval of Policy 560 Staff Hiring, Performance, Promotion, and Transfer, Policy 562 Staff Discipline, Termination, and Resignation, and Policy 565 Staff Grievances (Ms. McKee)**

As part of the discussions related to the proposed Policy 502, the administration and Staff Council identified a need to revise existing policies. The proposed revisions renumber the existing Policy 560 Support Staff Policies into separate policies and ensure that they apply to all staff. These revisions only include minor modifications to the language of the policies, but will provide additional guidance to staff about rights and responsibilities.

### **Revision to Policy 560 Staff Classifications, Performance, Promotion, and Transfer**

#### **560 Staff Classifications, Performance, Promotion, and Transfer**

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**560.1 Classification of Staff Positions.** The classification and pay grade of approved positions will be determined by the Office of Human Resources. Both regular and temporary staff are considered employees at-will, with no guarantee of continued employment for any fixed period of time.

**560.1.1 Regular Staff Position.** A regular position is one that is expected to continue longer than six (6) months and may be either full-time or part-time.

**560.1.1.1 Full-Time.** A full-time position is at least 37.5 hours of work per week. Persons with such positions participate in the University staff benefits programs.

**560.1.1.2 Part-Time.** A part-time regular position includes at least 20 hours but fewer than 37.5 hours of work per week. Employees filling such positions are eligible to participate in the University staff benefits programs provided the position meets benefits participation criteria and approval has been granted by the appropriate vice president, the budget officer, and the Staff Benefits Office.

**560.1.2 Temporary Staff Position.** A temporary position is expected to last for a limited period, normally not longer than one (1) year. Employees in such positions are not eligible to participate in the University staff benefits programs and do not have access to the employee grievance procedure.

**560.2 Physical Examinations.** The University may require employees in designated positions to successfully pass a physical examination prior to beginning work and at such other times as determined by the University.

**560.3 Introductory Period.** All new staff who are eligible for staff benefits programs are required to attend orientation. Orientation is offered the first week of employment. The Office of Human Resources conducts this orientation. Because of the importance of the information provided, orientation is mandatory.

**560.3.1 Introductory Period.** All new, regular staff serve an initial three-month introductory period of employment. During the introductory period, the supervisor will work with the employee to assist with understanding responsibilities, work assignments and performance expectations. The supervisor will provide periodic feedback about tasks completed satisfactorily and those areas which need improvement. A performance appraisal will be completed during this three-month period.

**560.3.2 Availability of Vacation, Sick Leave, Community Service Leave, and Convenience Day.** During the introductory period, employees receive certain staff benefits. However, vacation, sick leave, community service leave, and convenience day will not become available until after the satisfactory completion of the initial introductory period.

**560.3.3 Satisfactory Work Performance.** Most employees are able to provide satisfactory work performance within this introductory period. However, if overall work performance does not meet expectations during this introductory period, employment may be terminated.

**560.4 Performance Appraisals.** Newly appointed staff members will be evaluated prior to completion of the introductory period and annually thereafter. In addition, the supervisor may conduct an informal session with the employee to review progress and seek any comments regarding work performance.

**560.4.1 Purpose.** The performance appraisal is intended to encourage discussion, review progress and accomplishments, assist the employee in achieving assigned tasks, and determine expectations for the next performance period. A performance evaluation may also be conducted if performance fails to meet the expectations determined by the supervisor or if the employee requests one.

**560.4.2 Review Period.** The appraisal period begins on April 1 and ends on March 31 of the following year for non-exempt staff and begins May 1 and ends April 30 of the following year for exempt staff. Performance appraisals may be completed on a more frequent basis at the discretion of the supervisor. The completed and signed forms are to be forwarded to the Office of Human Resources and will be placed in the employee's personnel file.

**560.5 Visit to Human Resources.** Staff members are permitted reasonable time during regular work hours to visit the Office of Human Resources.

**560.6 Employer Expectations.** The purpose of work guidelines at Indiana State University is to convey expectations of employee conduct on the job. Such guidelines apply to matters within a department that may have a bearing on an employee's ability to be effective on the job. Additional work guidelines specific to the individual's position, classification and/or work unit(s) may be required because of the nature of the work performed. Failure to observe work guidelines may be cause for disciplinary action, ranging from reprimand to discharge depending upon the seriousness of the incident and/or the number of infractions.

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**560.6.1 Absences.** Employees are expected to be punctual and maintain a good attendance record. Every employee is expected to arrive at work on time and on a regular basis. Failure to notify the supervisor of absences within a reasonable time will constitute an unauthorized absence.

**560.6.1.1 Unauthorized Absences.** An unauthorized absence of three (3) consecutive working days may be considered cause for immediate termination. In the event that an unexpected absence or tardiness occurs, the employee is expected to contact the immediate supervisor prior to or at the beginning of the normal work shift.

**560.6.2 Personal Appearance.** All employees are representatives of Indiana State University and are expected to present and maintain an appropriate personal appearance and a proper attitude toward work. While there is no specific dress code (although departments may have guidelines), dress is to be appropriate to the tasks and responsibilities of the position. Dress imparts a perception to others as to the attitude and the seriousness with which a job is viewed. Questions concerning appropriate dress should be directed to the supervisor or department head or to the Office of Human Resources.

**560.6.3 Expectations.** Expectations include but are not limited to:

- a. Following the written or oral instructions of supervisory authority to carry out work assignments.
- b. Maintaining confidentiality of information and accuracy of records.
- c. Not using, possessing, or being under the influence of alcohol or controlled substances during work hours or while on campus.
- d. Observing all safety rules and practices including the use of protective equipment and clothing in the operation of vehicles and equipment.
- e. Reporting as soon as possible, at least within 24 hours, all accidents or injuries that occur during working hours or while in the performance of University business.
- f. Appropriate and constructive use of work time is expected. Activities such as theft, conversion of University property for personal use, sleeping on the job, loafing, loitering or engaging in unauthorized personal business or activities will not be condoned and may result in disciplinary action or termination.
- g. The transfer, use, or possession of explosives, fireworks, firearms, chemicals, or any lethal weapon on University property is prohibited. (See University Handbook Policy 725 "Firearms and Other Dangerous Instruments.")

**560.7 Promotions and Transfers.**

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**560.7.1 Promotions.** In the selection of employees for promotions, consideration is given to the individuals who have the desirable qualifications that are specific to the position. University experience is often of particular value. Demonstrated ability and excellent work performance on campus will enhance opportunities for advancement. .

**560.7.2 Transfer.** A transfer is defined as a move to another position, usually at the request of the employee. Transfers may represent a lateral move, promotion, or demotion. Employees interested in a transfer from one job classification to another will find it helpful to consult with Human Resources staff regarding qualifications and available options.

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**560.7.2.1 Limitation on Consideration.** Staff members must serve a minimum of six (6) months in a position, have satisfactory performance appraisals, and have not been issued any disciplinary action in the previous six (6) month period before being considered for a transfer. In extraordinary circumstances, any of the above criteria may be waived with the approval of Human Resources.

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**560.7.3 Acceptance of Another Position.** An employee who accepts a position in another department on campus is expected to give the present supervisor a two-week notice. If circumstances permit, an earlier release date may be obtained. However, a department may not hold an employee longer than two (2) weeks following the notification of the transfer unless special arrangements are made between the supervisors involved.

**560.7.4 Three-Month Evaluation Period.** All promoted or transferred regular staff employees will have a three-month evaluation period. This time period is to be used to develop an understanding of work requirements and to adjust to the new position. A performance evaluation will be completed at the end of this period to ensure the employee is aware of job duties and responsibilities and is making satisfactory progress in the position.

## **Approval of Policy 562 Staff Discipline, Termination, and Resignation**

### **562 Staff Discipline, Termination, and Resignation**

**562.1 Discipline and Termination.** When disciplinary action against an employee is necessary, it may include, but not be limited to, oral reprimand, written reprimand, suspension and/or discharge. Disciplinary action may be imposed upon any employee for failing to fulfill the duties and responsibilities of the position.

**562.1.1 Standards for Termination.** The discipline imposed will be dependent upon the severity of the infraction and other factors related to the infraction and the staff member. Any disciplinary measure will be done in a manner that will not embarrass the employee.

**562.1.2 Suspension or Termination.** No suspension or discharge may be imposed prior to consulting with the Assistant Vice President for Human Resources and the appropriate vice president.

**562.1.3 Notice.** Any suspension or discharge notice must be in writing and must include a statement that the employee may, if not in agreement with the action, file a grievance following the established grievance procedure.

**562.1.3.1 Limitations on Notice to Employee.** In circumstances where the employee fails to comply with established rules of conduct and behavior, such as intoxication on the job, sleeping on the job, theft, conviction of a felony, or willful damage to University property, advance notice of discharge will not be given.

**562.1.4 Introductory Period.** Discipline and discharge provisions do not apply to staff members in the initial introductory period.

**562.2 Grievance Procedure.** If the staff member believes the disciplinary action taken is unfair or inappropriate, a grievance may be filed through the grievance procedure at Policy 565 *Staff Grievance Policy*. Staff members in the initial introductory period are not eligible to utilize the grievance procedure.

### **562.3 Resignations and Termination of Employment for Non-Disciplinary Reasons.**

**562.3.1 Notice by Employee to University.** Employees resigning employment with the University are requested to give at least two (2) weeks' advance notice in order to resign in good standing.

**562.3.3 Notice to Employee by University.** Conversely, the University will, if possible, give at least two (2) weeks' notice to employees being terminated due to reorganization, end of temporary assignment or lack of funding. The University is not bound, however, to provide the employee with notice.

**562.3.3 Last Day of Work.** The last day of work must be a work day and will be the effective date of separation in all cases except when a disciplinary suspension is converted to a discharge, or when the staff member fails to return from a leave of absence.

**562.3.5 Exit Interview.** Upon separation of employment at Indiana State University, each employee is to contact the Office of Human Resources for an exit interview. During this exit interview, the employee will have the opportunity to communicate the reason(s) for leaving the University. This information will remain confidential and may be used to improve some work situations.

### **562.4 Reduction in Staff.**

**562.4.1 Transfer/Reassignment.** On occasion, it may be necessary to make staff transfers in the interest of the University. When factors occur which require reorganization, program discontinuance, or financial exigency, the University will examine all alternatives prior to laying off staff. In certain instances, when employees have the skills and abilities to perform available jobs, the University reserves the right to reassign employees to positions within the University. Such transfers will be discussed with the individuals concerned before the transfers are made. In rare instances due to budgetary constraints, such transfers may be mandatory should the individual wish to continue employment at the University.

**562.4.2 Short Term Layoff and Temporary Reduction of Force.** Temporary reductions of the work force may occur periodically during the year because of vacation periods and conditions beyond the University's control. Introductory and temporary employees will be laid off first, provided the employees retained can perform the available work.

**562.4.2.1 Time.** A temporary reduction of the work force is not expected to exceed 15 calendar days. If a temporary reduction continues for more than 15 calendar days, the University may adjust the work force accordingly. During such reduction, the University will endeavor to give consideration to retaining long term employees wherever circumstances permit.

**562.4.3 Long Term Layoff and Reduction of Force.** Should it become necessary to reduce the work force of the University, appropriate consultation will occur with the University President, vice presidents, university general counsel, budget officer, Chief Human Resources Officer, as well as other appropriate executive staff. Before final action, the Staff Council Chairperson will be advised of the necessary action. Ability, skills, performance and length of service will be factors used in making the decisions as to those who will be affected by any reduction of the work force.



## Approval of Policy 565 Staff Grievances

### 565 Staff Grievance Policy

**565.1 Scope.** A constructive work environment accommodates discourse between employees and their supervisors. Indiana State University encourages employees to bring forward concerns about work-related issues in a constructive and orderly way. It is the responsibility of supervisors to interact with those whom they supervise in a clear, fair, consistent, and professional manner. It is the responsibility of all University employees to perform their assigned tasks competently and diligently.

**565.2 Responsible Office.** The Office of Human Resources is responsible for implementation of the Staff Grievance process and any related procedures.

**565.3 Informal Resolution.** The Office of Human Resource will first work with both parties to resolve the situation informally.

**565.4 Support Person.** The grievant is entitled to have a support person present at each step of the grievance process. The specific rules and procedures related to the grievant's representatives shall be set forth in University procedures related to this policy.

**565.5 Privacy.** Information generated in the course of reviews of grievances brought under this policy will be kept private. Any person who improperly reveals such information will be subject to disciplinary action, which may include dismissal.

**565.6 Allegations of Discrimination.** Allegations of discriminatory behavior as set forth in [921 Americans with Disabilities Policy](#), [922 Policy Prohibiting Sexual Misconduct, Intimate Partner Violence, and Stalking](#), and [923 Discrimination and Harassment Policy](#) will be forwarded to the Equal Opportunity and Title IX Office for investigation and resolution.

**565.7 No Retaliation.** In order that employees may express opinions and views freely and responsibly, this policy prohibits any act of reprisal against a University employee for filing a grievance or against other persons for participating in the grievance process. Such acts of reprisal constitute in themselves violations of this policy and will result in prompt disciplinary action that may include dismissal.

**565.8 Frivolous Grievance.** It is a violation of this policy to file a frivolous grievance, a grievance based on false or misleading information, or to harass any employee. Any person filing a frivolous grievance, a grievance based on misleading information, or harassing any employee concerning a grievance will be subject to disciplinary action, that may include dismissal.

**Recommendation:** Approve the revision to Policy 560 and adoption of Policy 562 and Policy 565.

**On a motion by Mr. Baesler, and seconded by Mrs. Smith, the recommendation was approved.**

## 5h7 Revision of Policy 305.10.3 University Promotion and Tenure Oversight (Dr. Licari)

The revision to Policy 305.10.3 University Promotion and Tenure Oversight provides for additional clarity about the composition and leadership of the Promotion and Tenure Committee. Faculty Senate has approved this revision.

**Existing**

**305.10.3 Composition.** The members of the University Promotions and Tenure Oversight Committee shall be elected to staggered three-year terms by the faculty from the professional Colleges (except the College of Graduate and Professional Studies) and the library, with three (3) members elected from the College of Arts and Sciences, and one (1) from each of the other Colleges and the Library. Only tenured faculty members are eligible to serve. One member of the University Faculty Affairs Committee shall have an ex-officio seat.

**Recommended**

**305.10.3 Composition.** The members of the University Promotions and Tenure Oversight Committee shall be selected (and may be discharged) by the Executive Committee and confirmed by the University Faculty Senate to staggered three-year terms to represent the academic Colleges (except the College of Graduate and Professional Studies and the University College) and the Library, with three (3) members appointed from the College of Arts and Sciences, two (2) members from the College of Health and Human Services, and one (1) from each of the other Colleges and the Library. An additional member shall be appointed from among the member of the Faculty Affairs Committee for a term of one year and that member shall serve as Chair of this Committee. Only tenured faculty members are eligible to serve.

**Recommendation:** Approve the revisions to Policy 305.10 University Promotion and Oversight.

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

**5h8 Modification of Policy 310 Faculty Duties and Responsibilities (Dr. Licari)**

Current	Proposed
<p><b>310.1.1.2 Per Semester Credit Hour Limit.</b> Teaching assignments shall not exceed 16 semester credit hours per semester or 6 semester credit hours in a summer term. The total summer assignment for a faculty member shall not exceed 12 semester credit hours or equivalent.</p>	<p><b>310.1.1.2 Per Semester Credit Hour Limit.</b> Teaching assignments shall not exceed 16 semester credit hours per semester or 12 semester credit hours in a summer.</p>
<p><b>310.1.5.1 Change of Grade.</b> To process a change in an assigned grade for an undergraduate student the faculty member must complete a Change of Grade form, have the form signed by both the department chairperson and academic dean, and return the form to the Registration and Records Office. Procedures for changing grades for graduate students are identical except the forms must be signed by the department chairperson and the Dean of the College</p>	<p><b>310.1.5.1 Change of Grade.</b> Faculty members may request a change of grade using a process established by the Registrar. A Change of Grade must be <b>approved signed</b> by the department chairperson and academic dean. Change of grades for graduate students are <b>approved signed</b> by the department chairperson and the Dean of the College of Graduate and Professional Studies. Change of grades cannot be processed for students whose degrees have been conferred. In the</p>

<p>of Graduate and Professional Studies. Complete details of the University grading system can be found in the ISU Undergraduate Catalog, ISU Graduate Catalog, and in the ISU Student Handbook. In the event that the instructor from whom students receive an IN or an NX grade is no longer employed by Indiana State University, cannot be contacted or is incapable of performance due to medical conditions, the disposition of students' eventual grades resides with the appropriate department chairperson.</p>	<p>event that the instructor from whom students receive an IN or an IP grade is no longer employed by Indiana State University, cannot be contacted or is incapable of performance due to medical conditions, the disposition of students' eventual grades resides with the appropriate department chairperson.</p>
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**Recommendation:** Approve the revision to Policy 310 Faculty Duties and Responsibilities.

**On a motion by Mr. Taylor, and seconded by Ms. Gravely, the recommendation was approved.**

## 5h9 Modification of Policy 345 Academic Administrator Performance Reviews (Dr. Licari)

Policy 345 Currently only provides for performance review for academic deans. The policy revision includes a process for review of the Provost and other academic administrators. Faculty Senate has approved this revision.

### Existing

#### 345 Academic Dean Performance Reviews

##### 345.1 Process for Review.

**345.1.1 Time for Review.** Comprehensive reviews of academic deans performance will occur during the third year of each dean's tenure and every three years thereafter. Details of the process are outlined in the document "Process and Criteria for the Evaluation of Academic Deans" which is available in the Office of the Provost and Vice President for Academic Affairs. Modifications of the document are subject to review by the University Faculty Senate Executive Committee and Provost.

**345.1.2 Notification and Self-Evaluation.** The review process will be initiated by the Provost who notifies the dean in writing that the review is scheduled and requests the dean to submit a self-evaluation.

**345.1.3 Review Committee.** The Provost will form a review committee to include three faculty members selected by the unit's faculty governance; a staff member and a department chairperson from the unit selected by the Provost; a student from the Student Government Association Executive Committee; and up to two additional members from outside the unit nominated by the dean or the review committee. The Provost, after consultation with the University Faculty Senate Executive Committee, will confirm the final committee and appoint its chair.

##### 345.2 Standard of Review.

The review process will allow for broad, confidential participation of constituencies. Areas of performance evaluation will include leadership and planning, administration and management, internal relations (especially faculty relations), external relations, and other areas as appropriate.

### **345.3 Findings.**

At the conclusion of the review, the committee will present a written report to the Provost and meet with the Provost to discuss the findings. The Provost will communicate the findings of the review committee to the dean being reviewed and inform the University Faculty Senate Executive Committee that the review has been completed. The dean's academic unit will be informed of the findings within the privacy and confidentiality guidelines of the University.

## **Recommended**

### **345 Academic Administrator Performance Reviews**

#### **345.1 Process for Review.**

**345.1.1 Time for Review.** Comprehensive reviews of academic administrators (Deans and the Provost) performance will occur during the third year of each administrator's tenure and every three years thereafter. Details for the processes are outlined in the document "Process and Criteria for the Evaluation of Academic Deans" and "Process and Criteria for the Evaluation of the Provost" which are available in the Office of the Provost and Vice President for Academic Affairs. Modifications of the document are subject to review by the University Faculty Senate Executive Committee and Provost.

**345.1.2 Notification and Self-Evaluation.** The review process for Deans will be initiated by the Provost who notifies the reviewee in writing that the review is scheduled and requests from the reviewee a self-evaluation. The review process for the Provost will be initiated by the President who notifies the Provost in writing that the review is scheduled and requests from the Provost a self-evaluation.

**345.1.3 Review Committee for Deans.** The Provost will form a review committee to include three faculty members selected by the unit's faculty governance; a staff member and a department chairperson from the unit selected by the Provost; a student from the Student Government Association Executive Committee; and up to two additional members from outside the unit nominated by the dean or the review committee. The Provost, after consultation with the University Faculty Senate Executive Committee, will confirm the final committee and appoint its chair.

**345.1.4 Review Committee for the Provost.** The President will form a review committee to include three faculty members selected by the Administrative Affairs Committee of the Faculty Senate and approved by the Faculty Senate Executive Committee; a staff member and a department chairperson selected by the President; a student from the Student Government Association Executive Committee; and up to two additional members. The President, after consultation with the University Faculty Senate Executive Committee, will confirm the final committee and appoint its chair.

**345.2 Scope of Review.** The review process will allow for broad, confidential participation of constituencies. Because administrators are responsible for the performance and management of the personnel in their respective offices, the review of the administrator will necessarily include a unit-wide review of the office and as well as the performance of personnel within it.

**345.3 Areas of Review.** Areas of performance evaluation will include leadership and planning, administration, resource and personnel management, internal relations (especially faculty relations), external relations, and other areas as appropriate.

**345.4 Findings of Review.** At the conclusion of the review, the committee will present a written report to the initiator of the review to discuss the findings. The initiator will communicate the findings of the review committee to the reviewee and inform the University Faculty Senate Executive Committee that the review has been completed. The reviewee's governance unit officers will be informed of the findings with sufficient specificity to convey that concerns will be addressed but within the privacy and confidentiality guidelines of the University. The initiator will prepare a statement in collaboration with those officers to be presented to the governance unit.

**Recommendation:** Approve the revision to Policy 345 Academic Administrator Performance Reviews.

**On a motion by Mr. Baesler, and seconded by Ms. Gravely, the recommendation was approved.**

## **5h10 Modification of Policy 351.3 Failed Departments (Dr. Licari)**

The proposed revisions to Policy 351.3 Failed Departments provides for additional clarity in the responses to failed departments, the establishment of a departmental receivership, and a mechanism for return to regular status. The Faculty Senate has approved this revision.

**351.3 Failed Departments.** Upon recommendation of the Provost and following the consultation process below, departments that systemically fail to meet their obligations as described in the previous section may be placed in receivership by the President.

### **351.3.1 Process of Recommendations**

**351.3.1.1 Recommendation of the Dean to Governance Unit** When the Dean of a College determines, as a result of the department's failure to meet its obligations, that there are reasons to place into temporary receivership a department, the Dean shall present the matter to the College governance unit for a vote.

**351.3.1.2 Recommendation of the Dean.** The Dean shall consider the recommendation of the College governance unit and may choose to continue with the recommendation. The Dean, when making the decision to recommend that the department be placed into receivership, shall forward the conclusion of the College governance unit along with the Dean's own recommendation to the Provost.

**351.3.1.3 Recommendation of the Provost to the Executive Committee. The provost may determine that receivership is unnecessary and instruct the Dean to seek another resolution to the department's problems.** When the Provost agrees with the recommendation of the Dean to place a department into temporary receivership, the Provost shall seek the recommendation of the Executive Committee of the Faculty Senate. The Provost shall present the recommendations of the Dean and the College governance unit at that meeting.

**351.3.1.4 Recommendation of the Provost to the President.** The Provost shall consider the recommendation of the Executive Committee and may choose to continue with the recommendation to the President. The Provost, when making the decision to recommend that the department be placed into receivership, shall forward the conclusion of the College governance unit, the Dean, and the Executive Committee along with the Provost's own recommendation to the President.

**351.3.1.5 President's Determination.** The President shall make the final determination.

### 351.3.2 Departmental Receivership

**351.3.2.1 Leadership** A department in receivership shall be led by the Dean or the Dean's designee.

**351.3.2.2 Suspension of By-Laws** If the Provost certifies in writing to the Chairperson of the Faculty Senate that a department in receivership cannot be governed using the current By-Laws, the existing By-Laws may be suspended. New By-Laws will be authored by a Dean's designee ~~and may be ratified by either the Faculty Senate Executive Committee or presented for ratification by~~ the members of the department. **If the Department fails to ratify the bylaws, they will be presented for consideration by the Executive Committee of the Faculty Senate, where they may be ratified over the Department's objection.**

### 351.3.3 Return to Independence.

**351.3.3.1** When a department is placed into receivership, the provost shall identify specific criteria and benchmarks that must be achieved for a return to independent standing. The provost shall provide regular updates on the progress of any department in receivership to the officers of the Faculty Senate, who shall encourage a return to self-governing status as soon as feasible.

**Recommendation:** Approve the revisions to Policy 351.3 Failed Departments.

**On a motion by Ms. Gravely, and seconded by Mrs. Cabello, the recommendation was approved.**

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## 5i Resolution Honoring Vigo County School Corporation and City of Terre Haute

**WHEREAS**, the Indiana General Assembly approved legislation on December 20, 1865, to establish the Indiana State Normal School for the preparation of teachers for the Common Schools of Indiana; and

**WHEREAS**, the State requested that communities interested in becoming the site of the new school donate no less than \$50,000 of their own funds along with land and/or buildings as a site for the new school; and

**WHEREAS**, Terre Haute Superintendent of Schools John Olcott was a strong advocate for the Normal School and shrewdly knew the advantage to the local schools of having the Normal School located in Terre Haute; and

**WHEREAS**, Superintendent Olcott personally canvassed the community to secure 1,500 signatures from residents of Terre Haute to encourage the City Council to appropriate land and \$50,000; and

**WHEREAS**, the City Council passed the ordinance to appropriate the funds and provide land valued at \$25,000 and located on North Sixth Street between Mulberry and Eagle Streets to secure Terre Haute as the site of the new Normal School on May 1, 1866; and

**WHEREAS**, the Indiana State Normal School Board of Trustees accepted the proposal, the only one it received, on May 15, 1866, and declared that Terre Haute would become the site of the new school to prepare the state's educators; and

**WHEREAS**, since that day one hundred and fifty years ago, the Indiana State Normal School has educated nearly 150,000 students and has had a profound impact on the community of Terre Haute, the State of Indiana, our nation and the world as it evolved from the Normal School into the Indiana State Teachers College, Indiana State College and ultimately Indiana State University; and

**WHEREAS**, Indiana State University has been deeply advantaged by its location and its relationships with the leaders of the Vigo County School Corporation and the City of Terre Haute;

**NOW, THEREFORE BE IT RESOLVED**, that the Indiana State University Board of Trustees expresses its profound appreciation and gratitude to the Vigo County School Corporation, its current leaders including Superintendent Daniel Tanoos and School Board President Paul Lockhart, and their predecessors; and to the City of Terre Haute, its current leaders including Mayor Duke Bennett and City Council President Todd Nation, and their predecessors;

**BE IT FURTHER RESOLVED**, that this Resolution be spread upon the records of the minutes of the Indiana State University Board of Trustees and that a copy thereof be duly executed and transmitted to the leaders of the Vigo County School Corporation and the City of Terre Haute.

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES THIS SIXTH DAY OF MAY, TWO THOUSAND SIXTEEN.

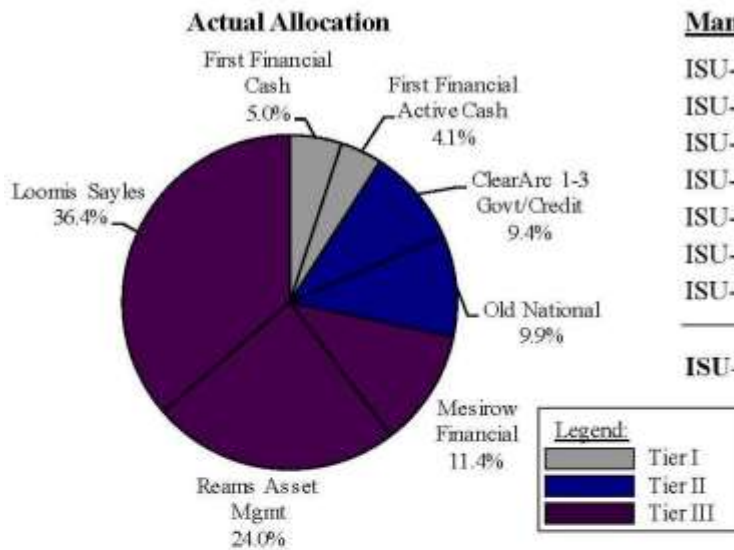
**Recommendation:** Acceptance of the Resolution Honoring Vigo County School Corporation and City of Terre Haute.

**On a motion by Ms. Bell, and seconded by Mrs. Smith, the recommendation was approved.**

## 6a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2016.

### Indiana State University Operating Funds Plan Summary Period Ended March 31, 2016



<u>Manager</u>	<u>Market Value</u>
ISU-First Financial Cash	\$7,553,921
ISU-First Fincl. Active Cash	\$6,103,544
ISU-ClearArc	\$14,157,532
ISU-Old National	\$14,859,654
ISU-Mesirov Fincl.	\$17,114,466
ISU-Reams Asset Mgmt.	\$36,110,135
ISU-Loomis Sayles	\$54,775,144
<b>ISU-Total Fund</b>	<b>\$150,674,396</b>

March 31, 2016			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$7,553,921	5.0%	\$10mm - \$25mm
First Financial Active Cash	\$6,103,544	4.1%	
	<b>\$13,657,466</b>	<b>9.1%</b>	
<b>Tier II</b>			
ClearArc 1-3 Year Govt/Credit	\$14,157,532	9.4%	\$25mm - \$30mm
Old National Intermediate	\$14,859,654	9.9%	
	<b>\$29,017,186</b>	<b>19.3%</b>	
<b>Tier III</b>			
Mesirov Core Total Return	\$17,114,466	11.4%	Remaining Balance
Reams Asset Management Core	\$36,110,135	24.0%	
Loomis Sayles Core Plus	\$54,775,144	36.4%	
	<b>\$107,999,744</b>	<b>71.7%</b>	
	<b>\$150,674,396</b>	<b>100.0%</b>	



**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER  
PRIOR QUARTER ENDED MARCH 31, 2016**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$201,188	\$7,349,749	\$2,984	\$7,553,921
ISU-First Fincl. Active Cash	\$4,095,186	\$1,998,268	\$10,091	\$6,103,544
ISU-ClearArc	\$14,013,072	(\$6,361)	\$150,821	\$14,157,532
ISU-Old National	\$14,499,502	(\$8,557)	\$368,709	\$14,859,654
ISU-Mesirow Fincl.	\$16,615,096	(\$15,465)	\$514,835	\$17,114,466
ISU-Reams Asset Mgmt.	\$35,014,773	(\$30,543)	\$1,125,905	\$36,110,135
ISU-Loomis Sayles	\$53,288,273	(\$51,100)	\$1,537,971	\$54,775,144
<b>ISU-Total Fund</b>	<b>\$137,727,089</b>	<b>\$9,235,992</b>	<b>\$3,711,315</b>	<b>\$150,674,396</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER  
FISCAL YEAR TO DATE ENDED MARCH 31, 2016**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$7,554,033	(\$3,914)	\$3,803	\$7,553,921
ISU-First Fincl. Active Cash	\$6,090,877	(\$6,068)	\$18,736	\$6,103,544
ISU-ClearArc	\$14,001,830	(\$18,949)	\$174,650	\$14,157,532
ISU-Old National	\$14,389,358	(\$25,403)	\$495,698	\$14,859,654
ISU-Mesirow Fincl.	\$16,557,923	(\$46,463)	\$603,006	\$17,114,466
ISU-Reams Asset Mgmt.	\$34,774,970	(\$91,307)	\$1,426,473	\$36,110,135
ISU-Loomis Sayles	\$54,650,978	(\$154,589)	\$278,755	\$54,775,144
<b>ISU-Total Fund</b>	<b>\$148,019,969</b>	<b>(\$346,693)</b>	<b>\$3,001,121</b>	<b>\$150,674,396</b>

## INVESTMENT MANAGER RETURNS

The table below details the rates of return for the investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized.

### Returns for Periods Ended March 31, 2016

Inception Date: October 1, 2010

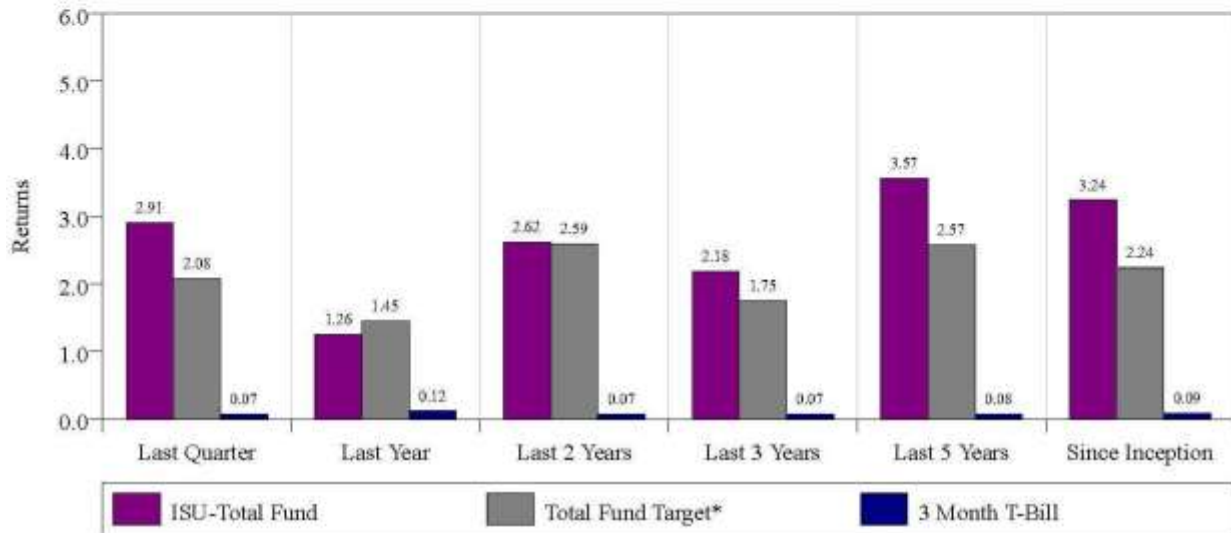
	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Since Inception
<b>ISU-Tier 1</b>	<b>0.12</b>	<b>0.39</b>	<b>0.40</b>	<b>0.37</b>	<b>0.41</b>	<b>0.40</b>
ISU-First Financial Cash	0.04	0.18	0.21	0.21	0.24	0.25
3 Month T-Bill	0.07	0.12	0.07	0.07	0.08	0.09
ISU-First Fincl. Active Cash	0.18	0.51	0.51	0.50	0.63	0.60
Citigroup:US Treas 1 Yr	0.37	0.40	0.34	0.31	0.36	0.36
<b>ISU-Tier 2</b>	<b>1.82</b>	<b>2.08</b>	<b>2.36</b>	<b>1.73</b>	<b>2.30</b>	<b>2.01</b>
ISU-ClearArc	1.08	1.39	1.32	1.15	1.38	1.29
ClearArc:1-3 Yr G/C Comp	1.04	1.18	1.23	1.09	1.36	1.32
Barclays:Gov/Credit 1-3	0.98	1.04	1.08	0.95	1.14	1.06
ISU-Old National	2.54	2.74	3.37	2.30	3.21	2.72
Old Nat'l. Interm Comp	2.53	2.81	3.48	2.49	3.39	2.86
Barclays:Gov/Credit Inter	2.45	2.06	2.82	1.83	3.01	2.52
<b>ISU-Tier 3</b>	<b>3.52</b>	<b>1.20</b>	<b>3.14</b>	<b>2.69</b>	<b>4.82</b>	<b>4.41</b>
ISU-Mesirow Fincl.	3.10	1.71	3.70	2.54	3.98	3.50
Mesirow:Core Comp	3.14	1.67	3.75	2.56	4.07	3.58
Barclays:Aggregate Index	3.03	1.96	3.82	2.50	3.78	3.26
ISU-Reams Asset Mgmt.	3.41	3.07	3.95	2.71	4.45	3.93
Reams:Core Comp	3.22	3.12	3.34	2.45	4.25	3.84
Barclays:Aggregate Index	3.03	1.96	3.82	2.50	3.78	3.26
ISU-Loomis Sayles	3.73	(0.16)	1.94	2.38	5.10	4.82
Loomis:Core Plus Comp	3.89	(0.23)	2.14	2.29	5.02	4.82
Barclays:Aggregate Index	3.03	1.96	3.82	2.50	3.78	3.26
<b>ISU-Total Fund</b>	<b>2.91</b>	<b>1.26</b>	<b>2.62</b>	<b>2.18</b>	<b>3.57</b>	<b>3.24</b>
<b>Total Fund Target*</b>	<b>2.08</b>	<b>1.45</b>	<b>2.59</b>	<b>1.75</b>	<b>2.57</b>	<b>2.24</b>

Total Fund Target\* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

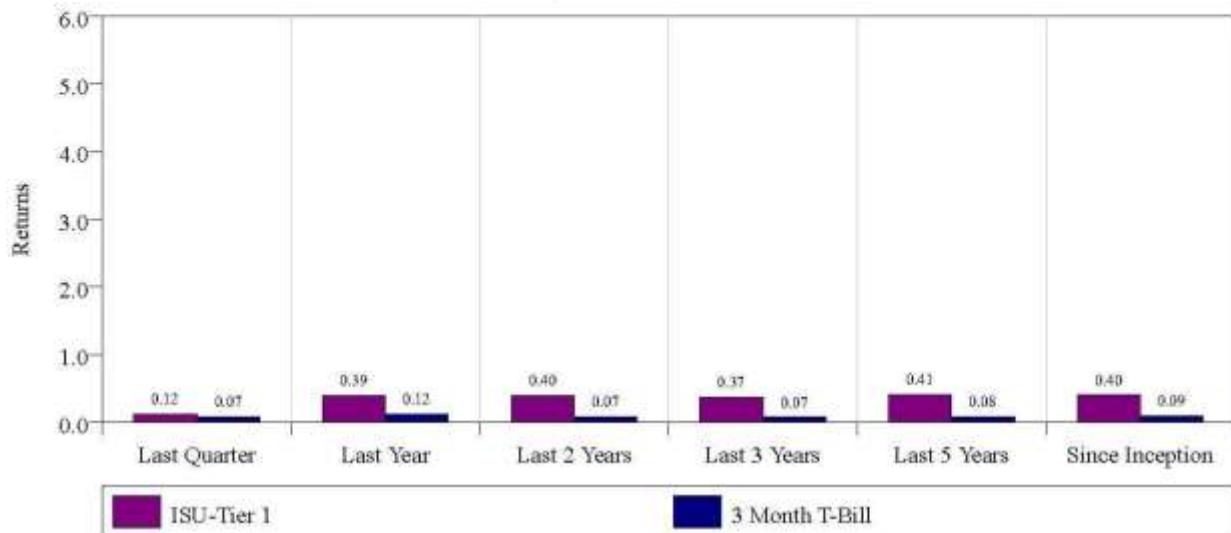
**RETURN SUMMARY**  
**PERIOD ENDED MARCH 31, 2016**

**Total Fund Performance**  
 The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.

ISU Total Fund Returns  
 for Various Time Periods  
 Current Quarter Ending March 31, 2016  
 Inception Date: October 1, 2010



ISU Tier 1 Returns  
 for Various Time Periods  
 Current Quarter Ending March 31, 2016  
 Inception Date: October 1, 2010

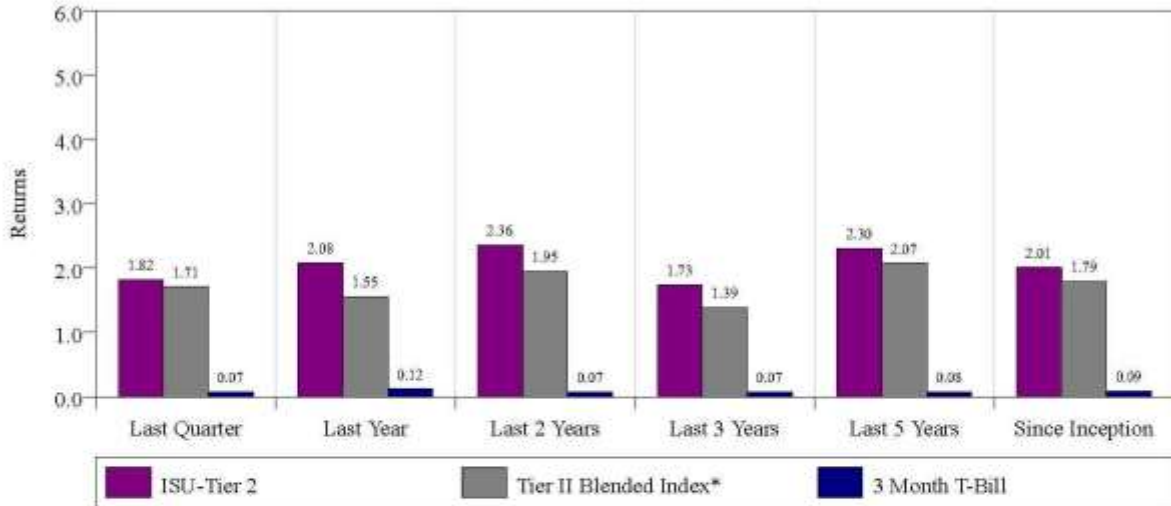


**RETURN SUMMARY**  
**PERIOD ENDED MARCH 31, 2016**

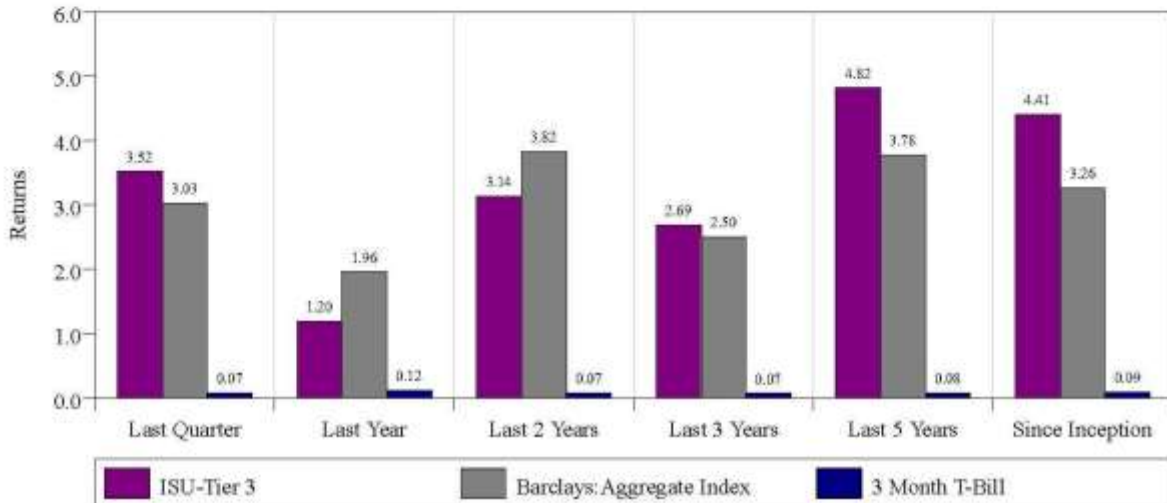
**Total Fund Performance**

The charts below show the Fund's performance by tier over various time periods versus the appropriate benchmark and peer group.

ISU Tier 2 Returns  
 for Various Time Periods  
 Current Quarter Ending March 31, 2016  
 Inception Date: October 1, 2010



ISU Tier 3 Returns  
 for Various Time Periods  
 Current Quarter Ending March 31, 2016  
 Inception Date: October 1, 2010



Tier II Blended Index\* = 50% Barclays Govt/Credit 1-3 Year Index, 50% Barclays Govt/Credit Intermediate Index

## 6b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING BUDGET REVENUE AND EXPENSE SUMMARY							
For the Period Ending March 31, 2016							
	2015-16 Base Budget	2015-16 Adjusted Budget	YTD through 3/31/16*	Percent of Adjusted Budget	2014-15 Adjusted Budget	YTD through 3/31/15*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 66,194,030	\$ 66,194,030	\$ 49,645,521	75.0%	\$ 67,104,231	\$ 50,328,174	75.0%
Debt Service Appropriation	7,530,475	7,530,475	6,632,685	88.1%	8,489,497	7,413,817	87.3%
Sub-Total State Appropriations	73,724,505	73,724,505	56,278,206		75,593,728	57,741,991	
Student Tuition	91,035,303	91,120,303	89,540,883	98.3%	79,515,713	84,079,367	105.7%
Other Fees and Charges	1,210,500	1,210,500	1,462,851	120.8%	1,210,500	1,475,984	121.9%
Other Income	5,140,692	5,140,692	4,353,517	84.7%	4,995,645	4,214,447	84.4%
<b>Total Budgeted Revenue</b>	<b>\$ 171,111,000</b>	<b>\$ 171,196,000</b>	<b>\$ 151,635,457</b>		<b>\$ 161,315,586</b>	<b>\$ 147,511,789</b>	
Encumbrances and Carryforward		11,372,975	11,372,975		10,532,464	10,532,464	
Reimbursements and Income Reappropriated From Other Sources		6,195,930	6,195,930		4,830,589	4,830,589	
<b>Total Revenues</b>	<b>\$ 171,111,000</b>	<b>\$ 188,764,905</b>	<b>\$ 169,204,362</b>	<b>89.6%</b>	<b>\$ 176,678,639</b>	<b>\$ 162,874,842</b>	<b>92.2%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 83,859,375	\$ 86,459,493	\$ 66,454,587	72.9%	\$ 81,482,561	\$ 63,021,825	77.3%
Fringe Benefits	25,901,789	26,251,857	18,903,822	71.4%	25,918,181	18,753,610	72.4%
Sub-Total Compensation	109,761,164	112,711,350	85,358,409	75.7%	107,400,742	81,775,435	76.1%
Departmental Expenses							
Supplies and Related Expenses	17,038,997	\$ 20,680,698	\$ 15,104,418	73.0%	22,056,111	13,810,308	62.6%
Repairs and Maintenance	4,186,697	6,695,119	7,620,373	113.8%	5,495,266	5,738,176	104.4%
Other Committed Expenses	1,160,348	1,160,348	989,626	85.3%	1,112,689	969,177	87.1%
Sub-Total Departmental Expenses	22,386,042	28,536,165	23,714,417	83.1%	28,664,066	20,517,661	71.6%
Utilities and Related Expenses	10,814,399	10,814,400	7,507,121	69.4%	10,558,354	8,184,358	77.5%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,705,225	800,486	46.9%	1,749,594	803,017	45.9%
Operating Equipment	1,449,072	3,160,209	510,876	16.2%	2,638,912	773,113	29.3%
Capital Improvements	3,750,000	7,571,559	4,818,774	63.6%	4,842,873	2,840,162	58.6%
Sub-Total Equipment & Other Capital	6,809,801	12,436,993	6,130,136	49.3%	9,231,379	4,416,292	47.8%
Student Scholarship and Fee Remissions	13,118,844	13,335,672	14,807,654	111.0%	12,180,440	13,255,377	108.8%
Laptop Scholarship Program	1,415,000	1,507,526	1,624,000	107.7%	1,576,524	1,545,043	98.0%
Reserve for Strategic Initiatives	2,050,000	326,527	-	0.0%	1,725,265	-	0.0%
Budgeted Reserve	4,755,750	4,755,750	-	0.0%	-	-	0.0%
Transfers Out		4,340,522	3,764,413		5,341,869	3,341,869	
<b>Total Expenditures</b>	<b>\$171,111,000</b>	<b>\$188,764,905</b>	<b>\$142,906,150</b>	<b>75.7%</b>	<b>\$176,678,639</b>	<b>\$133,036,035</b>	<b>75.3%</b>
*Includes encumbrances and open commitments							

### Revenues

#### Student Tuition

Student tuition is above the 2015 amount by \$5,461,516 inclusive of a 1.9 percent increase in tuition for 2015-16 and Fall and Spring enrollment growth. Tuition is above Fall budget by \$1,023,449 and Spring budget by \$815,681.

#### Other Fees and Charges

Other Fees and Charges decreased by \$13,133 as life exam credit is being phased out and on-campus credit programs are down in revenues. This is partially offset by growth in collection and deferment fee increases.

#### Other Income

Other Income is ahead of last year's total by \$139,070 due to an additional \$157,500 of utility reimbursement from Residential Life.

#### Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources reflects an increase of 1,365,341 over the prior year. Included in the increase is \$500,000 related to the upgrade of IT fiber throughout campus, timing differences of \$321,000 of scholarships and LEAP support from Residential Life, and an additional \$130,000 of marketing support.

### **Expenses**

#### Compensation

Compensation expense is above last year's amount by \$3,582,974 as instructional salaries, administrative salaries, student wages and graduate assistants are up \$2,357,585, \$462,805, \$155,103 and \$277,052, respectively. Fringe benefits reflect an increase in medical expense for active employees offset by an increase from 50 percent to 75 percent reimbursement of retiree medical expenses from the VEBA trust.

#### Departmental Expenses

Departmental Expenses includes an increase of \$1,294,110 of Supplies and Related Expenses. This is a result of a difference in the timing of purchase orders related to advertising expenses, an increase of office supplies, increased travel expenses, and bad debt expense. Repairs and Maintenance reflects an increase of \$1,882,197 over the prior year. The majority of this amount is a result of expenses related to upgrading IT fiber in various campus buildings.

#### Equipment and Other Capital

Equipment and Other Capital shows \$4,818,774 of capital improvements transfers that include improvements to be made the Science Building corridors, additional chiller for satellite chilled water plant, Gillum Hall 2<sup>nd</sup> floor renovation, fire alarms upgrades, utility tunnel repairs, Gillum Hall roof, and African American Cultural Center renovation.

#### Utilities and Related Expenses

Utilities and Related Expenses has a reduction of \$677,237 which reflects lower electricity and water costs while miscellaneous gas costs increased slightly.

#### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions and the Laptop scholarship program shows increases of \$1,552,277 and \$78,957 to reflect enrollment growth.

## 6c Purchasing Report

<b>Purchase Order Activity for Period February 5, 2016 to April 18, 2016</b>			
<b>Purchases Over \$50,000</b>			
<b>Sole Source, To Match Existing Furniture</b>			
Sauder Manufacturing Company	P0079311	Furniture - Residential Life	\$55,836.70
<b>Solicited 5 Bids, Receive Only 1 Bid</b>			
Max-R	P0079219	Recycling Containers - Residential Life	\$76,160.00
<b>Sole Source</b>			
StarRez Inc	P0079421	Software - Residential Life	\$104,000.00
<b>Sole Source, Unique Features &amp; Exclusive Geographic Franchise</b>			
Lukas Microscope Service Inc	P0079211	Zeiss Axio Imager Z2 Microscope	\$121,004.40
<b>Lowest Bid To Meet Specifications</b>			
Butler Woodcrafters Inc	P0079307	Dorm Room Furniture For Blumberg	\$279,426.70
<b>Sole Source, Works With Already Existing Systems</b>			
T2 Systems Inc	P0079422	Equipment and Software Parking System	\$342,161.00

## 6d Vendor Report

The following vendors have accumulated purchases from the University for the time period February 1, 2016 through March 31, 2016 (Fiscal Year) in excess of \$250,000:		
MS I Construction Inc	\$ 305,796	Science Building Restroom; Lincoln Quad Gate Replacement
Delta Cooling Towers Inc	\$ 316,289	Cooling Tower for Chilled Water Addition
Rural Health Innovation Collaborative	\$ 343,937	Operating and Simulation Center Expenses for the Rural Health Innovation Collaborative
Blackboard Inc	\$ 268,827	Licensing Fees for Software
Sycamore Engineering Inc	\$ 274,632	Various Repairs and Projects on Campus
Williams Aviation LLC	\$ 276,215	Maintenance and Repair of Aircraft at the Flight Academy
ElectriCom LLC	\$ 297,371	Telecommunication Supplies
State of Indiana	\$ 335,879	Return of Grants Funds
Trane U.S. Inc	\$ 640,142	Purchased Chiller
<b>Previously Reported Vendors with Purchases Exceeding \$250,000</b>		
Office Works	\$ 256,285	Furnishings for Mills Hall
Associated Roofing Professionals Inc	\$ 273,730	Tirey Hall Slate Re-roof and Maintenance and Repairs of Various Roofs on Campus
Pacesetter Sports	\$ 274,193	Athletic Uniforms and Supplies
Normal Electron North America LLC	\$ 276,829	Mass Spectrometer Refurbished
Otis Elevator	\$ 353,830	Maintenance Agreement for Campus Elevators
Ellucian Company LP	\$ 360,899	Banner Maintenance Payments
Express Personnel Services	\$ 362,009	Temporary Employee Services
SoftChoice Corporation	\$ 369,777	Maintenance on EES System and Licensing Software
Barnes & Noble Booksellers	\$ 384,482	Textbook Scholarships
Indiana-American Water Company	\$ 390,448	Water Utility Payments
Technology Integration Group	\$ 394,528	Computer Equipment Purchases, Unified Communications Project, and External Camera Upgrade
RJE Interiors Inc	\$ 410,136	Normal Hall Case Goods and Miscellaneous Furniture Purchases
ST Construction Inc	\$ 420,017	Dede Terrace Construction, Lincoln Quad HVAC Upgrade, and Miscellaneous Projects
Communications Products Inc	\$ 437,069	Telephone Communications Network and Supplies
B & T Drainage and Excavating	\$ 472,499	Parking Lot K Construction
Alpha Video and Audio Inc	\$ 526,051	ESPN Information Technology Expenses
Sauder Manufacturing Company	\$ 562,159	Mills Hall Furnishings
Evan and Ryan Electrical Contractors	\$ 602,375	Science Building Classroom and Gillum Hall 2nd Floor Renovation
Delta Dental Plan of Indiana	\$ 678,223	Dental Claims Reimbursements
Old National Insurance	\$ 739,965	Flight Academy Insurance and Commercial Property Insurance
Symetra Life Insurance Company	\$ 980,257	Life and Long Term Disability Insurance
500 Wabash Housing LLC	\$ 1,008,967	Monthly Housing Expenses
Renascent Inc	\$ 1,067,213	Statesman Tower Demolition
Network Solutions Inc	\$ 1,069,791	Lan Network for 500 Wabash, Mills Hall, and Unified Communications Project
City of Terre Haute	\$ 1,075,274	ISU Bus Service, Fire Protection and Sewage Payments
Foliot Furniture Inc	\$ 1,352,331	Furnishings for 500 Wabash and University Apartments
EDF Energy Services LLC	\$ 1,383,901	Natural Gas Purchases
HEF Services Inc	\$ 1,595,024	Upgrade Campus Camera System
AmWins/NEBCO Group Benefits	\$ 1,602,684	Retiree Insurance Coverage
Medco Health Solutions	\$ 2,045,838	Prescription Drug Coverage
Lenovo Inc	\$ 2,151,431	Computer Equipment Purchases
Indiana Department of Corrections	\$ 2,273,592	Academic Courses
CDI Inc	\$ 2,407,720	Science Building Re-Roof and Multi Purpose Track Project
Ratio Architects Inc	\$ 3,409,535	Dede Fountain, Mills Hall, Blumberg Hall, and College of Health and Human Services Renovations
Weddle Brothers Construction Co Inc	\$ 4,129,538	Normal Hall Renovations
Duke Energy	\$ 4,365,914	Electricity Utility Payments
TIAA CREF	\$ 7,522,739	Retirement Contributions
Sodexo Inc and Affiliates	\$10,359,371	Dining and Catering Services
CIGNA Health Care	\$13,122,141	Medical Claim Payments
Hannig Construction Inc	\$17,376,144	Mills Hall, Blumberg Hall Renovation, Holmstedt Hall Restroom Renovation and Dede Fountain Project



## 6e Faculty Personnel

### Appointments

(Effective August 1, 2016 unless otherwise noted)

Whitney Blondeau; Assistant Professor, Department of Applied Health Sciences; Ph.D., University of Alabama at Birmingham; salary \$63,200 per academic year.

### Full-Time Appointments – 2016-2017 Academic Year

(Effective August 1, 2016 unless otherwise noted)

Jodi Rees; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana University; salary \$51,204 per academic year.

Megan Weemer; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Eastern Illinois University; salary \$51,204 per academic year.

### Temporary Part-Time Appointments – 2016 Spring Semester

(Effective January 1, 2016 unless otherwise noted)

Teresa Byers; Part-Time Lecturer, School of Music; M.Ed., Indiana State University; six hours; salary \$6,150.

Valerie Craig; Part-Time Lecturer, University College; M.S., Indiana State University; two hours; salary \$2,122.

Julie Edwards; Part-Time Lecturer, School of Music; M.M., University of North Carolina; eight hours; salary \$8,364.

Tiandra Finch; Part-Time Lecturer, Department of Biology; M.B.A., Wright State University; one hour; salary \$1,000; effective February 23, 2016 to May 31, 2016.

Bethany Hutchins; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; six hours; salary \$6,120.

Janet Ledyard; Part-Time Lecturer, Department of Teaching and Learning; M.A., Western Michigan University; three hours; salary \$4,098.

Ron Martin; Librarian Emeritus, University College; M.S., Indiana State University; four hours; salary \$4,244.

Teressa Moore; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Indiana State University; three hours; salary \$7,179.

Daniel Powers; Part-Time Lecturer, School of Music; M.M., Indiana University; 6.67 hours; salary \$6,971.

Scott Sundvall; Part-Time Lecturer, Department of English and University College; M.A., Bowling Green State University; from three hours, salary \$3,060, to seven hours; salary \$7,060.

Larysa Tudorica; Part-Time Lecturer, School of Music; D.M., Indiana University; 10.01 hours; salary \$1,283, for the appointment period of February 9, 2016 through February 23, 2016.

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

Portia Adams; Associate Professor, Department of Social Work; from twelve-month fiscal faculty, to ten-month academic year faculty; salary \$63,750; effective August 1, 2016.

Avdi Avdija; Associate Professor, Department of Criminology and Criminal Justice; ten percent promotion increase to 2016-2017 base; salary \$67,784; effective August 1, 2016.

Matthew Bergbower; Associate Professor, Department of Political Science; ten percent promotion increase to 2016-2017 base; salary \$62,854; effective August 1, 2016.

Philip Cochrane; Associate Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year; Professor; ten percent promotion increase to the 2016-2017 base; salary \$84,053; effective August 1, 2016.

Dianna Cooper-Bolinsky; from Chairperson and Assistant Professor, Department of Social Work, to Assistant Professor, Department of Social Work; surrenders chairperson supplement of \$14,400; salary \$77,808 per academic year; effective March 20, 2016.

Melanie D'Amico; Associate Professor, Department of Languages, Literatures, and Linguistics; ten percent increase to the 2016-2017 base; salary \$64,504; effective August 1, 2016.

Bassou El Mansour; Professor, Department of Human Resource Development and Performance Technologies; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Karen Evans; Librarian, Library Services; ten percent promotion increase to 2016-2017 base; salary \$74,224; effective July 1, 2016.

Harry Gallatin; Instructor, Department of Accounting, Finance, Insurance and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Steve Gruenert; Chairperson and Professor, Department of Educational Leadership; surrenders chairperson supplement of \$9,165 during sabbatical; effective August 1, 2016 through December 31, 2016; resume chairperson supplement effective January 1, 2017.

Robert Guell; from Professor, Department of Economics, to Interim Chairperson, Department of Social Work and Professor, Department of Economics; chairperson supplement of \$1,200 per month, prorated from the effective date of March 21, 2016.

Debra Israel; from Associate Professor, Department of Economics, to Interim Chairperson, Department of Communication and Associate Professor, Department of Economics; chairperson supplement of \$1,800 per month; for the appointment period of January 1, 2016, through May 31, 2017.

Malynnda Johnson; Part-Time Lecturer, Department of Communication; Ph.D., University of Wisconsin-Milwaukee; from three hours, salary \$3,122, to zero hours, salary \$0.

Jeffrey Kinne; Associate Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2016-2017 base; salary \$86,255; effective August 1, 2016.

Kristina Lawyer; Assistant Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Xiaolong Li; from Associate Professor, Department of Electronics and Computer Engineering Technology, to Chairperson and Associate Professor, Department of Electronics and Computer Engineering Technology; chairperson supplement of \$1,200 per month; effective August 1, 2016.

James McKirahan; Assistant Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Alister McLeod; Assistant Professor; Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

John Moody; Instructor, Department of Chemistry and Physics; supplemental instructional stipend of \$1,500 for teaching an additional 1.5 hours; for the spring semester of the 2015-2016 academic year.

Michelle Morahn; Part-Time Lecturer, Department of History; stipend of \$222 for additional responsibilities as Faculty Senate Temporary Faculty Advocate; for the appointment period of August 1, 2015 through September 30, 2015.

Malissa Muyumba; Part-Time Lecturer, Department of Communication; stipend of \$778 for additional responsibilities as Faculty Senate Temporary Faculty Advocate; effective October 1, 2015 through May 31, 2016.

Nathan Myers; Associate Professor, Department of Political Science; ten percent promotion increase to the 2016-2017 base; salary \$66,552; effective August 1, 2016.

Melissa Nail; Professor, Department of Teaching and Learning; ten percent promotion increase to the 2016-2017 base; salary \$73,831; effective August 1, 2016.

Jessica Nelson; Chairperson and Associate Professor, Department of Baccalaureate Nursing Completion; ten percent promotion increase to the 2016-2017 base; salary \$105,310; effective July 1, 2016.

Tina Newsham; Associate Professor, Department of Applied Health Sciences; ten percent promotion increase to 2016-2017 base; salary \$71,577; effective August 1, 2016.

Nancy Obermeyer; Professor, Department of Earth and Environmental Systems; ten percent promotion increase to the 2016-2017 base; salary \$78,250; effective August 1, 2016.

Robert Owegi; from Instructor, Department of Baccalaureate Nursing, to Assistant Professor, Department of Baccalaureate Nursing Completion; salary \$85,000 per fiscal year; effective July 1, 2016.

Randell Peters; Chairperson and Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to 2016-2017 base; salary \$84,509; effective August 1, 2016.

Shawn Phillips; Professor, Department of Earth and Environmental Systems; ten percent promotion increase to the 2016-2017 base; salary \$72,892; effective August 1, 2016.

Nikk Pilato; from Full-Time Lecturer, School of Music, to Instructor, School of Music; salary \$52,000 per academic year; effective August 1, 2016 through May 31, 2019.

Samory Rashid; Professor, Department of Political Science; ten percent promotion increase to the 2016-2017 base; salary \$91,623; effective August 1, 2016.

JaDora Sailes; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; ten percent promotion increase to the 2016-2017 base; salary \$71,792; effective August 1, 2016.

James Smallwood; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Erik Southard; Chairperson and Associate Professor, Department of Advanced Practice Nursing; ten percent promotion increase to the 2016-2017 base; salary \$105,864; effective July 1, 2016.

Jennifer Todd; Full-Time Lecturer, Department of Social Work; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the spring semester of the 2015-2016 academic year.

Elaina Tuttle; Professor, Department of Biology, and Interim Associate Dean, College of Graduate and Professional Studies; continuation as Interim Associate Dean, College of Graduate and Professional Studies; effective July 1, 2016, through June 30, 2017; supplement of \$26,921 per fiscal year.

Debra Vincent; Associate Professor, Department of Advanced Practice Nursing; ten percent promotion increase to the 2016-2017 base; salary \$98,593; effective July 1, 2016.

Anna Viviani; Assistant Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; change in salary to \$57,954 per academic year, prorated from the effective date of April 1, 2016.

Michael Williamson; Assistant Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2015-2016 academic year.

Tarek Zaher; Professor, Department of Accounting, Finance, Insurance, and Risk Management; stipend of \$3,000 for additional duties as Coordinator of the SMIFC conference; for the spring semester of the 2015-2016 academic year.

### **Promotion to Librarian**

(Effective July 1, 2016)

Karen Evans, Library Services

### **Promotion to Full Professor**

(Effective August 1, 2016)

Phillip Cochrane, Department of Applied Engineering and Technology Management

Melissa Nail, Department of Teaching and Learning

Nancy Obermeyer; Department of Earth and Environmental Systems

Randell Peters, Department of Applied Engineering and Technology Management

Shawn Phillips; Department of Earth and Environmental Systems

Samory Rashid; Department of Political Science

**Tenure**

(Effective July 1, 2016)

Kirk Armstrong; Department of Applied Medicine and Rehabilitation

**Tenure**

(Effective August 1, 2016)

Carla Honselman; Department of Applied Health Sciences

Andrew Payne; Department of Built Environment

**Promotion to Associate Professor and Tenure**

(Effective July 1, 2016)

Jessica Nelson; Department of Baccalaureate Nursing Completion

Erik Southard; Department of Advanced Practice Nursing

Debra Vincent; Department of Advanced Practice Nursing

**Promotion to Associate Professor and Tenure**

(Effective August 1, 2016)

Avdi Avdija; Department of Criminology and Criminal Justice

Matthew Bergbower; Department of Political Science

Melanie D'Amico; Department of Languages, Literatures, and Linguistics

Jeffrey Kinne; Department of Mathematics and Computer Science

Nathan Myers; Department of Political Science

Tina Newsham; Department of Applied Health Sciences

JaDora Sailes; Department of Communication Disorders and Counseling, School, and Educational Psychology

**Leave of Absence with Pay – July 1, 2016 through December 31, 2016**

Elizabeth Lorenzen; Librarian, Library Services

**Leave of Absence with Pay – 2016 Fall Semester**

Tonya Balch; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology

Matthew Bergbower; Assistant Professor, Department of Political Science

Lisa Decker; Associate Professor, Department of Criminology and Criminal Justice

Robert Goldbort; Professor, Department of English

Graham Carroll; Associate Professor, Department of Human Resource Development and Performance Technologies

Steve Gruenert; Chairperson and Professor, Department of Educational Leadership

Michael Jackson; Associate Professor, Department of Theater

Karen Liu; Professor, Department of Teaching and Learning

Tarek Zaher; Professor, Department of Accounting, Finance, Insurance, and Risk Management

**Leave of Absence with Pay – 2017 Spring Semester**

Michael Chambers; Professor, Department of Political Science

Melanie D'Amico; Assistant Professor, Department of Languages, Literatures, and Linguistics

Tad Foster; Professor, Department of Human Resource Development and Performance Technologies

Debra Israel; Associate Professor, Department of Economics

Marylin Leinenbach; Associate Professor, Department of Teaching and Learning

**Leave of Absence with Pay – January 1, 2017 through June 30, 2017**

Eric Hampton; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology, and Director of Assessment, Bayh College of Education.

## **Leave of Absence with 60% Pay for the 2016-2017 Academic Year**

Richard Fitch; Professor, Department of Chemistry and Physics

## **Retirements**

Joyce Wilson; Associate Professor, School of Music; effective May 31, 2016.

## **Emeriti**

Joyce Wilson, Associate Professor Emerita, School of Music; effective May 31, 2016.

## **Separations**

Michael Arrington; Associate Professor, Department of Communication; effective May 31, 2016.

Tamara Arrington; Instructor, Department of Communication; effective May 31, 2016.

Charles Barnett; Assistant Professor, Department of Languages, Literatures, and Linguistics; effective May 31, 2016.

Timothy Boileau; Instructor, Department of Teaching and Learning; effective May 31, 2016.

Jeffrey Carr; Instructor, Department of English; effective May 31, 2016.

Joe Eckerle; Instructor, Department of Built Environment; effective May 31, 2016.

Matthew Feeback; Assistant Professor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2016.

Katherine Fredlund; Assistant Professor, Department of English; effective May 31, 2016.

Sylvia Gonzalez-Gorman; Assistant Professor, Department of Political Science; effective May 31, 2016.

Faith Hudnall; Instructor, Department of Communication Disorders and Counseling, School, and Educational Psychology; effective May 31, 2016.

Caitlin Martin; Instructor, Department of English; effective May 31, 2016.

Anthony Rathburn; Professor, Department of Earth and Environmental Systems; effective May 31, 2016.

Jennifer Ryan; Assistant Professor, Department of History; effective May 31, 2016.

Mary Tucker; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; effective May 31, 2016.

## 6f Other Personnel

### NON-EXEMPT

#### Appointments

Miranda Barton; Administrative Assistant I, Student Support Services; \$13.05/hr; effective February 16, 2016.

Adam Burkett; Administrative Assistant I, Economics; \$12.88/hr; effective March 14, 2016.

Paula Cramer; Student Services Assistant II, Communications Disorders and Counseling, School, and Educational Psychology; \$14.00/hr; effective February 8, 2016.

William Downs; Maintenance Mechanic, Sandison Housing; \$14.00/hr; effective March 21, 2016.

Kenneth Edington; Custodian I, Facilities Management; \$11.00/hr; effective February 6, 2016.

Allison Higgins; Early Childhood Assistant Teacher, Early Childhood Education Center; \$11.90/hr; effective February 22, 2016.

Scott Hoehn; Custodial Supervisor, Facilities Management; \$14.00/hr; effective March 14, 2016.

Ryan McCarty; Grounds Technician, Facilities Management – Grounds; \$11.90/hr; effective April 25, 2016.

Adam McConaughy; Grounds Equipment Operator, Facilities Management – Grounds; \$11.40/hr; effective April 4, 2016.

Rachael Miller; Administrative Assistant I, Student Media; \$12.88/hr; effective February 23, 2016.

Michelle Perrelle; Student Services Assistant I, Criminology & Criminal Justice; \$12.88/hr; effective April 4, 2016.

Emily Rigdon; Communications Officer, Public Safety; \$15.95/hr; effective March 14, 2016.

Joel Robson; Student Union Information Services Supervisor, Hulman Memorial Student Union; \$15.32/hr; effective April 4, 2016.

George Royal; Utility Worker I, Facilities Management; \$11.00/hr; effective March 7, 2016.

Joy Russell; Lead Custodian, Sycamore Housing; \$11.40/hr; effective March 14, 2016.

Zina Van Gilder; Admissions Processing Specialist, Admission & High School Relations; \$12.88/hr; effective April 4, 2016.

Pete Walton; Custodian II, Sandison Housing; \$11.67/hr; effective April 4, 2016.

Robert Watters; Custodian II, Sandison Housing; \$11.67/hr; effective April 18, 2016.

#### Separations



Lyn Brown; Custodian I, Sandison Housing; effective February 25, 2016.

Jeremy Bump; Custodian I, Facilities Management; effective March 30, 2016.

Ally Caddell; Custodian I, Burford Housing; effective February 24, 2016.

David Gibbs; Groundskeeper, Facilities Management – Grounds; effective March 18, 2016.

Tiffany Grassick; Custodian I, Sycamore Housing; effective March 30, 2016.

Julie Hofmann; Administrative Assistant I, Student Media; effective January 7, 2016.

Allison Murphy; Early Childhood Assistant Teacher, Early Childhood Education Center; effective March 29, 2016.

Richard Ridener; Grounds Equipment Operator; effective February 29, 2016.

Eric Robinson; Custodian I, Sandison Housing; effective April 8, 2016.

Carolyn Whitney; Mail Services Coordinator, Facilities Management; effective May 20, 2016.

### **Retirements**

Carol DeFrance; Library Associate III, School of Music; effective May 31, 2016.

Carmen DeWitt; Financial Aid Processing Specialist, Student Financial Aid; effective March 31, 2016.

Jo Anne Seybold; Student Services Assistant II, Dean, College of Technology; effective March 8, 2016.

Sharman Woll; Special Projects Assistant, Central Housing; effective May 10, 2016.

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

Sara Blystone; from Custodian I, Sycamore Housing; \$11.42/hr; to Lead Custodian, Sycamore Housing; \$12.50/hr; effective April 13, 2016.

Audre Brickey; from Financial Aid Processing Specialist, Student Financial Aid; \$13.66/hr to Enrollment Management Systems Processing Specialist, Student Financial Aid; \$15.41/hr; effective March 26, 2016.

Jane Compton; from Administrative Assistant I, Buford Housing; \$16.18/hr to Administrative Assistant II, Communications Department; \$17.93/hr; effective March 4, 2016.

Ronald Larrowe; from Custodian II, Lincoln Quad Housing; \$12.10/hr to Maintenance Mechanic, Burford Housing; \$14.00/hr; effective March 7, 2016.

Lisa McDaniel; from Dean's Assistant, VP for Student Affairs; \$20.78/hr to Executive Assistant, VP for Student Affairs; \$20.78/hr; effective April 12, 2016.

Andrew Swearingen; from Library Associate I, Library Services; \$11.87/hr to Library Technical Services Procurement Specialist, Library Services; \$13.33/hr; effective March 28, 2016.

### **Other**

Kimberly Crumrin; Administrative Assistant III, MBA Program; pay rate change from \$15.00/hr to \$15.32/hr; effective April 20, 2016.

Ian Loomis; Police Captain, Public Safety; skill assessment from \$30.11/hr to \$30.84/hr; effective March 16, 2016.

### **EXEMPT**

### **Temporary Appointments**

Thomas Simon; Senior Research Scientist, Department of Biology; Ph.D., salary \$7,907, for the appointment period of March 1, 2016 to June 30, 2016.

Kelli Stoelting; Program Coordinator, Dean, College of Health and Human Services; salary \$41,200 per fiscal year, prorated for the appointment period of March 1, 2016 to June 30, 2016.

### **Appointments**

Andy Morgan, Dean of Students, Vice President for Student Affairs, Ph.D., Southern Illinois University Carbondale, salary \$115,000 per fiscal year, prorated from the effective date of April 1, 2016.

Ashley Poff; Hulman Center/Conference & Event Services Marketing Coordinator, Hulman Center, B.A., Indiana State University; salary \$35,159 per fiscal year; prorated from the effective date of February 15, 2016.

Paula Turner, Staff Psychologist/Coordinator, Student Counseling Center; Ph.D., Indiana State University; salary \$50,000 per fiscal year, prorated from the effective date of February 1, 2016.

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

Christina Cantrell; from University College Adviser, University College, to Graduation Specialist, Student Success; salary \$41,591, prorated from the effective date of January 1, 2016.

Ashley Miley; Admission Welcome Center Counselor - 9 month, Admissions and High School Relations; salary correction to \$23,063 per fiscal year; effective from January 4, 2016 through May 31, 2016.

Grace Oliver; from Business Intelligence Analyst, Requires Reappointment, Office of Information Technology, to Business Intelligence Analyst, Office of Information Technology; salary \$44,355 per fiscal year, prorated from the effective date of February 1, 2016.

Brandie Perry; from Financial Aid Counselor - 9 month to Financial Aid Counselor, Student Financial Aid; salary \$31,365 per fiscal year; prorated from the effective date of April 1, 2016.

Sarah Pigg; from IT Project Manager, Office of Information Technology, to IT Project Manager, Part-Time No Benefits; effective February 7, 2016.

Leah Reynolds, from Assistant Dean of Students for Student Advocacy to Assistant Dean of Students & Director of Women's Resource Center, Vice President for Student Affairs; title change only; prorated from the effective date of February 11, 2016.

Libby E. Roerig; from Media Relations Assistant Director to Communications Director; Communications and Marketing; salary \$51,000 per fiscal year; prorated from effective date of March 1, 2016.

Ashlee Shroyer; from Marketing Specialist – Requires Reappointment to Marketing Specialist; Communications and Marketing; salary \$40,000 per fiscal year; prorated from the effective date of March 25, 2016.

### **Separations**

Tiandra Finch; Probation and Mentoring Program Director, Dean, University College; effective May 6, 2016.

Daniel Gallion; Network Engineer, Telecommunications; effective April 22, 2016.

Emily Haltom; Remedial Math Educator, Department of Mathematics and Computer Science; effective February 29, 2016.

Jason M. Hiddle; Senior Drupal/Web Developer, Communications & Marketing; effective March 1, 2016.

Aimee Janssen-Robinson; Equal Opportunity Director & Title IX Coordinator, Legal Affairs; effective February 19, 2016.

Stephanie Jefferson, African American Culture Center Director, African American Cultural Center, Effective May 16, 2016.

Scott Neal; Information Center Consultant, Office of Information Technology; effective March 1, 2016.

Bailey Tait; Financial Aid Counselor; Student Financial Aid; effective March 31, 2016.

David L. Taylor; Media Relations Director; Communications and Marketing; effective February 10, 2016.

### **Retirements**

Robert J. Anthrop; Accounting Manager, Office of the Associate Vice President and University Controller; effective March 31, 2016.

## **ATHLETICS**

### **Appointments**

Marcus Belcher; Assistant Coach, Men's Basketball; annual salary \$77,454; effective April 1, 2016 through March 31, 2017.

Sherard Clinkscales; Athletic Director; B.A., Purdue University; salary \$200,000 per fiscal year, prorated from the effective date of May 1, 2016.

Maurice Crum; Assistant Coach, Football; B.A., University of Notre Dame; salary \$38,000 prorated from the effective date of February 18, 2016 through December 31, 2016.

Janet Eaton; Assistant Coach, Women's Basketball; annual salary \$70,829; effective April 1, 2016 through March 31, 2017.

Louis Gudino; Associate Head Coach, Men's Basketball; annual salary \$108,053; effective April 1, 2016 through March 31, 2017.

Gary Hyman; Assistant Coach, Football; M.S., Stanislaus State University of California; annual salary \$36,000 prorated from the effective date of effective February 19, 2016 through December 31, 2016.

Joshua Keister; Assistant Coach, Women's Basketball; annual salary \$70,380; effective April 1, 2016 through March 31, 2017.

Gregory Lansing; Head Coach, Men's Basketball; annual salary \$238,216; effective April 1, 2016 through March 31, 2017.

Terry Parker; Assistant Coach, Men's Basketball; annual salary \$67,958; effective April 1, 2016 through March 31, 2017.

Michael Perish; Assistant Coach, Football; B.S., Indiana State University; annual salary \$31,000 prorated from the effective date of effective March 18, 2016 through December 31, 2016.

Sara Riedeman; Assistant Coach, Women's Basketball; annual salary \$52,085; effective April 1, 2016 through March 31, 2017.

James Schmeits; Basketball Operations Director Part-Time No Benefits, Men's Basketball; annual salary \$18,000; effective April 1, 2016 through March 31, 2017.

Joseph Wells; Head Coach, Women's Basketball; annual salary \$120,233; effective April 1, 2016 through March 31, 2017; multi-year contract ending April 1, 2017.

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

Jamison DeBerry; Assistant Coach, Football; pay increase; salary \$48,000; effective February 1, 2016 through December 31, 2016.

Angela Lansing, Interim Intercollegiate Athletics Director, job extension; salary \$150,000; effective April 1, 2016 through April 30, 2016.

Krisstopher Proctor; from Assistant Coach, Football Part-Time No Benefits; to Assistant Coach, Football; pay increase; salary \$34,703; effective February 1, 2016 through December 31, 2016.

Aaron -Archie; Assistant Coach, Football Part-Time No Benefits; to Assistant Coach, Football; pay increase; salary \$30,000; effective February 1, 2016 through December 31, 2016.

Aaron Williams-Archie; Assistant Coach, Football; pay increase; salary \$33,700; effective March 1, 2016 through December 31, 2016.

## Separations

Mitchell Eaglowski; Athletic Equipment Manager; effective April 10, 2016.

Gregory Frey; Athletic Facilities/Operations Coordinator; effective March 10, 2016.

Krisstopher Proctor; Assistant Coach, Football; effective February 19, 2016.

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## 6g Grant and Contracts

1. Ball State University, Fund No. 549073, Proposal No. 15-133

A sub agreement under the Indiana Department of Education in the amount of \$8,500.00 has been received from Ball State University for the project entitled, "2015-2016 Professional Development for Career and Technical Teachers With Workplace Specialist I Certification," under the direction of James Smallwood, Department of Applied Engineering and Technology Management, for the period August 1, 2015 through June 30, 2016.

2. Eastern Illinois University, Fund No. 549068, Proposal No. 16-057

An agreement in the amount of \$2,500.00 has been received from Eastern Illinois University for the project entitled, "Sample Preparation and ICP-OES Analysis," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period October 1, 2015 through December 31, 2015.

3. Mental Health Association of Indiana/Indiana Collegiate Action Network, Fund No. 549072, Proposal No. 16-069

An agreement in the amount of \$2,875.00 has been received from Mental Health Association of Indiana/Indiana Collegiate Action Network for the project entitled, "Mini Grant Award for Marijuana Education and Awareness," under the direction of Janet Weatherly, Student Health Promotion, for the period September 28, 2015 through June 30, 2016.

4. Hamilton Center, Inc., Fund No. 549071, Proposal No. 16-070

An agreement in the amount of \$500.00 has been received from Hamilton Center, Inc. for the project entitled, "Smart Approaches to Marijuana (SAM) Presentation," under the direction of Janet Weatherly, Student Health Promotion, for the period February 1, 2016 through February 28, 2016.

5. VentureWell/Lemelson Foundation, Fund No. 549075, Proposal 16-049

An agreement in the amount of \$30,000.00 has been received from VentureWell/Lemelson Foundation for the project entitled, "Sustainable Innovation and Entrepreneurship: a Proposal to Develop a Class," under the direction of Daniel Pigg, Business Engagement Center, for the period March 1, 2016 through August 31, 2019.

6. Arts Illiana, Fund No. 549076, Proposal No. 16-039

An agreement in the amount of \$500.00 has been received from Arts Illiana, for the project entitled, "CSA's Arts Education Project, FUSION Theatre at Ryves Hall Youth Center," under the direction of Petra Nyendick, Community School of the Arts, for the period January 26, 2016 through March 31, 2016.

7. Lilly Endowment Inc., Fund No. 549070, Proposal No. 16-032

An agreement in the amount of \$100,294.00 has been received from Lilly Endowment Inc. for the project entitled, “Extending Teacher Creativity 2016: A Summer Workshop for Teacher Creativity Fellows,” under the direction of Susan Powers, Office of the Provost and Vice President for Academic Affairs, for the period December 1, 2015 through August 31, 2017.

8. Stimulus Engineering Services, Inc., Fund No. 549021 Proposal No. 16-084

Additional appropriations in the amount of \$14,412.00 have been received from Stimulus Engineering Services, Inc. for the project entitled, “Training Sessions Work Order #3 Mod. 2,” under the direction of William Baker, Built Environment, for the period February 4, 2015 through February 3, 2016.

9. Indiana Council for Economic Education, Fund No. 549059, Proposal 16-125

Additional appropriations in the amount of \$12,000.00 have been received from Indiana Council for Economic Education for the project entitled, “Center for Economic Education Operational Budget 2015-2016,” under the direction of John Conant, Department of Economics, for the period July 1, 2015 through June 30, 2016.

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## 6h Agreements

### **Performer/Entertainment Agreements**

Amberg Events  
Bass/Schuler – Live Karaoke  
Canamac Productions, LLC  
Chair Massage on the Go, LLC dba Campus Spa  
Circle of Sisterhood Foundation, Inc.  
Everything but the Mime – Funky Faces/Body Art by Marjorie  
Kramer Entertainment – It’s a Wrap  
Leadershape  
Norham Road Records, LLC (Kid Quill)  
Silent Events, Inc.

### **Affiliation Agreements**

360 Physical Therapy Sports Medicine & Aquatic Rehab  
AFFIRMA Rehab  
Ambry Genetics Corporation  
Apex Physical Therapy  
ATCAS  
Bel Air Health and Rehab  
Borgess Health System  
Carle Foundation Hospital  
Carolina Physical Therapy & Sports Medicine  
CDH Delnoir Health System  
CF Physical Therapy (Champion Fitness)  
Daviess Community Hospital  
Deaconess Women's Hospital  
Frazier Rehab Hospital

HCA Regional Hospital Physician Services  
Indiana Physical Therapy  
IU Goshen Hospital  
IU Health Goshen Physicians  
IU Health Indy  
Jackson County Schneck Memorial Hospital dba Schneck  
Medical Center  
Kettering Health - Greene Memorial & SOIN Medical Center  
Legacy Healthcare Services  
Mercy Medical Center Clinton IA  
Myriad Genetic Laboratories, Inc.  
Oregon Medical Group  
Orthopedic Rehab Specialists  
Orthopedic Rehab Specialists  
Owensboro Health  
Palmetto Health  
Park Ridge Niles School Corporation  
Parkview Health System  
Rice University  
Scott County Hospital  
Sensory Solutions, LLC  
Signature Healthcare Hermitage  
Signature Healthcare Hillcrest  
Sinai Health System  
Southern IN Rehab Hospital  
TruRehab  
UnityPoint St. Luke's  
University of Louisville  
University of Missouri Health Care  
Women's Healthcare Associates  
Yakima Valley Memorial Hospital

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## **6i Board Representation at University Events**

### **Events Requiring Board Representation**

Wednesday-Thursday, August 23-25, 2016      ISU Board of Trustees Retreat, Terre Haute, IN  
Thursday, August 25, 2016      ISU Board of Trustees Meeting, State Room, Tirey Hall

### **Optional Events Requiring Board Representation**

Monday, May 9, 2016      President Scholars Golf Outing

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

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## 6j In Memoriam

### **IN MEMORIAM: Ms. Judy Snyder Ross**

WHEREAS, Ms. Judy Snyder Ross, Retired Administrative Assistant for Education and School Psychology, died on the eighteenth day of January two thousand and sixteen; and

WHEREAS, Ms. Judy Snyder Ross had given loyal and devoted service to Indiana State University for over thirty seven years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

### **IN MEMORIAM: Mrs. Mary Lou Timmons**

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.

WHEREAS, Mrs. Mary Lou Timmons, Dean's Assistant of the Dean of College of Nursing, Health, and Human Services (retired), died on the seventh day of February two thousand and sixteen; and

WHEREAS, Mrs. Mary Lou Timmons had given loyal and devoted service to Indiana State University for over thirty one 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

### **IN MEMORIAM: Dr. Choong Han Kim**

WHEREAS, Dr. Choong Han Kim, Professor Emeritus of Library Science of Indiana State University, died on the twenty-first day of March two thousand and sixteen; and

WHEREAS, Dr. Choong Han Kim had given loyal and devoted service to Indiana State University for twenty three 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: Mrs. Shirley Ginger Garvey**

WHEREAS, Mrs. Shirley Ginger Garvey, Retired Office Assistant III for Public Affairs, died on the seventeenth day of April two thousand and sixteen; and

WHEREAS, Mrs. Shirley Ginger Garvey had given loyal and devoted service to Indiana State University for over twenty four 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: Mr. Paul Earnest Selge**

WHEREAS, Mr. Paul Earnest Selge, Associate Professor Emeritus of Physical Education of Indiana State University, died on the nineteenth day of April two thousand and sixteen; and

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

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

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

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## **7 Old Business**

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## **8 Adjournment**

**Mr. Campbell adjourned the meeting at 3:03 p.m.**

